

**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, 2023**



*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, 2023**

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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, 2023

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	146,393.76	-	-	172,171.19	335.36
		IT ENGINEER SR/EX/PRN	132,577.81	14,950.40	-	-	420.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	205,718.54	33,296.64	-	250.00	1,835.53
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	138,943.64	15,509.97	-	-	1,145.58
		GAS ENG ENGINEER	147,925.52	-	-	88,557.43	229.24
		GAS OPS FITTER	125,131.35	-	-	51,463.22	294.75
		GAS ENG ENGINEER	140,383.08	15,500.14	-	850.00	385.00
		GAS ENG ANALYST/SPECIALST/WRITER SR/EX/PRN	123,282.30	19,340.79	-	-	5,542.37
		GAS ENG ESTIMATOR/SCHEDULER	142,119.44	-	-	10,999.75	839.91
		ELEC ENG ENGINEER	192,732.00	22,781.61	-	11,648.09	5,026.53
		GAS ENG ENGINEER	164,240.75	19,314.91	-	-	2,612.43
		SHARED SVS DATA SCIENTIST/WRITER/COMPL	136,500.00	-	-	-	4,545.86
		ELEC ENG ENGINEER	166,863.90	17,459.88	-	-	476.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	152,726.00	16,720.67	-	9,793.68	234.50
		OPERATIONS DATA ENGINEER/SCIENTIST	72,384.14	-	-	10,500.00	115.00
		GAS ENG ENGINEER	131,237.94	16,894.20	-	3,595.78	2,263.71
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	142,496.22	15,841.90	-	-	459.62
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	142,527.50	15,745.75	-	6,693.42	4,352.86
		IT SERVICE MNGR/ADMINSTRTR	55,652.16	-	-	29,853.52	404.87
		ELEC ENG TECHNICIAN	181,026.45	-	-	43,519.19	-
		SHARED SVS PERMIT FACILITATOR	117,691.21	-	-	4,023.78	-
		ELEC OPS LINEMAN/LINEMAN	42,169.24	-	-	105,374.10	162.17
		OPERATIONS TECH WRITER/CREW LEADER	137,691.26	14,685.50	-	4,736.56	2,073.68
		GENERATION SUPERVISOR	171,672.92	24,544.52	-	43,744.96	1,439.90
		GAS OPS SUPERVISOR	145,507.44	19,706.50	-	10,357.08	-
		GAS OPS OPERATOR	131,749.70	-	-	69,703.43	-
		ELEC ENG ENGINEER	158,328.00	12,230.16	-	13,984.43	5,473.05
		ELEC ENG ENGINEER	149,351.36	-	-	102,480.57	420.00
		ELEC ENG ENGINEER	119,558.70	-	-	26,090.17	891.59
		ELEC ENG ENGINEER	192,732.00	22,781.61	-	13,789.37	4,482.82
		GAS OPS STATION OPERATOR	117,478.07	-	-	85,599.27	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	139,688.31	-	-	62,336.49	-
		ELEC OPS SUPERVISOR	98,009.61	21,841.11	-	70,784.81	245.02
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	137,144.99	-	-	82,191.02	4,726.70
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	113,700.67	-	-	23,848.85	-
		ELEC ENG SUPERVISOR	216,100.10	21,012.65	-	-	1,813.78
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,837.81	-	-	39,370.65	-
		GAS OPS PRGM/PROJ MANAGER	190,714.00	21,597.89	-	6,689.52	996.69
		GAS OPS PRGM/PROJ MANAGER	186,591.72	20,675.27	-	477.85	2,921.09
		ELEC OPS LINEMAN/LINEMAN	159,555.14	-	-	253,667.18	7,165.98
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,483.12	-	-	85,562.91	5,013.84
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,997.60	-	-	62,877.50	-
		ELEC OPS SYSTEM OPERATOR/LEAD	168,693.85	-	-	62,611.83	196.50
		GAS OPS ELEC LOCATOR	103,813.98	-	-	40,670.78	-
		GAS ENG ENGINEER	179,805.00	20,731.21	-	1,941.94	2,904.93
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,380.10	-	-	66,858.75	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,695.35	-	-	185,769.72	201.12
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EX/PRN/CHIEF	174,133.19	17,812.76	-	19,068.39	774.56
		GAS ENG DIRECTOR/CHIEF	238,943.16	50,898.56	36,589.84	362.25	7,983.31
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,524.28	-	-	152,167.70	555.34
		IT ANALYST/SPECIALIST SR/EX/PRN	127,298.71	16,042.48	-	-	420.00
		IT TECHNICIAN	139,246.07	-	-	56,947.77	201.25
		GAS OPS TECHNICIAN	133,205.18	-	-	4,615.46	-
		GENERATION TECHNICIAN	148,423.20	-	-	30,209.31	383.07
		GAS OPS TECHNICIAN	135,363.00	-	-	3,213.80	4,569.99
		ELEC OPS SYSTEM OPERATOR/LEAD	91,465.96	-	-	444,576.87	683.41
		ELEC ENG TECHNICIAN	155,997.92	-	-	82,141.60	-
		ELEC OPS SUPERVISOR	146,878.66	20,931.65	-	384.90	870.27
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	118,143.68	15,773.15	-	473.48	8,911.04
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	160,036.00	18,016.31	-	5,112.10	1,445.37
		ELEC OPS FOREMAN	146,932.62	-	-	190,033.22	628.80
		GAS OPS MECHANIC/WELDER	125,978.56	-	-	10,641.49	96.94
		ELEC OPS FOREMAN/SUBFOREMAN	5,752.56	-	-	8,504.89	-
		GAS ENG ENGINEER	145,944.33	-	-	391.74	420.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	108,909.47	-	-	28,666.50	-
		ELEC ENG ENGINEER	157,005.40	11,106.00	-	8,302.92	6,178.23

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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)
		ELEC ENG ESTIMATOR	135,454.67	-	-	32,041.92	989.24
		ELEC OPS LINEMAN/LINEMAN	33,851.55	-	-	106,297.73	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	55,710.86	-	-	51,621.38	-
		ELEC OPS LINEMAN/LINEMAN	146,134.82	-	-	115,791.43	-
		OPERATIONS METEOROLOGIST/BUS/MAINT PLNR	135,942.36	15,141.05	-	350.00	-
		ELEC OPS LINEMAN/LINEMAN	131,109.60	-	-	69,031.40	1,819.59
		IT SUPERVISOR	152,935.10	20,861.06	-	4,711.12	2,912.60
		ELEC OPS SYSTEM OPERATOR/LEAD	156,299.15	-	-	74,897.29	76.64
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,891.43	-	-	82,188.83	-
		HR ECO DIRECTOR/SR DIRECTOR	200,000.04	32,274.16	11,504.57	1,600.00	6,441.08
		GENERATION MANAGER	220,800.00	32,379.14	-	18,000.00	15,477.90
		GAS OPS SUPERVISOR	161,773.62	20,319.35	-	8,038.86	7,414.21
		ELEC ENG TECHNICIAN	157,361.60	-	-	94,443.13	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	89,569.92	23,136.59	-	45,483.93	2,219.18
		CUSTOMER & COMMS MANAGER/SR MANAGER	139,809.24	16,187.83	-	-	1,012.62
		IT MANAGER/SR MANAGER	181,486.18	30,696.50	11,504.57	4,900.00	2,711.72
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	116,720.00	-	-	9,134.84	24.88
		ELEC OPS CREW LEAD/LEADER	161,502.91	-	-	121,955.53	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,025.00	16,118.40	-	-	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	38,181.82	-	-	-	2,134.91
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	125,158.14	-	-	43,387.80	-
		ELEC OPS CABLE SPLICER/CABLEMAN	165,993.37	-	-	229,442.26	-
		ELEC ENG TECHNICIAN	130,018.32	-	-	4,837.80	1,685.68
		GAS ENG SUPERVISOR	166,845.34	19,862.08	-	31,485.49	2,352.83
		SHARED SVS MANAGER/SR MANAGER	169,874.58	28,895.16	-	11,682.94	4,183.57
		GAS ENG SENIOR BUSINESS REP	149,572.22	-	-	29,127.52	2,686.97
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	72,749.76	-	-	49,517.76	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	13,153.84	-	-	14,627.60	-
		ELEC OPS MANAGER/SR MANAGER	205,774.02	36,797.17	37,401.56	16,237.60	16,919.12
		GAS OPS ENGINEER	143,852.23	-	-	827.27	224.67
		GAS OPS FOREMAN/LEADER/CREW LEADER	145,117.60	-	-	93,933.72	391.01
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,597.46	15,972.77	-	-	1,099.00
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	149,759.31	16,482.98	-	10,321.95	365.44
		IT ARCHITECT EXP/PRN	203,562.00	32,760.86	13,512.96	-	364.00
		ELEC ENG ENGINEER	173,029.09	20,139.71	-	5,989.79	7,083.20
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,868.94	17,411.80	-	2,548.41	210.00
		GENERATION SUPERVISOR	162,539.00	-	-	15,633.74	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	139,346.00	14,641.78	-	9,762.01	6,944.39
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	109,529.44	-	-	171,460.49	4,186.09
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	132,613.60	15,026.32	-	2,500.00	1,120.60
		ELEC OPS ELECTRICIAN	99,933.36	-	-	42,346.69	-
		GAS OPS SUPERVISOR	144,612.48	24,798.90	-	19,985.47	389.69
		GAS OPS CONST/PRGM/PRJCT MANAGER	154,465.36	17,531.68	-	13,260.00	1,018.39
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	134,489.39	-	-	12,000.00	-
		ELEC ENG ENGINEER	146,726.00	16,604.97	-	3,060.80	451.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,183.04	19,634.79	-	-	1,199.20
		ELEC OPS ELECTRICIAN	132,143.04	-	-	56,988.25	144.22
		ELEC OPS CREW LEAD/LEADER	188,175.37	-	-	419,851.63	2,202.63
		ELEC ENG ENGINEER	202,380.00	22,327.35	-	43,255.47	560.00
		GAS ENG ENGINEER	126,453.01	15,078.98	-	400.00	760.00
		ELEC ENG ESTIMATOR	140,973.52	-	-	26,708.86	475.00
		ELEC OPS FOREMAN	143,584.43	-	-	263,453.32	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,470.88	-	-	107,996.41	-
		GAS OPS MECHANIC/WELDER	127,408.92	-	-	17,118.12	256.76
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	134,020.97	-	-	1,266.24	257.98
		OPERATIONS MANAGER/SR MANAGER	230,447.52	39,726.20	37,526.44	12,704.77	3,040.05
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,159.92	11,339.49	-	-	490.00
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	164,820.00	18,184.67	-	950.88	4,449.26
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	174,371.32	29,480.27	-	4,000.00	2,427.30
		GAS ENG ENGINEER	212,743.36	36,158.98	-	2,792.56	5,102.20
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	-	-
		GAS ENG TECHNICIAN	117,213.80	-	-	137.16	445.00
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	163,940.72	18,586.63	-	2,810.96	4,442.05
		GAS OPS DISPATCHER	105,607.17	-	-	195,065.82	1,014.24
		SHARED SVS LAND PLANNER	125,488.00	13,245.55	-	-	954.32
		ELEC OPS LINEMAN/LINEMAN	121,983.86	-	-	146,345.95	204.36

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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 SR/EXP/PRN	148,949.60	-	-	60,800.50	295.27
		ELEC OPS WORKING LEADER	130,924.35	-	-	53,974.59	-
		GAS ENG SUPERVISOR	167,949.40	-	-	64,512.46	3,282.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	197,929.56	33,167.28	25,678.45	5,000.00	1,544.48
		SHARED SVS LAND AGENT/CONSLT	131,784.06	-	-	8,083.25	620.74
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	212,690.00	22,347.72	-	9,276.30	639.89
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PR/CHF	163,641.34	26,999.99	-	3,350.00	1,800.14
		GAS OPS OPERATOR	126,155.88	-	-	59,639.47	-
		GAS ENG PRGM/PROJ MANAGER	136,740.12	15,152.82	-	-	637.14
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	128,663.60	-	-	15,956.35	1,123.31
		ENT HEALTH & SAFETY SUPERVISOR/REP	80,437.68	-	-	894.24	447.40
		ELEC OPS LINEWORKER/LINEMAN	62,447.50	-	-	257,490.37	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,249.64	-	-	140,077.48	194.55
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	157,003.01	-	-	53,846.57	1,401.74
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,755.44	-	-	88,825.97	-
		ELEC OPS MANAGER/SR MANAGER	192,068.28	29,379.09	-	9,193.60	1,616.11
		GAS OPS MECHANIC/WELDER	125,482.36	-	-	906.32	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	175,677.50	18,824.26	-	5,435.76	1,063.67
		TT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	153,838.06	-	-	43,938.34	102.63
		ELEC OPS CREW LEAD/LEADER	178,485.14	-	-	341,397.53	6,102.17
		TT ANALYST/SPECIALIST SR/EXP/PRN	180,638.31	29,957.37	-	-	1,633.60
		TT ENGINEER SR/EXP/PRN	182,127.38	21,293.81	-	-	340.52
		ELEC ENG ENGINEER	162,988.40	16,589.73	-	5,856.32	1,408.94
		GAS ENG SUPERVISOR	157,605.46	21,381.24	-	-	1,496.52
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	165,333.36	28,032.00	-	1,000.00	-
		GENERATION ENGINEER	131,142.00	13,779.18	-	22,107.95	-
		ELEC OPS LINEWORKER/LINEMAN	112,129.32	-	-	100,644.47	88.43
		CUSTOMER & COMMS MANAGER/SR MANAGER	179,024.96	31,365.18	11,504.57	16,737.00	821.64
		GAS OPS SUPERVISOR	144,095.40	18,990.61	-	95,346.60	-
		OPERATIONS TECHNICIAN	131,583.52	-	-	43,903.88	-
		ELEC ENG ENGINEER	152,441.56	18,878.09	-	18,731.77	2,166.58
		GAS ENG TECHNICIAN	121,194.56	-	-	4,396.86	720.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	156,425.78	17,738.37	-	19,017.52	39,392.31
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,213.16	-	-	48,089.04	497.83
		TT ANALYST/SPECIALIST SR/EXP/PRN	152,592.84	16,449.09	-	-	1,199.20
		TT ANALYST/SPECIALIST SR/EXP/PRN	169,058.86	21,541.17	-	-	1,120.00
		GAS OPS CONST/PRGM/PRJCT MANAGER	72,023.81	-	-	-	759.51
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	134,339.10	15,074.59	-	5,535.72	9,208.43
		GAS OPS SCHEDULER	44,696.44	-	-	57,634.19	-
		ELEC OPS ENGINEER	177,155.84	19,530.78	-	895.22	8,074.26
		GAS OPS MECHANIC/WELDER	131,843.60	-	-	44,611.31	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,775.48	-	-	31,061.35	-
		ENERGY PLCY & PROC DIRECTOR	223,536.35	50,784.85	32,656.12	7,977.08	2,444.58
		FINANCE MANAGER/SR MANAGER	45,874.09	-	-	15,000.00	363.50
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	195,564.20	33,550.96	27,973.12	-	1,027.97
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	128,594.35	-	-	14,610.24	385.00
		GAS OPS ENGINEER	135,702.61	-	-	85,899.61	385.00
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	123,113.46	14,825.37	-	1,000.00	571.49
		TT ANALYST/SPECIALIST SR/EXP/PRN	145,877.98	15,923.20	-	-	1,308.00
		TT ANALYST/SPECIALIST SR/EXP/PRN	178,628.22	29,740.36	22,521.60	-	263.40
		OPERATIONS DATA ENGINEER/SCIENTIST	188,343.80	20,227.01	-	-	-
		ELEC OPS OPERATOR	91,782.40	-	-	9,305.00	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,744.26	16,123.03	-	1,000.00	761.44
		TT ENGINEER SR/EXP/PRN	141,783.20	20,136.72	-	47,250.00	420.00
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	230,000.04	49,428.34	32,234.65	1,693.23	16,763.87
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR EXP/PRN	132,405.68	16,200.13	-	19,369.33	2,150.94
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	162,660.00	17,720.37	-	4,544.60	503.61
		ELEC OPS LINEWORKER/LINEMAN	41,192.54	-	-	92,935.45	1,730.08
		TT ENGINEER SR/EXP/PRN	162,293.88	17,258.65	22,521.60	-	483.00
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	164,095.56	17,857.87	-	1,500.00	1,134.70
		OPERATIONS INSPECTOR/LEAD INSPECTOR	180,540.76	-	-	170,245.71	-
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	171,259.80	20,798.93	-	750.00	25,530.81
		GAS OPS DISPATCHER	105,429.20	-	-	156,384.53	-
		ELEC OPS LINEWORKER/LINEMAN	10,795.20	-	-	11,477.16	-
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	143,393.58	16,615.44	-	5,000.00	452.34
		SHARED SVS LAND PLANNER/SURVEYOR	181,070.00	19,419.28	-	6,606.00	7,610.07

PACIFIC GAS AND ELECTRIC COMPANY  
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 RATE OF \$125,000 - \$249,999 PER ANNUM  
 FOR THE YEAR ENDED DECEMBER 31, 2023

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	148,624.20	-	-	68,057.73	-
		ELEC OPS SUPERVISOR	171,449.87	21,992.72	-	2,112.40	630.51
		ELEC OPS MANAGER/SR MANAGER	189,999.96	24,895.35	-	22,700.00	103.69
		ELEC OPS LINEWORKER/LINEMAN	182,718.20	-	-	361,169.43	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	126,987.68	14,677.60	-	6,770.11	4,520.30
		GAS ENG ESTIMATOR/SCHEDULER	136,306.67	-	-	38,255.16	2,730.03
		GAS ENG SUPERVISOR	176,491.18	24,853.79	-	53,109.05	1,563.09
		GAS OPS PLANNER SR/EX/PRN	149,111.90	17,276.91	-	1,500.00	1,355.69
		ELEC OPS LINEWORKER/LINEMAN	142,873.08	-	-	102,810.92	2,241.01
		ELEC OPS ELECTRICIAN	129,214.91	-	-	37,387.69	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	146,946.26	31,079.42	-	82,056.12	-
		HR CO MANAGER/SR MANAGER	178,716.00	30,987.39	11,504.57	1,847.20	2,411.32
		ELEC ENG ENGINEER	134,475.18	-	-	143,480.79	-
		ELEC OPS LINEWORKER/LINEMAN	56,712.36	-	-	58,504.15	1,674.82
		GAS OPS TECHNICIAN	132,853.32	-	-	25,225.64	378.89
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	127,457.43	16,671.32	-	1,155.84	-
		ELEC OPS PRGM/PROJ/OUTG.MANAGER SR/EX/PRN	144,627.53	15,919.49	-	1,917.37	1,887.52
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,179.28	-	-	51,911.67	11,002.57
		GAS OPS TECHNICIAN	140,498.64	-	-	134,905.45	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	153,165.65	-	-	67,599.93	180.65
		GAS OPS OPERATOR	115,054.34	-	-	33,586.00	69.38
		ELEC OPS LINEWORKER/LINEMAN	152,028.25	-	-	253,591.92	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	119,164.32	-	-	20,139.72	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.20	-	-	32,493.21	-
		ELEC OPS ELECTRICIAN	112,600.52	11,688.64	-	77,167.96	41,274.94
		GAS OPS COOR/REP/STRAT SR/EX/PRN	146,173.20	17,609.43	-	750.00	12,312.43
		ELEC OPS FOREMAN	23,412.80	-	-	13,536.29	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	141,072.00	16,675.61	-	5,755.36	5,536.30
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	189,878.08	32,166.93	11,863.60	2,050.00	70,888.69
		GAS ENG SENIOR BUSINESS REP	146,227.54	-	-	78,124.96	4,506.03
		ELEC OPS SYSTEM OPERATOR/LEAD	143,598.60	-	-	107,888.41	339.74
		ELEC OPS LINEWORKER/LINEMAN	115,933.63	-	-	148,792.90	212.88
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EX/PRN	129,752.20	13,199.15	-	-	1,178.54
		ELEC ENG ESTIMATOR	134,255.25	-	-	3,723.37	490.00
		IT ANALYST/SPECIALIST SR/EX/PRN	111,098.25	-	-	13,530.71	116.43
		FINANCE EX AST/SR EX AST/PLNR/ENG	84,471.15	18,957.22	-	43,302.69	1,155.77
		SHARED SVS LAND AGENT/CONSLT	129,518.89	-	-	8,718.96	880.06
		ELEC OPS ELECTRICIAN	126,619.58	-	-	37,581.96	932.07
		IT ENGINEER SR/EX/PRN	127,266.94	13,872.87	-	1,000.00	247.18
		ELEC OPS LINEWORKER/LINEMAN	146,949.60	-	-	124,440.08	-
		GAS OPS ENGINEER	144,262.50	-	-	84,009.05	420.00
		GAS ENG ENGINEER	150,748.70	-	-	74,704.42	420.00
		ELEC ENG ENGINEER	198,663.05	21,125.70	-	31,789.48	318.90
		SHARED SVS CONT/PGRM/PROJ MANAGER	87,554.35	-	-	2,141.70	2,960.13
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EX/PRN	164,471.46	27,750.49	-	-	522.64
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	168,735.44	20,481.59	-	327.80	1,338.49
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	170,469.84	20,621.26	-	15,320.75	5,882.92
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EX/PRN	77,840.91	-	-	865.32	2,501.80
		ELEC ENG TECHNICIAN	165,233.60	-	-	61,128.06	18,069.05
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,157.75	-	-	128,979.13	57.84
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EX/PRN	166,366.64	19,245.43	-	4,000.00	8,218.05
		ELEC OPS LINEWORKER/LINEMAN	128,442.80	-	-	130,039.30	-
		ELEC OPS LINEWORKER/LINEMAN	149,704.00	-	-	118,474.09	-
		IT MANAGER/SR MANAGER	180,000.00	28,075.92	-	-	1,494.74
		ELEC ENG SCHEDULER	136,546.46	-	-	2,246.27	562.14
		ELEC ENG ESTIMATOR	111,262.30	-	-	13,333.43	420.00
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EX/PRN	169,815.42	30,225.35	13,814.85	329.40	1,587.48
		ELEC ENG ENGINEER	146,939.42	-	-	74,521.86	807.75
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	116,082.45	-	-	224,770.24	-
		ELEC OPS SUPERVISOR	143,395.08	19,497.54	-	13,435.68	2,207.02
		ELEC OPS ENGINEER	146,106.34	16,408.86	-	879.56	29.48
		ENERGY PLCY & PROC SUPERVISOR	147,744.88	15,636.96	-	1,000.00	385.00
		GAS ENG ANALYST/SPECIALST/WRITER SR/EX/PRN	140,596.00	14,773.30	-	33,775.62	2,040.02
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	130,667.38	-	-	11,658.77	-
		SHARED SVS CRANE SURVEYOR	138,827.10	-	-	59,421.71	-
		ELEC ENG ENGINEER	183,319.47	23,441.53	-	17,373.80	2,088.83

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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)
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,774.08	-	-	32,068.33	118.75
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	179,314.00	21,425.98	-	200.00	3,829.69
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	185,298.44	28,642.97	14,236.32	1,050.84	8,219.89
		ELEC ENG ENGINEER	116,490.55	-	-	28,759.48	2,453.10
		ELEC ENG INTERCONNECTION MANAGER	150,636.80	-	-	173,927.37	960.00
		ELEC ENG SUPERVISOR	86,381.58	-	-	15,000.00	865.97
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	205,408.76	35,771.29	23,368.17	-	476.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	158,715.28	17,139.72	-	500.00	-
		ELEC ENG ENGINEER	149,755.72	-	-	35,226.82	1,208.38
		GAS ENG ENGINEER	92,653.00	15,476.53	-	2,685.54	47.16
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	158,744.50	18,044.65	-	2,000.00	6,483.28
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	194,919.80	34,246.02	-	-	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,667.74	17,432.17	-	-	6,412.41
		OPERATIONS MANGER/SR MANAGER	182,809.80	29,403.14	-	1,507.84	9,883.00
		GENERATION OPERATOR	144,187.68	-	-	108,373.23	-
		IT EX AST/DR AST/CHIEF	120,727.64	-	-	10,130.32	-
		ELEC ENG TECHNICIAN	157,361.60	-	-	7,917.33	-
		ELEC OPS SUPERVISOR	175,654.58	23,142.20	-	66,177.32	3,078.30
		ELEC OPS LINEMAN/LINEMAN	147,632.58	-	-	77,477.66	-
		ELEC OPS OPERATOR	73,014.40	-	-	32,803.36	-
		GAS OPS MECHANIC/WELDER	126,933.58	-	-	67,822.37	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	124,171.60	15,015.15	-	181.20	553.83
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,456.96	-	-	284,375.42	310.97
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,394.72	-	-	173,156.66	-
		GAS ENG ENGINEER	192,703.42	21,825.17	-	3,048.95	23,603.68
		IT ENGINEER SR/EX/PRN	178,560.00	18,762.48	-	10,212.65	1,117.42
		IT TECHNICIAN	120,406.24	-	-	34,970.07	126.47
		GAS OPS MECHANIC/WELDER	142,427.30	-	-	91,778.31	1,589.06
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	150,000.00	26,091.37	-	8,500.00	13,358.63
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	141,450.00	15,151.30	-	5,000.00	3,127.26
		GAS OPS OPERATOR	132,059.79	-	-	4,186.76	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	142,368.00	15,706.75	-	1,368.80	315.00
		ENG PLNG & STRAT MANGER/SR MANAGER	201,958.54	33,204.50	-	1,347.16	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	150,505.36	16,532.95	-	2,300.00	497.63
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,401.20	-	-	44,761.00	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	120,639.62	-	-	81,916.27	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	136,925.50	14,245.57	-	88,885.51	275.51
		GAS ENG ENGINEER	10,309.28	-	-	15,509.48	-
		GEN CNSL & ETHICS COMP SUPERVISOR	128,253.80	17,346.70	-	-	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,668.58	-	-	118,075.04	1,605.43
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR EXP/PRN	168,623.82	29,634.69	-	1,000.00	4,253.99
		ELEC OPS LINEMAN/LINEMAN	110,663.62	-	-	253,306.65	-
		GAS OPS MANAGER/SR MANAGER	204,166.66	29,632.28	-	7,500.00	2,963.23
		GAS OPS COOR/REP/STRAT SR/EX/PRN	134,377.48	-	-	34,640.63	-
		OPERATIONS SUPERVISOR	136,567.92	15,507.95	-	55,750.56	2,936.21
		SHARED SVS SCIENTIST/TECHNICIAN	112,742.28	-	-	96,099.45	-
		CUSTOMER & COMMS DB/ACCT MNGR SR/EXP/PRN	141,693.84	15,181.51	-	500.00	1,144.71
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	159,947.76	20,512.46	-	39,603.50	20,748.00
		GAS ENG ENGINEER	139,958.00	10,473.07	-	3,713.68	6,746.76
		GAS ENG ENGINEER	148,542.77	-	-	178,946.03	522.18
		ENG PLNG & STRAT MANGER/SR MANAGER	62,281.76	-	-	20,000.00	889.85
		ELEC ENG ESTIMATOR	121,147.83	-	-	54,566.96	385.00
		GENERATION SUPERVISOR	168,699.14	22,844.39	-	65,736.88	-
		GAS ENG ENGINEER	135,201.80	-	-	8,761.53	423.00
		ELEC OPS SYSTEM OPERATOR/LEAD	181,580.80	-	-	16,588.02	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,594.25	16,936.58	-	2,208.96	1,306.37
		GAS ENG ENGINEER	133,947.64	-	-	84,048.89	5,291.09
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,692.26	-	-	261,878.44	68.76
		GAS OPS MECHANIC/WELDER	125,683.16	-	-	13,152.47	124.45
		ELEC OPS CREW LEAD/LEADER	153,521.56	-	-	50,867.86	-
		ELEC OPS ESTIMATOR	72,901.13	-	-	23,814.00	-
		GENERATION OPERATOR	140,915.05	-	-	71,250.21	669.32
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	140,574.33	16,256.45	-	2,407.42	-
		GAS ENG ESTIMATOR/SCHEDULER	103,048.03	-	-	257.38	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	154,823.28	17,115.09	-	31,373.13	-
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	27,134.59	420.00

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		ELEC OPS SUPERVISOR	176,748.16	25,856.74	-	89,891.21	5,216.90
		GAS OPS OPERATOR	111,749.10	-	-	49,231.47	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	111,325.74	-	-	35,290.39	-
		IT SERVICE MNGR/ADMINSTRTR	18,076.16	18,421.91	-	25,553.76	-
		GAS ENG ENGINEER	164,699.61	-	-	76,574.38	641.43
		ELEC ENG ENGINEER	143,800.00	15,029.98	-	139.10	462.26
		GAS OPS SUPERVISOR	155,405.30	18,175.25	-	91,695.11	2,667.97
		ELEC ENG ENGINEER	139,733.31	-	-	128,428.50	420.00
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR EXP/PRN	152,222.98	18,454.73	-	2,500.00	7,393.81
		GENERATION ENGINEER	151,669.95	19,111.68	-	36,641.90	5,040.43
		ELEC ENG MANAGER/SR MANAGER	158,701.26	15,877.48	-	8,774.05	5,866.19
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	172,526.40	29,274.03	-	3,500.00	865.80
		OPERATIONS TECHNICIAN	139,170.77	-	-	183,158.36	854.80
		GAS ENG SUPERVISOR	146,208.36	15,242.40	-	42,357.29	5,372.49
		GAS OPS ELEC LOCATOR	53,636.10	-	-	20,625.18	748.22
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	122,622.51	15,791.25	-	34,810.83	150.00
		GAS ENG TECHNICIAN	119,925.74	-	-	24,956.75	1,143.33
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	134,661.08	17,312.95	-	12,371.94	304.04
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,274.84	16,353.24	-	750.00	420.00
		ELEC OPS CREW LEAD/LEADER	141,976.92	-	-	48,808.80	-
		ELEC OPS FOREMAN	127,862.08	-	-	277,794.61	1,574.79
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	129,378.83	15,800.82	-	27,121.97	5,251.92
		GAS OPS ELEC LOCATOR	118,112.97	-	-	121,179.98	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	194,541.96	-	-	257,339.04	-
		GAS OPS OPERATOR	128,958.20	-	-	50,419.35	-
		ELEC OPS LINEMAN/LINEMAN	95,750.38	-	-	57,407.71	104.42
		GAS OPS SUPERVISOR	161,706.40	-	-	26,548.86	274.36
		ELEC OPS BUSINESS LIAISON	130,659.06	-	-	35,084.50	-
		SHARED SVS BUS PART/ADMINSTR/FAC LEAD	174,958.34	29,784.00	-	3,371.83	2,188.38
		ELEC OPS LINEMAN/LINEMAN	141,088.74	-	-	80,082.94	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	118,854.04	-	-	70,166.21	74.70
		ELEC OPS FOREMAN	135,770.45	-	-	53,261.32	111.35
		ELEC OPS ELECTRICIAN	131,972.55	-	-	120,346.95	-
		SHARED SVS SCIENTIST/TECHNICIAN	159,228.00	17,566.56	-	2,966.34	3,324.07
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	139,757.50	22,766.79	-	350.00	1,003.14
		OPERATIONS INSPECTOR/LEAD INSPECTOR	148,024.78	-	-	280,720.06	-
		ELEC OPS ENGINEER	165,371.00	17,916.36	-	-	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	2,183.04	-	-	424.48	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	161,031.42	18,596.16	-	7,503.32	2,024.74
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	131,457.12	-	-	49,264.74	1,000.00
		GAS OPS FITTER	127,593.45	-	-	96,481.18	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	119,217.32	-	-	49,300.41	387.81
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	172,344.42	28,543.19	-	1,500.00	555.00
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	104,723.04	-	-	58,668.48	-
		GAS OPS SUPERVISOR	169,299.56	22,753.05	-	61,337.75	-
		GAS OPS OPERATOR	132,318.15	-	-	76,526.66	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	126,838.00	13,448.15	-	24,006.90	1,049.52
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,146.40	17,433.01	-	34,210.94	420.00
		GENERATION SUPERVISOR	111,872.59	12,044.56	-	35,978.08	-
		ELEC OPS SUPERVISOR	177,192.14	26,088.43	-	72,737.01	2,463.16
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	102,322.99	-	15,892.60	149,156.78	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,968.00	18,089.89	-	-	420.00
		ELEC OPS TECHNICIAN	133,357.92	-	-	55,064.55	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,764.76	-	-	145,889.05	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	187,926.48	32,232.07	-	12,400.00	9,330.83
		ELEC OPS ELECTRICIAN	132,909.36	-	-	32,608.71	675.31
		CUSTOMER & COMMS SUPERVISOR	140,495.54	18,189.67	-	-	545.60
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,467.00	-	-	197,009.27	-
		ELEC OPS OPERATOR	96,838.10	-	-	97,722.98	-
		ELEC OPS ENGINEER	137,805.46	15,563.52	-	3,000.00	1,589.17
		ELEC ENG ENGINEER	205,753.00	22,327.35	-	14,193.04	1,106.88
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	171,158.68	20,256.01	-	450.00	459.98
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	139,878.16	33,042.72	-	15,919.68	475.80
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	138,989.88	14,016.14	-	-	413.48
		GAS ENG ENGINEER	172,117.55	18,315.61	-	32,754.08	1,114.96
		GAS ENG ENGINEER	157,750.00	16,662.30	-	611.60	2,050.24



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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)
		OPERATIONS INSPECTOR/LEAD INSPECTOR	172,508.84	-	-	92,617.91	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,963.26	18,546.55	-	48,232.20	4,459.55
		GAS OPS FOREMAN/LEADER/CREW LEADER	27,127.00	-	-	72,860.83	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	83,801.04	-	-	8,000.00	409.77
		IT DEVELOPER SR/EX	162,475.44	17,792.50	-	1,611.33	-
		OPERATIONS ENGINEER/ELECTRICIAN	126,191.00	-	-	15,356.09	40.37
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,265.52	17,915.13	-	4,628.57	880.00
		GENERATION ENGINEER	198,468.00	21,896.05	-	36,470.02	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	137,412.46	-	-	114,636.64	1,886.35
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	94,828.13	-	-	750.00	1,363.05
		SHARED SVS SUPERVISOR/CHIEF/EX AST	141,159.88	-	-	9,256.84	1,261.24
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	138,690.82	15,760.04	-	4,881.13	1,364.73
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	128,132.39	-	-	35,025.49	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	122,509.32	-	-	85,121.60	283.15
		ELEC OPS CREW LEAD/LEADER	159,837.73	-	-	137,477.89	-
		ELEC OPS FOREMAN	146,759.33	-	-	130,989.73	-
		SHARED SVS CRANE SURVEYOR	139,301.60	-	-	3,018.60	724.43
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	131,904.00	14,795.02	-	1,500.00	7,681.90
		SHARED SVS BIOLOGIST	143,500.00	15,077.88	-	9,651.28	4,899.82
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,339.54	-	-	81,384.18	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,585.61	-	-	111,015.62	-
		ELEC OPS LINEMAN/LINEMAN	95,474.70	-	-	392,883.53	-
		ELEC ENG ENGINEER	131,497.53	-	-	33,042.34	-
		ELEC ENG TECHNICIAN	130,434.32	-	-	714.12	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	151,803.54	26,434.28	-	4,500.00	1,829.47
		GAS OPS TECHNICIAN	129,807.52	-	-	2,361.39	5,879.38
		ELEC OPS ENGINEER	157,452.00	17,477.68	-	3,165.49	7,263.77
		ELEC OPS LINEMAN/LINEMAN	102,372.03	-	-	168,716.72	33.20
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	130,982.40	-	-	2,319.40	-
		ELEC OPS CREW LEAD/LEADER	182,550.21	-	-	86,975.71	85.16
		ELEC ENG SR ENG ASST	121,124.96	-	-	9,224.61	420.00
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	196,500.00	-	-	2,000.00	3,330.58
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	159,217.94	17,670.30	-	-	9,032.69
		ELEC OPS SUPERVISOR	215,560.72	26,198.65	-	43,510.17	946.02
		ELEC OPS CREW LEAD/LEADER	120,169.97	-	-	23,734.65	556.16
		ELEC OPS ELECTRICIAN	116,298.32	-	-	61,441.76	-
		ELEC OPS OPERATOR	137,787.20	-	-	107,865.13	-
		GAS OPS FITTER	127,354.81	-	-	39,478.31	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	117,237.85	-	-	175,984.50	-
		GENERATION CREW LEADER/CONTROL LEAD	150,525.49	-	-	143,673.20	-
		GENERATION PLANNER	158,209.74	-	-	126,329.61	855.34
		ELEC ENG MAPPING TECH	131,713.84	-	-	10,570.41	720.00
		GENERATION SUPERVISOR	197,108.84	26,584.88	-	34,459.61	464.92
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	186,628.42	31,008.65	-	4,209.54	23,296.66
		ELEC OPS LINEMAN/LINEMAN	136,680.75	-	-	165,604.07	-
		GENERATION SUPERVISOR	213,934.94	28,725.55	-	91,603.42	-
		GAS ENG PRGM/PROJ MANAGER	128,852.64	13,964.13	-	1,487.04	595.86
		ELEC ENG ENGINEER	213,286.32	23,972.35	-	8,209.02	464.26
		SHARED SVS MANAGER/SR MANAGER	206,462.46	38,351.28	-	15,100.00	48,889.60
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	184,478.50	29,229.17	-	-	3,996.79
		ELEC OPS ELECTRICIAN	134,954.42	-	-	11,100.56	50.00
		ELEC ENG ENGINEER	149,958.37	-	-	10,880.81	676.40
		GAS ENG ENGINEER	198,468.00	21,896.05	-	4,675.10	1,021.92
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	123,599.63	-	-	33,114.47	527.45
		GAS OPS SUPERVISOR	149,709.80	17,565.56	-	53,313.96	-
		ELEC OPS TECHNICIAN	157,467.07	-	-	40,788.51	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	169,333.36	31,959.38	-	-	15,187.14
		GAS ENG TECHNICIAN	28,266.19	-	-	2,560.32	-
		ELEC OPS LINEMAN/LINEMAN	164,063.30	-	-	242,569.17	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	134,628.92	-	-	60,466.32	35.00
		ELEC ENG MANAGER/SR MANAGER	234,812.50	43,404.96	13,814.85	-	8,370.84
		GAS ENG ENGINEER	151,566.37	-	-	3,704.39	-
		ELEC ENG TECHNICIAN	133,309.00	-	-	55,070.16	11,301.91
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	109,259.58	-	-	49,643.22	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	180,618.40	32,488.65	-	1,000.00	6,827.06
		GAS OPS MECHANIC/WELDER	126,141.20	-	-	30,325.60	10,701.61

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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	133,526.28	-	-	23,984.46	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,900.30	-	-	217,300.02	-
		ELEC OPS LINEWORKER/LINEMAN	180,612.64	-	-	337,607.97	-
		ELEC OPS LINEWORKER/LINEMAN	125,222.28	-	-	165,648.72	1,244.50
		GENERATION TECHNICIAN	7,417.20	-	-	1,090.00	-
		IT TECHNICIAN	138,900.56	-	-	17,892.18	-
		GAS ENG ENGINEER	149,476.95	-	-	10,535.94	189.77
		SHARED SVS LAND TECH/LEAD LAND TECH	134,581.82	-	-	8,352.05	459.49
		GAS OPS SUPERVISOR	145,519.74	19,681.97	-	2,847.48	10,382.48
		GEN CNSL & ETHICS COMP DIRECTOR/CHIEF	223,958.34	52,735.20	56,158.77	2,500.00	5,279.59
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	117,112.35	-	-	200,445.78	-
		GAS OPS MECHANIC/WELDER	125,640.45	-	-	58,114.56	-
		ELEC OPS SUPERVISOR	176,195.22	21,932.33	-	9,684.08	5,804.15
		SHARED SVS MANAGER/SR MANAGER	172,563.03	18,368.05	-	27,189.16	9,046.59
		GENERATION TECHNICIAN	16,715.40	-	-	28,496.64	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	146,235.84	15,512.57	-	1,500.00	293.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	128,083.30	-	-	-	1,545.55
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	64,347.84	-	-	9,500.00	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	161,265.44	27,375.15	-	8,100.00	16,797.11
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,775.03	-	-	159,226.54	-
		ELEC OPS CREW LEAD/LEADER	157,141.33	-	-	178,115.33	226.43
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	5,078.21	16.38
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	116,253.60	-	-	23,770.63	-
		ELEC OPS ENGINEER	140,276.99	-	-	109,724.32	-
		GAS OPS TECHNICIAN	136,488.90	-	-	147,153.46	3,939.88
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,660.80	13,140.00	-	1,000.00	553.80
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	151,066.01	-	-	178,458.97	-
		ELEC OPS LINEWORKER/LINEMAN	193,691.61	-	-	304,316.82	3,768.03
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	147,970.92	20,721.14	-	35,951.76	493.93
		ELEC OPS SYSTEM OPERATOR/LEAD	167,028.55	-	-	92,398.67	439.31
		ELEC OPS LINEWORKER/LINEMAN	140,965.53	-	-	65,953.00	-
		IT TECHNICIAN	140,059.24	-	-	95,633.67	122.49
		IT ENGINEER SR/EX/PRN	108,586.96	-	-	259.60	-
		GENERATION OPERATOR	144,971.29	-	-	64,730.35	-
		GAS ENG ENGINEER	148,908.67	-	-	1,390.65	-
		GAS OPS SCHEDULER	141,418.36	-	-	50,579.40	1,040.00
		GAS OPS DISPATCHER	107,448.23	-	-	144,626.61	880.00
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	166,822.86	19,269.63	-	-	8,581.62
		ELEC ENG ENGINEER	179,884.58	20,210.45	-	40,072.37	3,976.16
		GAS ENG ESTIMATOR/SCHEDULER	134,282.09	-	-	2,324.14	420.00
		GAS OPS MECHANIC/WELDER	125,440.57	-	-	71,936.55	-
		IT TECHNICIAN	122,619.57	-	-	13,321.40	115.32
		OPERATIONS ENGINEER/ELECTRICIAN	139,000.30	-	-	370.36	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	134,134.47	22,105.31	-	50,480.56	11,449.48
		ELEC ENG ENGINEER	182,668.66	20,630.38	-	8,757.07	229.62
		ELEC OPS ELECTRICIAN	131,399.54	-	-	104,259.47	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,915.32	16,911.39	-	241.79	432.16
		GAS OPS TECHNICIAN	137,989.36	-	-	68,614.88	-
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	132,266.98	14,192.26	-	-	-
		IT DATA SCIENTIST SR/EXP/PRN	172,834.00	8,803.79	-	6,100.00	475.47
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,260.16	19,394.24	-	2,345.27	-
		IT MANAGER/SR MANAGER	174,760.28	28,865.46	-	5,000.00	1,196.96
		GAS OPS TECHNICIAN	124,136.80	-	-	56,905.10	412.65
		GENERATION SUPERVISOR	157,928.13	19,250.42	-	35,831.14	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	177,898.10	29,475.02	-	-	2,159.92
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	131,850.71	-	-	12,592.70	165.40
		ELEC OPS ELECTRICIAN	133,025.26	-	-	75,252.69	547.60
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,500.00	17,397.91	-	6,880.32	210.00
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	149,595.60	5,726.86	-	3,500.00	1,130.32
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,949.60	-	-	6,955.87	-
		ELEC OPS ENGINEER	67,062.50	-	-	5,000.00	-
		GENERATION SUPERVISOR	189,829.93	27,546.95	-	56,765.26	-
		GAS OPS OPERATOR	131,202.00	-	-	11,297.72	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	138,275.58	-	-	139,274.11	1,219.17
		IT ANALYST/SPECIALIST SR/EXP/PRN	123,666.52	15,001.65	-	11,466.77	129.33
		FINANCE MANAGER/SR MANAGER	139,558.04	19,322.76	-	300.00	4,240.59

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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)
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	147,733.71	16,908.33	-	2,587.21	1,105.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,851.27	15,889.06	-	210.48	710.00
		IT ENGINEER SR/EX/PRN	163,337.75	19,224.80	-	3,016.57	4,327.82
		SHARED SVS CREW LEAD/LEADER	126,131.54	-	-	21,134.37	-
		ELEC OPS LINEWORKER/LINEMAN	178,850.36	-	-	377,953.27	-
		SHARED SVS BIOLOGIST	159,228.00	17,566.56	-	8,484.65	6,528.81
		ELEC ENG ENGINEER	146,608.00	15,014.95	-	4,250.39	7,107.11
		IT MANAGER/SR MANAGER	220,299.10	38,501.60	37,526.44	5,500.00	962.56
		ELEC ENG ENGINEER	122,419.72	13,518.43	-	800.00	84.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	131,143.73	16,397.08	-	1,700.00	861.81
		GAS OPS FOREMAN/LEADER/CREW LEADER	160,478.30	-	-	54,679.48	-
		ELEC OPS TECHNICIAN	108,318.39	-	-	63,535.67	250.00
		ELEC OPS SYSTEM OPERATOR/LEAD	120,618.15	-	-	247,464.53	61.05
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	191,231.09	31,180.58	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,181.78	-	-	226,914.14	104.94
		IT ANALYST/SPECIALIST SR/EXP/PRN	169,057.66	21,545.34	-	242.25	465.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,748.78	-	-	116,763.88	-
		ELEC OPS LINEWORKER/LINEMAN	141,185.25	-	-	87,950.85	55.51
		GENERATION ENGINEER	183,600.00	-	-	22,956.83	318.96
		ELEC OPS CREW LEAD/LEADER	136,901.08	-	-	84,591.60	-
		ELEC ENG ENGINEER	127,929.50	16,020.29	-	600.00	4,392.83
		GAS ENG SENIOR BUSINESS REP	142,468.21	-	-	63,004.06	3,894.52
		ELEC OPS SUPERVISOR	150,633.56	-	-	50,389.63	-
		ELEC OPS SYSTEM OPERATOR/LEAD	177,909.16	-	-	55,156.52	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,656.44	16,577.08	-	9,971.86	4,561.53
		OPERATIONS INSPECTOR/LEAD INSPECTOR	125,271.14	-	-	132,444.13	-
		ELEC OPS LINEWORKER/LINEMAN	115,946.73	-	-	128,592.85	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,910.16	17,414.88	-	1,252.60	22,385.57
		GAS OPS TECHNICIAN	137,281.24	-	-	92,741.37	3,527.99
		IT TECHNICIAN	133,412.84	-	-	70,594.23	-
		SHARED SVS CREW LEAD/LEADER	125,642.36	-	-	43,966.23	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	128,900.90	12,993.73	-	3,024.64	1,963.99
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	209,673.30	46,342.17	2,846.39	2,141.90	4,148.29
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	166,758.76	24,529.02	-	1,500.00	2,535.00
		ELEC ENG ENGINEER	170,142.00	18,050.82	-	1,154.30	1,002.99
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	135,855.48	15,275.50	-	-	963.10
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	164,820.00	18,126.52	-	298.94	31,547.56
		IT ARCHITECT EXP/PRN	168,347.55	19,329.00	13,512.96	-	485.50
		ELEC OPS SUPERVISOR	139,203.65	21,129.95	-	13,669.55	-
		ELEC OPS SUPERVISOR	110,149.00	11,422.95	-	77,196.05	3,388.84
		ELEC OPS MACHINIST/WELDER	125,466.84	-	-	61,220.18	800.00
		GENERATION ENGINEER	198,468.00	21,896.05	-	38,916.26	315.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	174,635.20	24,355.86	-	28,077.14	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	171,008.00	18,058.07	-	400.00	3,496.68
		GAS OPS INSPECTOR/LEAD INSPECTOR	109,401.40	-	-	6,178.45	-
		GAS ENG ENGINEER	164,378.40	17,480.38	-	-	1,633.54
		GAS OPS FOREMAN/LEADER/CREW LEADER	127,167.20	-	-	134,223.05	343.88
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	107,036.85	-	-	300,385.60	440.13
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	171,827.94	28,556.49	-	-	105.00
		ENVIRONMENTAL HEALTH & SAFETY MANAGER/SR MANAGER	163,341.84	27,626.73	-	1,000.00	2,023.32
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,438.30	18,632.05	-	-	9,377.44
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	36,629.80	-	-	40,364.50	-
		GAS OPS PRGM/PROJ MANAGER	172,212.00	18,999.19	-	1,724.64	2,087.63
		ELEC ENG ENGINEER	80,124.18	-	-	34,363.53	833.52
		ELEC OPS MANAGER/SR MANAGER	175,850.34	24,873.06	-	45,601.82	48,036.48
		ELEC OPS INSPECTOR/LEAD INSPECTOR	21,808.80	-	-	4,907.02	2,115.08
		SHARED SVS CREW LEAD/LEADER	-	-	-	43,176.12	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,298.88	-	-	40,473.11	171.63
		GAS OPS OPERATOR	92,632.03	-	-	60,602.48	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	159,228.00	17,566.56	-	6,113.55	4,996.99
		ENVIRONMENTAL HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	193,678.90	32,180.15	-	-	8,723.30
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	121,169.39	-	-	43,737.68	487.82
		SHARED SVS LAND PLANNER	181,800.00	20,008.99	-	4,632.20	3,848.44
		ELEC OPS ENGINEER	197,822.00	20,909.37	-	30,960.18	4,560.42
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	25,090.90	-	-	-	35.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	121,640.33	11,221.59	-	54,318.86	11,017.98

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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 CONSLT/PLANNER	137,652.00	15,186.17	-	457.68	2,574.12
		SHARED SVS LAND AGENT/CONSLT	148,220.18	17,363.07	-	400.00	169.00
		GAS ENG ENGINEER	200,249.68	37,016.02	-	5,306.05	560.52
		ELEC OPS CREW LEAD/LEADER	164,094.05	-	-	232,767.24	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	146,733.52	31,488.84	-	4,916.09	350.00
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	161,412.04	29,116.60	-	5,050.00	588.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,035.24	-	-	28,529.73	113.32
		ELEC OPS ENGINEER	160,708.00	17,838.53	-	46,780.82	19,458.11
		ELEC OPS FOREMAN	155,178.68	-	-	236,367.73	538.69
		GAS ENG SUPERVISOR	186,767.95	21,042.72	-	1,777.19	3,054.57
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	150,024.00	15,814.35	-	8.40	1,143.02
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	151,753.64	16,860.86	-	3,000.00	1,361.33
		ELEC OPS LINEWORKER/LINEMAN	149,659.60	-	-	112,967.17	-
		IT INVESTIGATOR SR/EXP	146,951.42	16,442.38	-	550.00	26,513.59
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	179,400.00	23,007.82	-	1,380.00	2,999.27
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	81,092.12	-	-	106,018.76	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	115,494.97	-	-	223,781.64	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	167,726.00	17,919.34	-	808.00	2,612.10
		ELEC OPS LINEWORKER/LINEMAN	154,406.17	-	-	65,421.04	-
		GAS OPS MECHANIC/WELDER	126,767.15	-	-	24,229.84	423.72
		ELEC OPS LINEWORKER/LINEMAN	151,113.06	-	-	154,678.90	257.20
		ELEC OPS ELECTRICIAN	134,121.09	-	-	23,217.24	-
		OPERATIONS SUPERVISOR	140,804.63	-	-	59,184.82	5,181.17
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	142,898.92	16,138.86	-	1,000.00	1,016.00
		GAS ENG ENGINEER	131,108.00	14,732.76	-	1,049.60	1,919.49
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	175,654.00	18,455.95	-	3,779.20	1,186.95
		OPERATIONS INSPECTOR/LEAD INSPECTOR	41,472.73	-	-	75,979.24	262.00
		ELEC OPS ELECTRICIAN	118,869.80	-	-	51,601.10	28.46
		ELEC ENG ENGINEER	167,666.00	17,616.47	-	9,666.42	210.00
		GAS ENG SUPERVISOR	127,255.08	17,867.34	-	-	10,841.52
		ELEC ENG ESTIMATOR	146,339.84	-	-	17,933.38	385.00
		GAS OPS OPERATOR	125,675.93	-	-	41,207.87	-
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	202,361.56	34,364.60	18,981.76	9,000.00	804.08
		GENERATION SUPERVISOR	147,754.58	25,589.45	-	76,006.76	2,387.87
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	124,157.52	-	-	80,137.41	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	130,730.80	-	-	45,066.72	-
		ENT HEALTH & SAFETY SUPERVISOR/REP	159,006.30	21,549.60	-	1,189.42	351.54
		GENERATION TECHNICIAN	143,901.60	-	-	61,497.24	-
		ELEC ENG TECHNICIAN	157,058.56	-	-	66,144.02	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,364.81	-	-	40,601.42	-
		ELEC OPS SUPERVISOR	214,201.94	24,429.19	-	2,500.00	1,821.95
		IT ANALYST/SPECIALIST SR/EXP/PRN	36,349.60	-	-	194.74	248.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,225.69	-	-	84,976.81	-
		GAS OPS SUPERVISOR	165,730.58	22,115.74	-	5,709.75	8,171.18
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,467.83	-	-	43,420.15	-
		ELEC OPS SYSTEM OPERATOR/LEAD	156,161.55	-	-	65,320.16	2,475.31
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	104,007.83	-	-	-	477.47
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,632.54	19,484.43	-	2,000.00	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	146,818.93	18,571.93	-	11,747.66	4,449.68
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,309.56	16,000.98	-	2,250.00	-
		ELEC OPS LINEWORKER/LINEMAN	140,559.26	-	-	141,068.40	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	71,990.74	-	-	750.00	828.60
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	135,392.83	15,585.04	-	1,000.00	8,239.31
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	155,528.58	-	-	94,368.22	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	119,605.54	-	-	24,234.21	269.86
		ELEC OPS SUPERVISOR	174,878.60	23,656.59	-	64,809.23	8,554.00
		OPERATIONS SUPERVISOR	138,253.94	14,646.72	-	3,548.08	454.02
		ELEC ENG ENGINEER	114,413.45	-	-	12,481.20	1,372.45
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	135,826.50	18,319.50	-	47,012.84	1,751.48
		ELEC OPS SYSTEM OPERATOR/LEAD	181,537.09	-	-	21,485.11	558.36
		ENERGY PLCY & PROC SCHEDULER/TRADER/LIAISON SR/EXP	130,174.80	15,458.08	-	1,561.51	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	196,351.50	33,090.54	-	400.00	351.03
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	153,083.46	17,200.70	-	3,339.34	1,040.43
		GENERATION ENGINEER	183,600.00	20,256.01	-	12,976.19	-
		ELEC OPS SUPERVISOR	73,391.29	-	-	112,235.21	2,654.72
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	108,008.24	30,643.77	-	-	480.00

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		T ENGINEER SR/EX/PRN	163,716.64	17,868.83	22,521.60	-	420.00
		OPERATIONS SUPERVISOR	124,159.16	14,882.68	-	16,001.83	4,525.13
		IT ANALYST/SPECIALIST SR/EX/PRN	16,939.39	-	-	-	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	159,452.00	16,786.83	-	8,699.29	1,932.41
		GAS OPS DISPATCHER	110,485.11	-	-	59,347.30	880.00
		GAS ENG SENIOR BUSINESS REP	141,073.28	-	-	11,721.09	1,171.15
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,710.75	-	-	52,032.87	1,859.25
		SHARED SVS LAND TECH/LEAD LAND TECH	131,804.10	-	-	6,550.88	315.00
		ELEC ENG TECHNICIAN	127,057.60	-	-	17,662.91	-
		IT ANALYST/SPECIALIST SR/EX/PRN	107,719.88	16,291.15	-	3,976.20	6,788.62
		ELEC ENG ENGINEER	128,766.29	17,652.52	-	540.78	6,798.46
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	150,957.46	16,704.04	-	-	6,966.33
		ELEC OPS CREW LEAD/LEADER	160,025.81	-	-	44,139.09	-
		GAS OPS OPERATOR	132,286.26	-	-	59,159.32	-
		HR ECO INVSTGTR/CNTCT ADMIN SR/EX/PRN	126,541.32	14,573.49	-	2,730.32	743.26
		ELEC OPS SUPERVISOR	157,014.00	14,938.14	-	645.49	2,414.29
		ELEC ENG SHOP LEADER/TESTER/MACHINIST	134,586.70	-	-	63,119.71	745.39
		CUSTOMER & COMMS MANAGER/SR MANAGER	191,000.04	30,420.30	-	2,000.00	2,597.52
		GAS ENG ESTIMATOR	136,403.47	-	-	54,948.76	2,021.14
		CUSTOMER & COMMS MANAGER/SR MANAGER	199,555.36	34,958.69	-	5,350.00	954.28
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	81,736.57	9,512.94	-	46,650.26	5,936.97
		OPERATIONS MANGER/SR MANAGER	224,127.92	37,880.52	-	1,083.60	5,497.71
		GAS OPS MECHANIC/WELDER	137,972.59	-	-	74,081.34	408.12
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	162,066.33	16,749.60	-	1,800.00	2,960.71
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	201,128.76	38,196.53	15,707.52	10,600.00	4,869.66
		ELEC OPS ELECTRICIAN	131,443.76	-	-	33,981.24	-
		GAS OPS TECHNICIAN	132,834.79	-	-	37,134.28	22.93
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	6,633.22	625.55
		GAS OPS FOREMAN/LEADER/CREW LEADER	151,459.13	-	-	147,861.19	-
		ELEC ENG ENGINEER	68,384.70	16,477.55	-	19,562.46	400.00
		GENERATION TECHNICIAN	121,706.83	-	-	72,260.61	764.57
		OPERATIONS INSPECTOR/LEAD INSPECTOR	127,022.21	-	-	81,093.30	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	139,123.06	19,124.20	-	3,718.26	2,548.19
		OPERATIONS SUPERVISOR	132,430.52	-	-	28,104.96	-
		ELEC OPS FOREMAN	147,344.88	-	-	117,193.63	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EX/PRN	131,240.96	14,417.30	-	4,245.08	317.74
		ELEC OPS SYSTEM OPERATOR/LEAD	105,059.48	-	-	228,975.73	-
		GAS OPS DISPATCHER	112,633.80	-	-	54,095.71	960.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,733.20	-	-	88,224.64	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	139,650.01	14,078.44	-	17,136.24	7,032.45
		IT SUPERVISOR	146,195.30	19,315.80	-	-	1,904.83
		ELEC ENG ENGINEER	212,952.00	35,242.32	-	23,277.17	2,242.22
		GAS ENG ANALYST/SPECIALST/WRITER SR/EX/PRN	150,996.98	16,773.47	-	7,050.00	35.61
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	149,998.69	16,785.06	-	-	850.40
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	156,170.08	-	-	407,994.82	-
		GAS OPS PLANNER SR/EX/PRN	159,038.12	25,413.14	-	9,260.00	105.77
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	28,686.07	-
		SHARED SVS LAND PLANNER	107,707.76	17,125.69	-	32,794.20	628.47
		ELEC ENG TECHNICIAN	156,225.20	-	-	29,413.04	339.29
		ELEC ENG ENGINEER	178,854.26	20,071.22	-	-	4,910.69
		T ENGINEER SR/EX/PRN	175,417.98	18,768.19	-	3,000.00	361.98
		GAS ENG ENGINEER	154,212.03	-	-	904.36	1,177.63
		GAS ENG ENGINEER	134,142.84	18,334.39	-	11,437.01	7,807.61
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	121,802.77	-	-	12,683.47	960.00
		OPERATIONS ENGINEER/ELECTRICIAN	181,381.63	17,892.19	-	22,075.10	2,762.22
		OPERATIONS SUPERVISOR	137,473.90	18,175.25	-	9,036.28	1,371.95
		ELEC OPS CREW LEAD/LEADER	138,492.91	-	-	15,728.15	-
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	104,094.23	-	-	10,550.00	2,864.74
		GAS OPS MECHANIC/WELDER	118,682.32	-	-	15,154.73	-
		ELEC OPS TECHNICIAN	126,634.87	-	-	167,461.25	79.91
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	183,600.00	21,702.87	-	16,947.87	2,945.49
		ELEC OPS LINEWORKER/LINEMAN	142,696.00	-	-	141,005.75	-
		ELEC OPS MANAGER/SR MANAGER	185,000.04	33,785.87	-	11,800.00	2,946.77
		ELEC ENG ENGINEER	213,174.00	22,716.98	-	4,220.74	7,734.80
		ELEC OPS LINEWORKER/LINEMAN	121,269.45	-	-	181,036.60	-
		ELEC OPS LINEWORKER/LINEMAN	130,390.95	-	-	161,654.13	1,482.57

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		GAS OPS MECHANIC/WELDER	126,328.94	-	-	48,914.46	-
		ELEC OPS ENGINEER	194,790.00	20,340.41	-	37,028.44	9,283.81
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	8,240.05	14,428.06	-	13,345.53	-
		ELEC OPS LINEMAN	167,327.28	-	-	283,295.17	3,087.61
		GENERATION SUPERVISOR	167,225.66	24,444.95	-	36,665.62	3,732.70
		GAS OPS TECHNICIAN	135,346.51	-	-	64,766.33	177.36
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	120,692.35	-	-	50,509.79	-
		ELEC ENG TECHNICIAN	156,528.24	-	-	86,701.28	-
		GAS ENG ENGINEER	201,474.00	31,599.91	-	6,726.10	6,373.74
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,802.24	-	-	53,572.91	-
		ELEC OPS ENGINEER	183,600.00	20,256.01	-	-	2,618.36
		GAS ENG SUPERVISOR	191,636.58	25,101.30	-	-	3,538.97
		ELEC ENG ESTIMATOR	137,130.24	-	-	30,184.45	420.00
		IT MANAGER/SR MANAGER	206,099.00	34,245.19	-	1,000.00	3,981.69
		IT SUPERVISOR	141,170.44	22,979.39	-	-	168.06
		SHARED SVS SUPERVISOR/CHIEF/EX AST	141,497.48	16,797.37	-	1,891.47	5,474.16
		GENERATION OPERATOR	144,615.16	-	-	125,503.54	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	122,294.81	15,231.25	-	14,429.44	763.71
		ELEC ENG ELECTRICIAN	130,278.56	-	-	36,397.64	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	144,726.33	14,315.08	-	500.00	315.00
		GAS OPS SUPERVISOR	139,873.20	10,833.20	-	12,536.61	1,871.17
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,596.76	-	-	122,885.65	1,881.35
		ELEC OPS ELECTRICIAN	125,288.96	-	-	117,028.15	-
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	124,993.92	14,139.19	-	467.12	1,885.85
		GAS ENG ENGINEER	169,906.28	19,219.81	-	4,202.38	7,565.06
		GAS OPS DISPATCHER	103,153.02	-	-	206,415.95	960.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	118,993.62	17,673.46	-	42,605.69	3,004.15
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,074.00	17,332.30	-	1,800.00	1,474.83
		SHARED SVS SUPERVISOR/CHIEF/EX AST	144,557.20	16,614.59	-	1,614.48	8,357.24
		GAS ENG ESTIMATOR/SCHEDULER	125,449.14	-	-	2,998.08	-
		IT MANAGER/SR MANAGER	178,322.04	28,734.40	-	6,000.00	-
		OPERATIONS SUPERVISOR	179,079.14	26,185.55	-	269,376.94	11,880.34
		GAS ENG ESTIMATOR/SCHEDULER	141,049.68	-	-	60,647.33	401.61
		IT AGILE COACH/SCRUM MASTER SR/EXP/PRN	163,637.50	17,476.20	-	-	1,955.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,445.20	18,414.79	-	4,268.70	-
		OPERATIONS MANGER/SR MANAGER	191,581.36	31,025.00	11,504.57	5,700.00	9,300.52
		ELEC OPS ENGINEER	142,196.65	-	-	108,163.09	-
		OPERATIONS TECHNICIAN	13,615.80	-	-	371.36	176.20
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,418.62	17,140.20	-	500.00	28.00
		ELEC OPS ENGINEER	207,396.00	25,449.32	-	8,581.02	368.72
		ELEC OPS LINEMAN	146,487.32	-	-	236,398.62	-
		HR CO MANAGER/SR MANAGER	178,806.55	32,289.57	-	36,935.43	455.46
		GAS OPS TECHNICIAN	47,539.71	-	-	26,240.20	210.00
		ELEC OPS SYSTEM OPERATOR/LEAD	66,178.09	-	-	16,736.67	-
		GAS ENG ESTIMATOR/SCHEDULER	142,243.17	-	-	4,263.92	385.00
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	127,265.12	14,922.57	-	-	560.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	11,200.00	-	-	28,150.94	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	148,611.26	16,008.90	-	2,750.40	1,967.41
		IT ENGINEER SR/EXP/PRN	202,516.98	34,393.70	-	-	-
		GAS ENG ENGINEER	156,328.49	-	-	40,783.52	1,422.08
		ELEC OPS SUPERVISOR	179,152.92	23,327.30	-	50,916.65	200.00
		ELEC ENG INTERCONNECTION MANAGER	151,471.89	-	-	5,206.58	570.00
		SHARED SVS CONT/PRGM/PROJ MANAGER	138,493.44	16,202.13	-	-	306.22
		ELEC ENG SUPERVISOR	191,563.18	26,603.07	-	-	1,254.25
		ELEC OPS ELECTRICIAN	132,242.96	-	-	53,033.88	316.25
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	142,392.66	16,855.56	-	9,227.68	6,291.96
		GAS OPS FOREMAN/LEADER/CREW LEADER	125,971.04	-	-	95,566.17	1,633.57
		ELEC OPS SUPERVISOR	169,125.78	19,293.28	-	150,421.58	9,707.61
		OPERATIONS MANGER/SR MANAGER	203,877.96	33,318.84	49,031.01	1,000.00	1,841.79
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	144,998.44	19,386.83	-	1,099.52	1,475.88
		ELEC OPS CABLE SPLICER/CABLEMAN	184,619.14	-	-	95,840.85	-
		IT SUPERVISOR	167,656.40	22,350.58	-	-	6,091.26
		GENERATION OPERATOR	131,286.98	-	-	57,931.09	213.63
		OPERATIONS METEOROLOGIST/BUS/MAINT PLNR	137,071.60	15,372.40	-	7,888.35	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	148,973.10	16,772.76	-	1,000.00	1,600.30
		ELEC OPS SUPERVISOR	178,768.50	20,714.88	-	-	14,501.40

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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)
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	81,315.73	-	-	3,300.00	3,809.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	167,937.95	-	-	271,825.36	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	72,368.42	-	-	-	957.08
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	47,222.21	-	-	10,000.00	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	163,898.16	17,036.45	-	-	1,035.04
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	183,112.04	29,733.81	-	-	840.00
		ELEC OPS MACHINIST/WELDER	126,705.95	-	-	38,073.63	161.13
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,115.54	22,622.36	-	-	1,629.26
		GENERATION TECHNICIAN	24,724.00	-	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	92,607.77	-	-	126,267.49	718.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	172,883.88	19,677.25	-	16,435.68	6,499.16
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	112,983.57	-	-	48,164.92	385.71
		ELEC OPS INSPECTOR/LEAD INSPECTOR	126,297.10	11,572.50	-	39,668.40	33,694.30
		ELEC OPS CREW LEAD/LEADER	120,600.15	-	-	68,831.28	664.84
		ELEC OPS LINeworker/LINEMAN	121,404.96	-	-	94,464.04	2,274.58
		GAS OPS OPERATOR	124,987.01	-	-	21,619.55	-
		GAS ENG ENGINEER	137,228.50	-	-	48,795.82	627.92
		GAS OPS MECHANIC/WELDER	116,031.90	-	-	61,161.29	202.67
		SHARED SVS PROJ/PROG/OPS MANAGER	143,772.66	16,270.49	-	-	4,506.19
		ELEC OPS OPERATOR	123,844.00	-	-	24,073.05	8,164.93
		GENERATION AUDITOR/INVESTIGATOR SR/EX	194,479.88	20,309.75	-	32,235.64	5,146.55
		GAS ENG ENGINEER	184,173.75	21,634.92	-	1,743.34	1,284.98
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	185,100.00	20,420.84	-	20,245.85	73,357.43
		IT MANAGER/SR MANAGER	173,554.99	21,888.47	-	6,200.00	4,336.25
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	177,381.76	29,851.27	-	500.00	389.26
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	148,324.80	25,370.36	-	67,494.28	28,945.25
		OPERATIONS DATA ENGINEER/SCIENTIST	179,496.00	-	-	-	1,940.94
		GENERATION TECHNICIAN	21,898.40	-	-	20,506.16	-
		HR ECO PGRM/PROJ MANAGER EXP/PRN	95,440.56	16,649.05	-	6,656.68	3,126.01
		ELEC OPS LINeworker/LINEMAN	121,754.09	-	-	283,279.83	-
		ELEC ENG INTERCONNECTION MANAGER	158,054.19	-	-	636.41	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,511.34	-	-	98,166.35	13.50
		ELEC OPS SUPERVISOR	173,296.18	21,867.09	-	69,380.49	15,130.57
		ELEC OPS LINeworker/LINEMAN	132,272.30	-	-	199,708.25	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,006.90	17,598.93	-	1,400.00	1,757.56
		ELEC OPS WORKING LEADER	134,260.62	-	-	158,755.40	-
		ELEC OPS SUPERVISOR	166,416.50	21,853.76	-	35,290.05	841.20
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	23,140.16	-	-	-	101.37
		SHARED SVS MANAGER/SR MANAGER	198,356.26	33,576.80	35,028.84	-	17,635.67
		ELEC OPS FOREMAN	46,125.12	-	-	66,501.04	-
		ELEC OPS SUPERVISOR	163,650.22	21,831.67	13,670.58	145,379.85	1,342.49
		SHARED SVS SUPERVISOR/CHIEF/EX AST	178,237.56	23,737.90	-	3,458.94	13,111.71
		GAS OPS DISPATCHER	48,561.81	-	-	103,402.31	400.00
		GENERATION SUPERVISOR	208,486.04	26,114.46	-	9,433.49	2,492.37
		ELEC OPS LINeworker/LINEMAN	116,638.85	-	-	188,661.81	320.05
		OPERATIONS TECHNICIAN	148,860.80	-	-	103,552.19	2,987.18
		ELEC OPS SUPERVISOR	164,041.64	22,057.19	-	-	10,124.82
		ELEC OPS MANAGER/SR MANAGER	196,710.50	32,531.39	-	13,761.44	3,237.48
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	164,096.32	18,026.67	-	4,500.00	1,486.99
		OPERATIONS INSPECTOR/LEAD INSPECTOR	94,171.36	-	-	80,546.40	1,231.75
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	141,415.78	15,556.31	-	-	960.00
		IT ARCHITECH EXP/PRN	228,553.70	39,719.70	11,863.60	1,050.00	2,582.71
		OPERATIONS MANAGER/SR MANAGER	195,915.24	33,348.46	-	6,200.00	2,371.38
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	208,695.72	40,178.23	16,109.52	5,200.00	9,278.00
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	69,173.90	-	-	20,015.19	1,467.39
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	137,735.29	-	-	5,717.04	908.99
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	128,883.00	13,922.49	-	1,200.00	988.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	134,016.21	14,669.34	-	1,800.00	3,204.21
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	141,500.54	-	-	147,203.29	2,433.28
		GAS OPS MANAGER/SR MANAGER	179,746.90	28,780.25	11,504.57	3,500.00	38,509.70
		ELEC OPS CREW LEAD/LEADER	187,104.82	-	-	257,883.89	-
		ELEC OPS LINeworker/LINEMAN	165,338.20	-	-	241,933.26	-
		ELEC ENG ESTIMATOR	136,466.37	-	-	96,898.55	544.03
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	131,800.38	13,636.72	-	750.00	720.00
		ELEC OPS CREW LEAD/LEADER	162,012.85	-	-	131,592.46	-
		ELEC OPS SYSTEM OPERATOR/LEAD	76,070.65	-	-	274,244.66	890.18

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		GAS ENG PRGM/PROJ MANAGER	161,511.56	20,883.32	-	5,722.54	315.00
		GAS OPS ELEC LOCATOR	125,107.04	-	-	37,386.40	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	12,476.74	-	-	-	650.45
		GENERATION SUPERVISOR	184,696.90	24,747.18	-	43,418.57	-
		GAS ENG ESTIMATOR/SCHEDULER	121,692.69	-	-	94,334.06	948.31
		ELEC OPS OPERATOR	123,552.22	-	-	96,278.94	724.72
		ELEC OPS OPERATOR	112,569.45	-	-	42,589.90	-
		GAS ENG ENGINEER	181,493.30	19,989.06	-	387.78	1,522.99
		ELEC OPS SUPERVISOR	180,942.88	25,884.35	-	124,659.72	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,495.41	-	-	62,250.12	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	129,232.06	14,583.87	-	500.00	-
		ELEC OPS ELECTRICIAN	125,646.75	-	-	36,212.38	-
		ELEC OPS LINEMAN/LINEMAN	-	-	-	-	-
		ENERGY PLCY & PROC SUPERVISOR	163,435.24	22,907.10	-	500.00	35.00
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	148,516.52	-	-	78,633.08	100.00
		SAFETY RISK ANALYST/SPECIALIST SR/EXP/PRN	10,297.86	-	-	-	80.00
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	139,359.08	15,405.33	-	-	1,011.50
		ELEC OPS LINEMAN/LINEMAN	145,445.29	-	-	179,062.12	-
		GENERATION ENGINEER	81,104.80	-	-	3,129.28	-
		ELEC ENG TECHNOLOGIST	149,312.78	-	-	72,530.88	11,191.03
		IT SERVICE MNGR/ADMINSTRTR	123,940.96	12,526.86	-	2,665.25	185.37
		IT TECHNICIAN	132,946.98	-	-	29,837.52	-
		ELEC ENG SUPERVISOR	200,988.36	25,593.22	-	1,000.00	2,018.82
		CUSTOMER & COMMS SUPERVISOR	141,937.42	18,571.89	-	5,000.00	3,715.01
		GAS OPS TECHNICIAN	139,324.34	-	-	41,737.12	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,975.74	-	-	50,256.91	505.89
		GAS ENG ENGINEER	53,424.24	-	-	73,396.69	365.39
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,753.44	17,385.74	-	-	-
		GAS OPS MECHANIC/WELDER	129,979.98	-	-	102,091.85	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	139,853.33	-	-	42,996.52	-
		IT ARCHITECT EXP/PRN	193,734.50	34,131.02	14,236.32	2,000.00	1,939.20
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	155,769.36	16,646.12	-	7,563.67	23.91
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,254.04	-	-	19,963.35	209.41
		ELEC OPS CREW LEAD/LEADER	132,654.73	-	-	69,004.86	301.36
		ELEC OPS SUPERVISOR	162,289.26	21,301.35	-	2,514.57	216.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,661.42	16,311.34	-	-	563.75
		GAS ENG ESTIMATOR	137,429.44	21,167.63	-	1,999.80	310.67
		GAS ENG ENGINEER	166,812.35	-	-	117,109.54	3,723.85
		GAS OPS FITTER	122,923.80	-	-	53,312.30	-
		ELEC ENG MAPPING TECH	126,441.68	-	-	27,331.59	213.53
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EXP/PR/CHF	159,999.96	25,752.55	-	2,550.00	8,211.87
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	3,423.50	18,515.21	-	6,647.07	-
		ELEC OPS CREW LEAD/LEADER	202,605.05	-	-	206,560.06	-
		ELEC OPS SYSTEM OPERATOR/LEAD	104,506.32	-	-	273,223.15	-
		GAS ENG ENGINEER	147,775.54	-	-	19,070.33	-
		ELEC ENG ENGINEER	183,600.00	20,256.01	-	3,972.17	2,276.91
		ENERGY PLCY & PROC SCHEDULER/TRADER/LIAISON SR/EXP	166,887.90	26,165.49	-	3,711.28	1,074.51
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	44,879.71	-	-	2,069.64	4,911.18
		ELEC OPS FOREMAN	148,690.47	-	-	69,169.99	-
		GEN CNSL & ETHICS COMP MANGER/SR MANGER	152,461.45	29,286.06	-	750.00	343.00
		GENERATION OPERATOR	144,377.53	-	-	165,070.59	642.44
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	149,228.60	15,131.09	-	-	196.00
		ELEC OPS SUPERVISOR	179,152.60	24,207.28	15,892.60	194,333.34	1,877.31
		GENERATION WRITER	101,182.08	-	-	52,775.84	-
		IT ARCHITECT EXP/PRN	42,934.18	-	-	15,000.00	115.24
		SHARED SVS SUPERVISOR/CHIEF/EX AST	126,104.52	8,714.97	-	5,453.59	1,031.63
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	133,336.30	-	-	38,325.27	-
		GENERATION SUPERVISOR	186,633.28	19,393.18	-	7,474.21	725.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	42,406.00	-	-	1,086.86	875.51
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	141,815.00	14,809.47	-	6,923.44	11,351.90
		ELEC OPS DIRECTOR/SR DIRECTOR	218,126.36	47,977.59	50,997.87	29,600.00	4,539.93
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	113,076.41	12,038.58	-	5,242.57	6,540.48
		ELEC OPS LINEMAN/LINEMAN	127,190.91	-	-	82,291.45	-
		GAS OPS SUPERVISOR	169,268.82	-	-	72,294.12	389.19
		ELEC ENG TECHNICIAN	39,715.84	-	-	11,270.47	-
		GAS ENG ENGINEER	186,823.27	19,984.41	-	2,500.00	1,606.33



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		CUSTOMER & COMMS MANAGER/SR MANAGER	128,133.44	18,167.77	-	1,925.12	10,634.84
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	174,690.46	29,594.04	-	-	2,770.38
		GENERATION TECHNICIAN	22,604.80	-	-	21,313.60	-
		GAS OPS MECHANIC/WELDER	126,653.52	-	-	40,436.85	-
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	216,399.04	37,861.59	60,691.68	-	2,361.20
		GAS ENG ENGINEER	149,267.67	-	-	4,705.69	880.90
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	175,934.76	32,198.67	-	800.00	1,464.20
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	129,148.72	-	-	56,862.99	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	140,268.69	-	-	59,915.31	833.17
		GAS OPS MANAGER/SR MANAGER	169,427.98	27,866.56	-	673.04	1,582.66
		GENERATION SUPERVISOR	207,559.80	30,286.23	-	7,060.61	6,717.92
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	228,125.00	47,129.17	23,368.17	6,626.42	50,527.29
		ELEC OPS FOREMAN	131,867.04	-	-	229,330.31	5,889.80
		ELEC OPS OPERATOR	120,375.32	-	-	28,715.76	542.34
		GENERATION ENGINEER	183,600.00	20,256.01	-	33,055.02	1,938.25
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	70,361.10	13,924.09	-	-	2,471.96
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,043.58	-	-	124,990.21	-
		GAS OPS OPERATOR	114,009.15	-	-	33,437.00	92.92
		ELEC OPS OPERATOR	137,975.91	-	-	161,317.60	-
		ELEC OPS LINEMAN/LINEMAN	148,528.64	-	-	98,102.85	-
		GAS ENG MANAGER/SR MANAGER	203,533.36	25,458.92	-	-	10,252.23
		ELEC OPS SUPERVISOR	178,673.64	25,727.38	-	145,964.00	1,588.99
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	127,227.08	-	-	47,702.75	131.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	119,654.40	-	-	173,993.61	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,454.42	14,790.40	-	1,033.28	761.88
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	195,206.00	35,323.52	-	3,477.91	836.27
		ELEC OPS CREW LEAD/LEADER	-	-	-	-	-
		ENERGY PLCY & PROC PRGM/ASSET MNGR SR/EXP/PRN	124,309.04	17,462.49	-	20,405.03	465.10
		OPERATIONS SUPERVISOR	202,053.14	28,000.76	-	45,737.20	5,965.84
		IT ANALYST/SPECIALIST SR/EXP/PRN	164,519.55	19,550.45	-	-	4,300.46
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,648.41	-	-	125,487.09	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,911.60	-	-	27,753.30	-
		ELEC OPS CREW LEAD/LEADER	139,519.80	-	-	28,429.42	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	181,240.00	31,789.80	-	10,300.00	2,032.42
		SHARED SVS MANAGER/SR MANAGER	169,668.02	26,299.90	-	-	1,584.01
		GAS OPS FOREMAN/LEADER/CREW LEADER	145,657.73	-	-	3,134.46	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	125,937.66	13,561.69	-	69,003.88	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,967.70	-	-	144,045.09	-
		ELEC OPS TECHNICIAN	155,471.31	-	-	120,149.03	937.31
		ELEC OPS SUPERVISOR	150,000.00	18,534.96	-	3,000.00	1,485.92
		GAS ENG ENGINEER	154,402.52	17,473.90	-	-	565.00
		GENERATION ENGINEER	162,503.60	17,945.67	-	5,043.90	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	145,817.60	-	-	90,258.95	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,859.20	-	-	53,147.38	-
		ELEC OPS CREW LEAD/LEADER	141,665.84	-	-	33,035.16	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	138,242.66	-	-	61,674.59	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	206,987.29	28,741.56	-	92,681.66	6,193.44
		GAS OPS SUPERVISOR	139,891.18	17,655.96	-	21,820.77	11,721.62
		ELEC OPS LINEMAN/LINEMAN	135,249.90	-	-	194,507.48	-
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	20,180.28	-	-	15,849.14	-
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	141,470.48	15,538.51	-	3,000.00	677.63
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	157,014.19	-	-	104,829.19	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	171,220.00	20,425.24	-	1,558.99	6,323.66
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.21	-	-	43,601.30	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,563.92	-	-	86,704.18	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	24,658.20	-	-	42,591.15	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	138,597.46	15,636.23	-	18,876.34	15,941.88
		ELEC OPS LINEMAN/LINEMAN	123,548.99	-	-	169,616.01	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	179,800.00	32,923.58	-	5,480.00	405.11
		GENERATION ELECTRICIAN	61,728.90	-	-	38,464.77	-
		ELEC OPS CREW LEAD/LEADER	139,064.48	-	-	24,158.50	-
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHIEF	180,515.11	-	-	-	2,510.50
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	91,777.85	5,533.60	-	2,845.16	1,597.59
		IT MANAGER/SR MANAGER	174,960.54	28,988.31	-	-	3,953.57
		ELEC OPS FOREMAN	141,408.66	-	-	109,913.09	-
		GAS OPS MECHANIC/WELDER	127,580.81	-	-	30,523.54	-

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		SHARED SVS CREW LEAD/LEADER	131,834.41	-	-	710.28	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,335.76	17,996.79	-	500.00	1,199.71
		GAS OPS FOREMAN/LEADER/CREW LEADER	150,811.93	-	-	70,817.74	94.38
		GAS ENG ENGINEER	143,906.27	19,594.59	-	16,882.64	501.50
		IT ENGINEER SR/EXP/PRN	173,248.84	19,646.08	-	3,000.00	595.00
		OPERATIONS SUPERVISOR	133,052.00	17,505.59	-	1,733.20	5,523.64
		ELEC OPS SYSTEM OPERATOR/LEAD	115,360.89	-	-	133,172.78	405.12
		ELEC OPS SYSTEM OPERATOR/LEAD	115,148.94	-	-	196,778.49	146.72
		GAS ENG SENIOR BUSINESS REP	145,136.91	-	-	18,496.72	2,142.46
		ELEC OPS LINEWORKER/LINEMAN	55,380.32	-	-	137,056.89	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,721.94	15,470.59	-	-	748.34
		SHARED SVS PERMIT FACILITATOR	89,207.26	-	-	14,886.74	1,012.15
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	141,513.60	-	-	21,011.18	-
		ELEC OPS FOREMAN	149,263.38	-	-	172,723.47	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PR/CHF	126,528.66	13,785.08	-	700.00	919.57
		ELEC OPS CABLE SPLICER/CABLEMAN	141,165.98	-	-	447,498.68	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,412.91	22,134.56	-	-	9,542.25
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,321.90	-	-	163,514.79	-
		GAS ENG ENGINEER	162,393.29	-	-	57,563.00	1,166.57
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	138,656.30	13,107.15	-	1,500.00	701.85
		ENVIRONMENTAL HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	165,466.68	27,997.01	-	-	960.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,781.68	-	-	10,816.08	597.88
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	202,379.98	23,872.27	-	14,022.94	3,156.05
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	173,306.81	29,828.94	-	3,500.00	23,918.58
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,284.96	14,113.11	-	778.32	4,868.09
		IT TECHNICIAN	76,792.40	-	-	281.52	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,787.20	-	-	3,922.83	-
		ELEC OPS ELECTRICIAN	116,311.09	-	-	85,261.98	383.18
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	192,768.00	21,266.95	-	2,965.44	4,487.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,550.68	-	-	69,208.21	-
		GAS ENG TECHNICIAN	131,313.81	-	-	27,554.48	754.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.20	-	-	34,520.77	-
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	178,248.30	29,773.64	-	1,000.00	-
		ELEC OPS LINEWORKER/LINEMAN	139,607.01	-	-	79,298.60	761.12
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,365.02	-	-	73,188.85	-
		SHARED SVS CRANE SURVEYOR	138,434.92	-	-	38,907.78	212.22
		ELEC OPS ELECTRICIAN	130,396.16	-	-	37,918.48	-
		GENERATION SUPERVISOR	191,639.44	19,865.36	-	17,266.10	460.00
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	164,093.36	27,821.76	-	11,000.00	1,039.65
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,297.90	-	-	106,617.57	327.52
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	170,892.00	17,981.84	-	11,055.16	2,383.88
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	197,520.00	22,379.03	-	25,099.21	609.47
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	143,070.35	-	-	64,965.84	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EXP/PR/CHF	229,649.90	53,660.33	421,061.52	5,404.35	1,510.32
		GAS OPS TECHNICIAN	143,611.95	-	-	20,284.67	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	120,550.49	-	-	50,298.71	-
		ELEC OPS MANAGER/SR MANAGER	180,249.96	25,430.90	-	6,000.00	17,256.38
		GENERATION SUPERVISOR	136,867.14	18,511.69	-	34,322.15	-
		GENERATION TECHNICIAN	21,898.40	-	-	21,146.83	-
		ELEC ENG TECHNICIAN	172,690.42	-	-	23,203.26	-
		GEN CNSL & ETHICS COMP SUPERVISOR	134,676.38	18,222.59	-	150.00	-
		ELEC ENG ENGINEER	119,199.87	-	-	73,671.00	2,441.15
		ELEC OPS LINEWORKER/LINEMAN	141,966.25	-	-	98,885.74	-
		ELEC OPS SYSTEM OPERATOR/LEAD	162,161.56	-	-	39,186.81	77.29
		OPERATIONS INSPECTOR/LEAD INSPECTOR	93,692.97	-	-	82,574.58	-
		ELEC OPS CABLE SPLICER/CABLEMAN	121,338.14	-	-	75,815.71	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	93,311.15	-	-	-	697.04
		GAS OPS FOREMAN/LEADER/CREW LEADER	146,855.65	-	-	44,999.42	-
		ELEC OPS LINEWORKER/LINEMAN	8,224.80	-	-	10,213.88	-
		GAS OPS SUPERVISOR	167,372.18	21,993.81	-	9,774.32	3,013.99
		IT ENGINEER SR/EXP/PRN	198,468.00	21,896.05	-	5,497.55	3,694.60
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	228,005.70	51,648.12	51,216.41	12,084.91	522.75
		ELEC ENG ENGINEER	202,294.00	23,672.46	-	7,874.94	1,532.40
		ELEC ENG ENGINEER	208,392.00	24,515.25	-	28,814.59	2,707.58
		ELEC OPS ENGINEER	177,887.50	20,187.03	-	4,700.00	435.00
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	136,673.20	24,162.51	-	73,761.31	5,299.19

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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	162,953.46	13,268.48	-	46,150.26	423.70
		ELEC ENG ENGINEER	170,882.00	19,183.51	-	3,333.86	465.00
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,902.70	-	-	32,718.23	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,953.76	-	-	144,560.73	1,059.15
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	228,324.64	52,708.65	85,412.52	1,953.64	13,033.59
		GENERATION CREW LEADER/CONTROL LEAD	153,224.01	-	-	115,016.59	57.09
		OPERATIONS SUPERVISOR	151,496.15	19,762.65	-	-	560.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,747.26	17,928.93	13,512.96	-	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	165,036.00	19,620.44	-	16,040.49	4,079.77
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	112,329.73	-	-	750.00	1,200.85
		OPERATIONS MANAGER/SR MANAGER	196,490.04	32,138.58	-	8,200.00	9,046.94
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,774.22	18,320.66	-	11,224.45	280.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,457.60	-	-	68,909.94	-
		GAS ENG ESTIMATOR/SCHEDULER	140,081.36	-	-	32,396.08	350.00
		ELEC OPS ANALYST/COORD/CONSLT/SPEC SR/EXP/PRN	163,507.36	16,674.16	-	600.00	-
		GAS ENG TECHNICIAN	77,171.40	-	-	24,835.84	210.00
		ELEC OPS SYSTEM OPERATOR/LEAD	119,954.10	-	-	203,414.89	305.52
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	111,414.35	9,051.13	-	750.00	612.21
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	93,795.48	-	-	12,947.76	-
		ENG PLNG & STRAT SUPERVISOR/LIAISON	134,844.02	12,938.77	-	2,000.00	5,691.44
		OPERATIONS INSPECTOR/LEAD INSPECTOR	125,879.35	-	-	42,045.90	-
		GENERATION TECHNICIAN	27,549.60	-	-	44,685.11	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	111,233.76	30,972.75	-	39,723.51	202.54
		IT MANAGER/SR MANAGER	144,408.87	-	-	10,000.00	2,853.03
		ELEC OPS FOREMAN	141,570.49	-	-	243,915.72	2,857.31
		ELEC OPS MANAGER/SR MANAGER	154,256.25	17,466.95	-	4,339.30	6,936.07
		ELEC OPS SUPERVISOR	144,885.48	23,350.13	-	16,186.86	4,465.96
		ELEC OPS PROD OWN/SR SY DISP/JOURNM/WTR MNGMT	114,216.84	-	-	68,364.09	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,172.30	-	-	318,266.08	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	106,792.99	-	30,283.40	18,316.65	1,313.16
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	144,241.61	-	-	35,071.65	7,521.20
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	29,063.11	-	-	210,753.60	180.26
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,175.88	14,597.10	-	1,500.00	936.91
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	145,416.25	27,258.78	-	121,422.72	3,224.01
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	198,322.00	21,711.30	-	12,434.78	1,774.33
		SHARED SVS DIRECTOR/SR DIRECTOR	180,101.66	30,905.25	37,401.56	6,100.00	5,826.26
		GAS ENG TECHNICIAN	120,098.08	-	-	4,950.32	-
		GAS OPS SUPERVISOR	170,849.28	23,198.62	-	47,564.92	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	148,251.22	-	-	1,207.97	1,088.17
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	121,468.64	-	-	4,457.04	580.99
		ELEC OPS ENGINEER	177,322.00	18,631.76	-	515.58	1,902.36
		ELEC ENG ENGINEER	124,176.10	-	-	11,343.43	6,670.27
		GAS ENG TECHNICIAN	50,743.08	-	-	7,131.69	320.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	149,603.30	16,937.02	-	1,750.00	-
		ELEC OPS LINEMAN/LINEMAN	151,355.76	-	-	58,421.59	281.66
		GAS OPS DISPATCHER	119,184.00	-	-	116,710.43	880.00
		HEALTH & SAFETY SUPERVISOR/REP	177,773.70	24,024.32	-	14,236.70	894.59
		ELEC OPS CREW LEAD/LEADER	162,887.55	-	-	130,286.49	-
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	126,338.92	13,560.28	-	-	1,264.18
		ELEC OPS SUPERVISOR	143,156.55	-	-	32,048.63	450.23
		HR ECO MANAGER/SR MANAGER	196,174.70	33,127.54	18,981.76	1,500.00	1,254.48
		ELEC OPS MANAGER/SR MANAGER	186,413.80	34,998.34	14,236.32	6,000.00	15,561.31
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	2,069.75	420.00
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	124,922.70	14,796.27	-	-	661.04
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	158,159.58	16,272.36	-	1,500.00	509.75
		ELEC ENG MANAGER/SR MANAGER	161,116.09	19,272.10	-	6,318.90	1,448.61
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,206.66	16,083.90	-	-	681.72
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	229,166.66	52,103.06	39,103.05	1,500.00	2,337.20
		GENERATION SUPERVISOR	210,800.00	28,293.96	-	144,035.81	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	125,829.00	13,998.95	-	-	2,036.44
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,377.04	17,105.22	-	-	628.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	166,387.86	17,994.52	-	20,143.28	521.73
		GENERATION ENGINEER	198,468.00	22,096.93	-	44,760.52	6,508.49
		GENERATION SUPERVISOR	214,414.14	29,640.70	-	57,781.78	180.00
		GAS ENG ENGINEER	161,374.52	-	-	43,779.76	5,647.72
		ELEC OPS SUPERVISOR	173,402.46	27,894.09	-	-	3,233.62

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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)
		GENERATION SUPERVISOR	205,845.16	27,034.26	-	44,420.96	3,493.54
		OPERATIONS INSPECTOR/LEAD INSPECTOR	138,228.08	-	-	74,547.03	1,819.43
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	61,920.16	-	-	47,306.67	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	27,659.36	-	-	46,492.71	-
		GAS ENG PRGM/PROJ MANAGER	136,476.00	13,580.97	-	3,952.64	1,416.56
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,401.20	-	-	91,997.48	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	132,756.00	14,610.64	-	4,101.56	2,057.29
		GAS ENG ENGINEER	140,333.88	-	-	133,909.20	405.45
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,394.91	-	-	201,282.62	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	154,395.74	-	-	38,194.15	(20.98)
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	205,125.50	27,735.09	-	26,262.48	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	136,716.80	16,359.87	-	2,500.00	5,678.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,510.39	-	-	8,312.80	-
		SHARED SVS CREW LEAD/LEADER	125,686.80	-	-	13,520.65	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	82,597.92	-	-	70,904.83	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	170,896.58	21,669.53	-	29,941.15	10,380.74
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	131,839.66	14,772.39	-	1,849.98	86.99
		OPERATIONS TECH WRITER/CREW LEADER	48,905.74	-	-	-	619.22
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	148,779.96	18,116.74	-	83,250.94	5,411.08
		ELEC OPS LINEMAN/LINEMAN	120,517.69	-	-	184,012.10	4,669.37
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	151,510.92	17,030.19	-	3,610.70	-
		ELEC ENG INTERCONNECTION MANAGER	165,323.44	-	-	4,242.30	420.00
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	144,226.00	17,042.62	-	34,532.79	21,239.77
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	137,797.62	15,512.32	-	-	7,706.20
		OPERATIONS MANGER/SR MANAGER	214,991.44	37,884.70	28,051.17	-	2,503.68
		ELEC OPS ELECTRICIAN	138,933.54	-	-	102,845.29	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	162,660.00	17,868.00	-	6,686.10	-
		ELEC OPS SYSTEM OPERATOR/LEAD	137,019.84	-	-	224,304.50	222.88
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	213,636.70	39,073.59	-	-	3,943.92
		GAS ENG SUPERVISOR	177,788.48	21,422.94	-	500.00	3,050.30
		ELEC ENG ENGINEER	108,571.51	-	-	16,059.75	1,630.60
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	238,035.96	50,817.65	437,787.43	-	2,197.53
		SHARED SVS PILOT	113,604.42	14,443.70	-	6,296.21	9,701.53
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	128,060.92	14,242.72	-	-	269.98
		GAS OPS MECHANIC/WELDER	126,392.74	-	-	17,311.19	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	162,660.00	17,911.10	-	11,216.20	3,826.34
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PR/CHF	115,271.49	12,205.13	-	19,541.95	5,278.96
		ELEC OPS LINEMAN/LINEMAN	80,030.65	-	-	49,484.58	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	149,171.00	16,998.04	-	27,846.06	-
		ELEC OPS FOREMAN	103,231.53	-	-	94,578.20	-
		ELEC OPS SUPERVISOR	171,607.34	22,605.44	-	44,611.12	881.97
		GENERATION SUPERVISOR	195,000.00	-	-	64,923.12	-
		ELEC OPS CREW LEAD/LEADER	137,131.92	-	-	39,150.47	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	153,602.02	16,948.06	-	-	12,784.60
		ELEC OPS SUPERVISOR	179,244.64	31,827.86	-	69,333.33	-
		GAS ENG ENGINEER	149,801.17	-	-	22,404.06	-
		GAS OPS MECHANIC/WELDER	139,538.19	-	-	38,229.96	1,302.25
		GAS OPS MECHANIC/WELDER	120,982.29	-	-	6,973.60	391.70
		GENERATION TECHNICIAN	146,727.20	-	-	58,217.21	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	80,435.62	-	-	1,863.00	2,278.78
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	208,846.35	59,051.87	445,397.42	32,731.28	2,330.60
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,915.12	18,210.87	-	2,500.00	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	169,372.68	28,577.47	-	1,000.00	1,791.79
		ELEC ENG ENGINEER	173,563.54	19,696.97	-	17,284.50	2,875.44
		IT MANAGER/SR MANAGER	218,044.02	39,624.16	34,029.80	6,065.24	4,967.27
		ELEC OPS CABLE SPLICER/CABLEMAN	130,230.83	-	-	156,315.45	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	97,631.52	-	-	277,627.24	-
		GAS ENG SUPERVISOR	164,334.86	24,743.36	-	1,000.00	3,495.75
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	154,963.20	16,490.23	-	18,289.75	2,420.53
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	23,825.23	15,087.84	-	-	210.00
		SHARED SVS LAND PLANNER/SURVEYOR	151,346.00	15,953.76	-	1,026.76	4,563.86
		ELEC ENG TECHNOLOGIST	151,728.96	-	-	36,047.40	9,443.29
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	127,524.00	13,407.63	-	432.60	3,127.42
		ELEC OPS SUPERVISOR	162,101.10	20,780.37	-	-	1,512.45
		ELEC OPS FOREMAN	152,289.03	-	-	119,117.57	-
		IT ENGINEER SR/EXP/PRN	199,965.36	27,964.07	-	1,546.88	-

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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 TECHNICIAN	172,274.74	-	-	62,581.11	-
		OPERATIONS SUPERVISOR	134,062.46	18,038.59	-	12,254.38	15,276.68
		GAS OPS MECHANIC/WELDER	130,083.11	-	-	87,209.55	-
		ELEC OPS CREW LEAD/LEADER	141,189.57	-	-	58,100.32	-
		ELEC OPS LINEWORKER/LINEMAN	137,783.36	-	-	171,966.33	383.88
		ELEC OPS LINEWORKER/LINEMAN	139,271.00	-	-	125,280.62	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	114,033.95	-	-	10,727.11	-
		ELEC OPS FOREMAN	6,276.31	-	-	63,423.29	-
		GAS OPS TECHNICIAN	138,967.24	-	-	96,546.36	-
		ELEC OPS FOREMAN	147,098.11	-	-	131,160.10	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	149,553.82	15,670.22	-	1,500.00	2,831.51
		ELEC OPS SUPERVISOR	150,061.50	18,308.40	-	28,849.90	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	123,240.85	-	-	125,980.68	-
		ELEC OPS LINEWORKER/LINEMAN	162,271.08	-	-	303,165.30	2,154.06
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	138,633.30	15,007.56	-	1,084.85	568.72
		ELEC OPS LINEWORKER/LINEMAN	134,553.41	-	-	163,909.20	-
		ELC OPS CONSLT/PLANNER	132,000.00	13,990.84	-	26,939.28	3,577.92
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	144,172.42	-	-	29,673.83	-
		GAS OPS ENGINEER	128,749.36	-	-	57,940.28	385.00
		ELEC OPS MACHINIST/WELDER	130,038.00	-	-	115,049.01	-
		ELEC ENG ENGINEER	158,264.82	19,349.17	-	38,107.86	14,256.84
		ELEC OPS SUPERVISOR	227,646.60	28,682.27	-	146,222.15	4,993.07
		GENERATION TECHNICIAN	149,099.40	-	-	86,733.69	237.32
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	128,221.92	14,403.10	-	1,100.00	315.00
		GAS OPS SUPERVISOR	169,047.18	22,818.04	-	98,695.38	268.37
		ELEC ENG ENGINEER	133,497.82	-	-	53,736.44	420.00
		ELEC ENG ENGINEER	150,054.52	22,251.45	11,863.60	67,527.11	4,418.04
		GAS ENG ENGINEER	149,999.26	-	-	21,274.11	520.86
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	134,536.42	-	-	79,287.70	2,197.75
		GAS ENG SUPERVISOR	110,750.68	-	-	22,373.02	715.49
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,363.38	-	-	90,314.93	691.71
		GAS OPS MANAGER/SR MANAGER	178,434.34	30,036.12	-	2,900.00	29,678.55
		SHARED SVS CONT/PGRM/PROJ MANAGER	161,118.44	18,758.02	-	-	606.74
		OPERATIONS SUPERVISOR	115,780.66	17,432.37	-	-	2,116.17
		ENG PLNG & STRAT PROD/PGR/DEV MNGR EXP/PRN	185,937.02	32,677.37	-	-	960.00
		HR ECO MANAGER/SR MANAGER	133,753.70	19,708.46	-	2,018.56	1,054.43
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	48,506.25	35,182.95	11,863.60	23,515.99	2,991.94
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	152,566.05	27,324.13	-	44,658.84	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	131,904.00	13,904.40	-	400.00	127.27
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,480.74	16,089.20	-	12,711.72	17,632.77
		ELEC OPS TECHNICIAN	135,019.93	-	-	167,248.36	-
		SHARED SVS DATA SCIENTIST/WRITER/COMPL	139,846.98	15,425.16	-	2,788.97	420.00
		ENG PLNG & STRAT MANGER/SR MANAGER	195,614.80	35,395.38	25,678.45	17,762.64	7,514.66
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	195,656.30	34,345.07	13,814.85	2,574.05	408.66
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	145,649.38	15,658.72	-	-	472.85
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,822.73	-	-	52,882.04	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	102,462.76	-	-	29,996.49	-
		ELEC OPS SUPERVISOR	73,727.21	17,979.86	-	68,827.43	54.36
		ELEC OPS CREW LEAD/LEADER	133,263.28	-	-	21,282.39	547.01
		ENERGY PLCY & PROC MANAGER/SR MANAGER	13,907.05	29,096.23	-	-	-
		GAS OPS FITTER	126,230.32	-	-	60,947.29	1,158.12
		OPERATIONS SUPERVISOR	172,846.94	22,991.33	-	40,644.23	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	63,847.20	11,008.29	-	4,424.85	22,628.26
		GAS OPS COOR/REP/STRAT SR/EX/PRN	148,291.07	-	-	259,162.37	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,787.20	-	-	36,453.11	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	149,774.00	15,648.60	-	34,882.26	2,273.89
		GENERATION TECHNICIAN	19,779.20	-	-	35,263.84	-
		IT TECHNICIAN	51,585.16	-	-	70,500.45	-
		ELEC OPS LINEWORKER/LINEMAN	87,515.52	-	-	66,671.69	-
		ELEC OPS FOREMAN	11,600.00	-	-	84,695.59	-
		GAS ENG ENGINEER	144,862.64	16,203.43	-	6,132.07	6,348.49
		GAS ENG SENIOR BUSINESS REP	137,388.92	-	-	82,054.96	443.94
		GENERATION ELECTRICIAN	54,035.10	-	-	66,766.99	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,747.46	14,408.36	-	-	1,290.27
		IT ARCHITECT EXP/PRN	164,104.08	17,557.68	-	317.48	4,072.96
		ELEC OPS SYSTEM OPERATOR/LEAD	622.00	-	-	105,153.62	-

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		OPERATIONS TECH WRITER/CREW LEADER	133,332.51	-	-	38,217.71	-
		GAS ENG ESTIMATOR/SCHEDULER	112,092.69	-	-	605.40	235.00
		IT MANAGER/SR MANAGER	173,965.32	27,884.75	-	-	1,008.00
		ELEC OPS ELECTRICIAN	129,535.59	-	-	30,656.87	-
		OPERATIONS MANAGER/SR MANAGER	154,876.96	20,802.08	-	7,700.00	13,264.01
		ELEC OPS LINEMAN	135,708.91	-	-	98,328.67	-
		ELEC OPS ELECTRICIAN	62,890.40	-	-	20,486.01	-
		ELEC OPS LINEMAN	149,489.60	-	-	112,962.55	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	196,285.75	-	-	334,336.92	-
		ELEC OPS ANALYST/COORDINATOR/SPECIALIST/SR/EXP/PRN	147,476.30	14,585.91	-	1,500.00	-
		ELEC OPS LINEMAN	171,061.90	-	-	332,645.68	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	64,468.27	-	-	72,610.26	-
		ELEC OPS SUPERVISOR	226,407.46	23,178.38	-	73,276.72	-
		ELEC OPS SUPERVISOR	172,337.24	22,143.89	-	8,639.09	3,025.37
		GENERATION FIRE CAPTAIN	116,066.56	-	-	86,072.88	-
		ELEC ENG SUPERVISOR	183,245.56	21,262.27	-	7,507.47	4,991.15
		IT ANALYST/SPECIALIST/SR/EXP/PRN	53,384.04	-	-	7,000.00	994.40
		OPERATIONS SUPERVISOR	162,572.90	18,574.70	-	73,933.77	23,773.40
		ELEC OPS LINEMAN	162,830.02	-	-	172,548.63	-
		ELEC ENG SUPERVISOR	186,098.52	16,173.26	-	15,998.24	5,065.15
		ELEC OPS WORKING LEADER	136,783.76	-	-	105,983.92	-
		ELEC OPS TECHNICIAN	133,039.99	-	-	10,302.19	-
		GAS ENG SUPERVISOR	148,269.96	19,275.70	-	500.00	510.68
		ELEC OPS SYSTEM OPERATOR/LEAD	90,751.14	-	-	230,334.76	532.88
		GAS ENG SENIOR BUSINESS REP	130,396.86	-	-	36,887.08	5,483.83
		CORP AFFAIRS DATA SCIENTIST/SR/EXP/PRN	126,422.12	17,101.77	-	-	960.00
		IT ANALYST/SPECIALIST/SR/EXP/PRN	167,133.48	19,639.04	-	-	1,478.86
		ELEC OPS ELECTRICIAN	130,133.24	-	-	51,347.25	-
		IT DATA SCIENTIST/SR/EXP/PRN	6,581.65	28,968.14	-	7,770.98	35.00
		GENERATION ADMINISTRATOR/LICENSEING/ARMORER/SR/EX/AST	144,135.59	16,304.95	-	2,586.24	-
		ELEC OPS SUPERVISOR	147,266.43	19,881.07	-	53,083.22	4,606.02
		GAS OPS FOREMAN/LEADER/CREW LEADER	15,939.44	-	-	16,235.67	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	27,894.40	-	-	25,999.40	-
		GAS ENG ENGINEER	163,072.00	17,235.76	-	2,296.48	3,709.74
		IT TECHNICIAN	138,512.02	-	-	35,611.65	-
		ELEC OPS ANALYST/COORDINATOR/SPECIALIST/SR/EXP/PRN	149,006.64	16,760.88	-	21,862.20	4,914.86
		OPERATIONS METEOROLOGIST/BUS/MAINT PLNR	154,065.48	17,807.07	-	11,468.76	-
		SAFETY RISK MANAGER/SR MANAGER	209,013.80	35,309.41	32,656.12	250.00	2,372.70
		SHARED SVS LAND TECH/LEAD LAND TECH	126,807.45	-	-	20,008.56	687.81
		GAS ENG SUPERVISOR	160,450.72	21,527.93	-	60,148.99	2,038.32
		GAS ENG ANALYST/SPECIALIST/WRITER/SR/EXP/PRN	142,645.48	16,184.61	-	3,250.00	309.49
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,502.50	-	-	124,286.25	-
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR/EXP/PRN	178,236.91	29,852.12	-	7,098.20	1,191.20
		GAS OPS FOREMAN/LEADER/CREW LEADER	144,932.90	-	-	92,076.08	-
		ELEC ENG ENGINEER	127,943.55	-	-	33,304.04	1,533.67
		SHARED SVS LAND AGENT/CONSULTANT	138,418.08	-	-	1,926.02	1,103.84
		SHARED SVS ANALYST/COORDINATOR/CONSTRUCTION/SPECIALIST	157,480.00	16,713.12	-	5,178.84	857.08
		ELEC OPS ELECTRICIAN	131,637.92	-	-	27,620.60	-
		GAS ENG ENGINEER	140,028.84	15,656.56	-	5,145.17	1,777.55
		ELEC ENG ENGINEER	148,333.06	-	-	12,202.08	3,625.78
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,546.40	-	-	84,807.80	87,629.51
		SHARED SVS BIOLOGIST	159,228.00	18,821.32	-	1,888.95	8,287.80
		OPERATIONS CONST/NOT/PRGRM/PRCT MANAGER	66,125.00	-	-	1,459.48	2,004.72
		SHARED SVS LAND TECH/LEAD LAND TECH	124,459.63	-	-	6,580.02	2,944.69
		ELEC OPS SUPERVISOR	172,051.62	21,313.79	-	125,780.46	1,527.32
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	164,091.75	-	-	189,632.48	-
		ELEC OPS LINEMAN	141,560.18	-	-	65,350.78	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	110,942.50	-	-	18,304.64	-
		GAS OPS SUPERVISOR	185,721.64	26,155.15	-	2,500.00	1,333.98
		ELEC OPS OPERATOR	130,082.64	-	-	96,945.76	-
		GAS OPS MECHANIC/WELDER	132,140.84	-	-	36,348.73	-
		ELEC OPS ANALYST/COORDINATOR/SPECIALIST/SR/EXP/PRN	145,472.43	-	-	270,588.80	16,673.39
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHFR	180,814.16	30,226.20	23,368.17	1,250.00	-
		ELEC OPS ENGINEER	175,024.00	18,414.05	-	35,652.78	7,580.85
		ELEC OPS INSPECTOR/LEAD INSPECTOR	165,998.14	-	-	276,760.04	-
		GENERATION SUPERVISOR	184,218.95	-	-	77,099.17	-

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		ELEC OPS OPERATOR	136,751.00	-	-	40,239.28	-
		GAS OPS SUPERVISOR	170,610.04	22,876.31	-	122,525.35	4,640.68
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,712.39	-	-	19,583.92	1,518.32
		ELEC OPS CREW LEAD/LEADER	150,539.61	-	-	60,918.47	125.00
		IT SUPERVISOR	147,295.10	15,765.85	-	3,229.72	3,608.86
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,973.01	-	-	210,411.31	-
		IT TECHNICIAN	124,715.20	-	-	18,103.98	-
		GAS OPS MECHANIC/WELDER	137,318.97	-	-	69,743.75	-
		GAS ENG ENGINEER	148,391.61	-	-	54,160.80	420.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	169,133.28	20,657.64	-	-	3,038.94
		ELEC OPS DIRECTOR/SR DIRECTOR	211,920.29	35,429.81	13,814.85	24,700.00	18,900.33
		GAS ENG ENGINEER	17,746.00	35,242.32	-	6,168.40	115.28
		ELEC OPS LINeworker/LINEMAN	132,293.54	-	-	97,309.24	-
		GAS OPS MANAGER/SR MANAGER	187,072.89	33,612.75	23,711.59	-	11,832.27
		GAS ENG SUPERVISOR	165,467.70	23,046.51	-	54,149.12	1,007.06
		GENERATION ELECTRICIAN	135,161.00	-	-	70,475.45	155.53
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	52,701.00	-	-	61,617.90	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	147,959.68	-	-	74,075.10	314.46
		ELEC OPS LINeworker/LINEMAN	8,224.80	-	-	5,834.67	-
		GENERATION ENGINEER	183,600.00	20,293.43	-	34,094.76	5,319.69
		GAS ENG MANAGER/SR MANAGER	193,695.52	32,354.52	-	500.00	2,326.14
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	126,054.74	13,909.06	-	1,500.00	385.00
		ELEC OPS LINeworker/LINEMAN	11,307.20	-	-	18,287.70	-
		SAFETY RISK SUPERVISOR	144,485.33	19,584.83	-	82,829.11	180.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	22,275.71	132.31
		GAS OPS COOR/REP/STRAT SR/EX/PRN	129,243.82	18,421.99	-	7,883.61	1,087.88
		ELEC OPS ENGINEER	146,342.10	-	-	65,381.93	-
		GAS ENG TRADER/REP EX/PRN	156,032.94	18,762.33	-	1,157.84	420.00
		IT MANAGER/SR MANAGER	179,000.04	25,230.09	-	-	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	198,526.26	32,762.47	-	1,500.00	513.11
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	12,808.55	-	-	-	-
		IT MANAGER/SR MANAGER	169,504.62	27,610.48	-	-	420.00
		ENG PLNG & STRAT MANGER/SR MANAGER	-	29,446.41	-	2,249.31	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	204,895.09	24,845.10	-	11,971.87	2,409.99
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	164,156.30	18,637.63	-	1,000.00	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	164,690.30	26,797.51	-	6,972.80	3,347.39
		GAS ENG ENGINEER	198,468.00	21,896.05	-	4,190.37	6,914.05
		ELEC OPS MANAGER/SR MANAGER	204,600.00	37,886.36	11,863.60	2,000.00	1,116.84
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	8,452.14	-	-	22,237.29	-
		ELEC OPS ENGINEER	119,289.81	-	-	25,769.26	245.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	193,956.52	25,172.52	-	50.00	855.22
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	155,948.40	16,406.50	-	5,500.00	2,330.25
		ELEC OPS SYSTEM W&R DISPATCHER/SR	108,031.00	-	-	173,908.03	-
		ELEC ENG ENGINEER	140,166.00	15,799.71	-	1,758.40	1,000.06
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,356.76	21,082.18	13,512.96	1,200.00	2,812.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,004.00	-	-	-	200.00
		IT ARCHITECT EXP/PRN	22,706.57	32,236.59	-	39,538.94	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	165,000.00	19,064.70	-	3,944.31	301.10
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	29,506.96	-	-	30,000.00	120.16
		ELEC ENG ENGINEER	106,802.76	12,689.71	-	36,460.33	350.00
		ELEC OPS ENGINEER	191,783.97	19,341.13	-	2,734.48	471.81
		ELEC OPS DATA SCTS/TECH WRITER EXP/PRN	166,339.26	20,085.75	-	2,000.00	360.51
		OPERATIONS MANAGER/SR MANAGER	165,304.65	32,832.31	11,863.60	3,000.00	8,874.80
		GENERATION FIRE CAPTAIN	127,222.96	-	-	74,404.25	-
		GAS OPS SUPERVISOR	131,179.10	13,603.84	-	53,578.86	2,905.11
		ELEC ENG TECHNICIAN	156,341.32	-	-	180,854.72	1,019.38
		GAS ENG ENGINEER	147,930.75	-	-	81,526.79	745.50
		GENERATION PLANNER	168,326.99	-	-	35,458.22	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	122,733.08	12,710.09	-	700.00	442.63
		ELEC OPS ELECTRICIAN	123,123.48	-	-	49,935.64	-
		ELEC OPS MANAGER/SR MANAGER	211,459.88	33,761.73	-	3,000.00	1,929.73
		GAS OPS SUPERVISOR	143,259.58	19,254.00	-	4,367.16	2,688.51
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	171,111.42	27,405.74	-	36,800.00	237.67
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	29,507.57	-	-	-	742.76
		GAS OPS SUPERVISOR	187,738.80	22,744.73	-	43,900.84	9,022.25
		IT INVESTIGATOR SR/EXP	146,897.64	15,103.03	-	750.00	1,833.18

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		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	133,546.46	10,840.79	-	800.00	1,185.00
		GENERATION WRITER	172,611.16	18,020.45	-	51,232.97	-
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	128,583.06	14,231.57	-	1,255.50	950.19
		ELEC OPS OPERATOR	139,267.20	-	-	58,099.18	-
		GAS OPS MECHANIC/WELDER	137,738.58	-	-	43,356.35	-
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	197,216.00	23,459.93	-	67,063.58	7,029.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	143,277.86	15,781.49	-	1,500.00	2,096.59
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	78,850.00	-	-	21,851.58	12,591.85
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	33,239.50	-	-	34,135.76	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	181,180.14	30,165.25	-	14,566.32	-
		ELEC OPS LINEWORKER/LINEMAN	134,028.79	-	-	194,211.45	-
		IT SUPERVISOR	179,276.58	20,157.64	-	97,387.35	2,890.54
		GAS OPS ENGINEER	78,570.81	-	-	5,561.59	2,338.92
		ELEC OPS MANAGER/SR MANAGER	196,965.86	33,614.86	-	7,000.00	15,691.35
		GAS ENG ESTIMATOR/SCHEDULER	137,336.12	-	-	12,801.96	420.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	214,488.00	26,561.44	-	23,676.95	1,442.24
		GAS OPS OPERATOR	125,189.57	-	-	56,464.94	-
		ELEC OPS FOREMAN	159,785.93	-	-	214,352.61	-
		ELEC ENG ENGINEER	143,624.70	16,100.92	-	5,743.20	2,389.42
		GAS OPS SUPERVISOR	166,291.54	22,852.81	-	2,000.00	6,261.04
		ELEC OPS LINEWORKER/LINEMAN	146,191.16	-	-	127,604.56	474.24
		CUSTOMER & COMMS SUPERVISOR	145,082.18	21,115.83	-	-	540.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,454.19	-	-	66,628.42	1,065.83
		ELEC OPS SUPERVISOR	160,780.56	20,930.57	-	78,661.69	-
		OPERATIONS MANGER/SR MANAGER	214,419.92	33,715.66	28,113.61	23,300.00	4,472.01
		GEN CNSL & ETHICS COMP SUPERVISOR	144,171.30	20,096.16	-	4,134.28	2,262.02
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	170,293.76	19,749.27	-	-	-
		ELEC OPS FOREMAN	160,286.89	-	-	92,810.07	-
		ELEC OPS TECHNICIAN	135,586.31	-	-	229,548.51	322.92
		ELEC OPS CREW LEAD/LEADER	158,454.54	-	-	142,628.23	-
		ELEC OPS SYSTEM OPERATOR/LEAD	113,032.55	-	-	319,234.65	-
		ELEC OPS SUPERVISOR	179,140.02	30,069.48	-	117,063.70	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	116,379.36	15,521.40	-	1,000.00	538.20
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	130,206.01	-	-	34,972.09	-
		GENERATION DIRECTOR/SR DIRECTOR	246,428.98	45,313.32	11,504.57	52,193.76	783.56
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,244.72	-	-	86,659.24	-
		ELEC OPS ELECTRICIAN	7,324.35	-	-	1,385.33	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,236.79	-	-	183,208.77	-
		MENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	91,446.17	20,712.37	-	-	58.00
		SHARED SVS LAND PLANNER	99,371.83	13,765.29	-	2,012.21	126.00
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	195,584.34	31,629.99	11,863.60	-	1,994.89
		ELEC OPS WORKING LEADER	130,299.96	-	-	28,572.38	-
		ELEC OPS ELECTRICIAN	131,341.40	-	-	15,544.64	7,106.78
		GAS ENG ENGINEER	176,517.30	21,325.62	-	2,663.26	1,833.91
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	174,457.48	20,440.32	-	14,000.00	5,615.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	106,062.07	-	-	363,704.70	45.67
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,273.33	-	-	117,739.32	868.53
		GENERATION TECHNICIAN	137,544.50	-	-	76,618.64	-
		GAS OPS SUPERVISOR	154,585.60	15,379.57	-	52,624.85	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	238,520.08	51,486.11	435,467.72	2,275.00	1,097.75
		ELEC ENG ENGINEER	154,286.32	-	-	23,725.52	385.00
		SHARED SVS SCIENTIST/TECHNICIAN	156,678.00	17,638.33	-	16,821.22	4,308.53
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	161,254.54	17,513.52	-	6,881.30	4,500.66
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	133,699.00	-	-	23,269.21	529.67
		GAS OPS INSPECTOR/LEAD INSPECTOR	107,021.28	-	-	20,696.00	1,886.60
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	128,832.26	-	-	63,180.19	-
		ELEC OPS EX AST/SR EX AST/ENG AST	107,165.59	20,368.16	-	30,952.93	441.04
		GENERATION TECHNICIAN	128,622.70	-	-	99,351.88	844.81
		GENERATION TECHNICIAN	27,549.60	-	-	22,852.04	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	129,762.35	13,072.73	-	7,948.41	448.00
		ELEC OPS SUPERVISOR	147,285.77	-	-	12,440.99	24.66
		MENT HEALTH & SAFETY HYGNSL/DSNG/CONST/DS SR/EXP/PRN	199,052.78	36,652.26	42,131.39	10,932.20	1,210.24
		IT ENGINEER SR/EX/PRN	170,156.30	17,515.78	-	-	679.99
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	176,204.27	22,740.68	-	6,250.00	5,658.16
		GENERATION SUPERVISOR	181,712.94	24,508.40	-	14,539.77	4,356.04
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	129,621.24	23,997.70	-	36,856.25	105.00



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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)
		FINANCE AUDITOR SR/EX/PRN	35,184.77	15,474.96	-	280.48	105.00
		ELEC OPS DIRECTOR/SR DIRECTOR	202,135.50	47,710.03	25,319.42	15,515.36	4,907.64
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	148,058.46	-	-	47,987.39	-
		IT TECHNICIAN	132,577.88	-	-	36,468.70	-
		ELEC OPS SYSTEM OPERATOR/LEAD	122,950.41	-	-	205,187.11	680.78
		GAS OPS TECHNICIAN	138,549.04	-	-	47,138.88	-
		ELEC ENG TECHNICIAN	127,195.93	-	-	19,883.30	913.79
		ELEC OPS CREW LEAD/LEADER	170,538.16	-	-	338,658.75	-
		GENERATION OPERATOR	136,603.72	-	-	94,755.96	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	59,841.25	-	-	17,643.84	524.48
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,945.81	-	-	89,575.60	-
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	125,473.28	14,459.64	-	1,000.00	420.00
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	160,463.76	17,342.19	-	-	-
		GENERATION ENGINEER	198,468.00	21,896.05	-	36,952.61	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,494.40	16,172.28	-	21,690.16	21,161.46
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	154,703.46	18,091.83	-	26,832.18	3,643.59
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	197,831.12	26,552.14	-	3,172.90	1,944.31
		GAS OPS MECHANIC/WELDER	125,713.45	-	-	606.40	370.11
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	162,598.38	9,414.16	-	36,270.60	-
		ELEC OPS CREW LEAD/LEADER	190,819.18	-	-	137,997.02	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,441.12	-	-	8,482.11	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	139,906.49	20,553.28	-	20,470.95	29,912.04
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	36,484.00	-	-	60,587.20	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	189,100.73	-	-	209,882.16	-
		ELEC ENG SUPERVISOR	171,028.70	23,270.94	-	96,979.79	1,468.42
		GAS ENG ESTIMATOR/SCHEDULER	138,399.90	-	-	20,740.75	2,383.27
		ELEC ENG ENGINEER	147,714.57	-	-	66,017.70	504.78
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	49,564.22	-
		GAS ENG ENGINEER	154,589.94	-	-	87,987.89	510.00
		SHARED SVS LAND PLANNER/SURVEYOR	140,700.67	10,021.06	-	2,478.59	4,149.85
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	141,039.77	15,218.74	-	400.40	785.63
		GAS OPS SUPERVISOR	150,139.10	20,259.35	-	11,635.83	11,201.33
		GAS ENG SUPERVISOR	159,320.82	16,581.97	-	169,699.32	6,691.15
		GAS OPS INSPECTOR/LEAD INSPECTOR	119,805.42	-	-	35,180.34	-
		GAS ENG ENGINEER	159,552.98	17,733.87	-	-	541.96
		ELEC ENG INTERCONNECTION MANAGER	125,770.19	-	-	4,323.53	420.00
		SHARED SVS LAND AGENT/CONSLT	139,843.74	-	-	1,740.92	406.00
		ELEC OPS MANAGER/SR MANAGER	202,635.76	34,372.85	-	1,650.00	4,764.01
		OPERATIONS MANGER/SR MANAGER	191,610.52	34,531.72	-	4,200.00	4,685.52
		ELEC ENG ENGINEER	134,315.97	-	-	-	235.81
		GAS OPS CONST/PRGM/PRJCT MANAGER	145,714.98	16,014.16	-	-	-
		GAS OPS TECHNICIAN	131,389.58	-	-	76,694.66	880.33
		GAS ENG SENIOR BUSINESS REP	142,013.44	-	-	83,510.94	3,299.42
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	155,000.70	16,545.01	-	1,000.00	1,173.28
		GENERATION SUPERVISOR	194,968.86	20,275.69	-	52,462.90	3,681.67
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	122,744.74	11,580.68	-	2,500.80	315.00
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	42,544.00	14,081.82	-	19,481.80	55.63
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	177,107.70	30,132.65	-	1,500.00	3,417.94
		GAS OPS MECHANIC/WELDER	125,550.94	-	-	53,657.96	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	154,102.68	17,319.17	-	50.00	28.00
		OPERATIONS SUPERVISOR	191,739.90	26,636.59	-	42,685.38	13,568.07
		ELEC OPS LINEMAN/LINEMAN	138,849.21	-	-	193,503.76	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	135,874.74	15,112.19	-	8,577.67	-
		GAS ENG ENGINEER	193,675.42	21,191.37	-	750.00	1,011.30
		ELEC OPS LINEMAN/LINEMAN	138,782.02	-	-	54,190.17	-
		GENERATION ENGINEER	165,452.00	17,433.65	-	41,397.34	960.00
		ELEC ENG ENGINEER	202,380.00	22,327.35	-	49,608.01	420.00
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	163,273.30	18,500.35	-	-	-
		ELEC OPS ELECTRICIAN	52,033.60	-	-	16,133.80	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	237,369.94	53,338.51	431,582.57	17,300.00	-
		GAS ENG SUPERVISOR	128,075.10	17,080.19	-	-	2,402.16
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,587.28	-	-	15,501.12	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	157,127.88	23,216.10	-	99,338.90	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	170,788.61	31,126.14	-	8,382.66	1,188.74
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,640.89	-	-	193,035.73	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	150,871.68	-	-	99,936.55	-

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		OPERATIONS ANALYST/SPEC/CONSLT/COOR	159,431.07	26,416.12	-	13,200.00	3,945.91
		ELEC OPS WORKING LEADER	156,988.00	-	-	59,784.15	105.00
		ELEC OPS CREW LEAD/LEADER	139,813.41	-	-	5,710.00	-
		GAS ENG ESTIMATOR/SCHEDULER	130,825.22	-	-	55,814.31	2,287.14
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	133,131.38	-	-	54,731.75	-
		GENERATION TECHNICIAN	28,256.00	-	-	32,035.24	-
		GENERATION TECHNICIAN	24,724.00	-	-	40,893.50	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.20	-	-	31,473.76	-
		ELEC OPS CREW LEAD/LEADER	100,126.40	-	-	47,059.31	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	131,326.00	8,594.40	-	1,283.96	315.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	98,555.51	-	-	76,463.29	383.46
		OPERATIONS TECHNICIAN	129,755.21	-	-	89,724.35	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	180,911.62	32,215.50	-	5,200.80	988.00
		ELEC OPS LINEWORKER/LINEMAN	132,550.16	-	-	101,093.24	-
		GAS OPS MECHANIC/WELDER	117,618.00	-	-	44,204.50	411.37
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	167,102.31	-	-	-	2,625.88
		SHARED SVS LAND TECH/LEAD LAND TECH	118,979.20	-	-	9,612.48	9,029.62
		GAS OPS MECHANIC/WELDER	128,872.96	-	-	28,017.54	83.84
		GAS OPS COOR/REP/STRAT SR/EX/PRN	53,380.27	-	-	954.24	1,931.58
		GAS OPS CONST/PRGM/PRJCT MANAGER	136,672.36	15,404.46	-	5,467.86	233.70
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	86,111.13	-	-	5,956.39	2,244.65
		ELEC OPS ELECTRICIAN	131,017.41	-	-	6,448.95	-
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	159,000.00	19,760.18	-	-	1,402.92
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	161,614.88	17,081.31	-	19,698.15	2,547.22
		GAS ENG ENGINEER	152,735.60	19,721.65	-	1,750.00	-
		SHARED SVS CHIEF OF PARTY	132,720.76	-	-	29,642.56	11,123.18
		ELEC OPS MANAGER/SR MANAGER	183,307.08	30,335.50	-	6,000.00	1,931.73
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	99,515.50	-	-	-	-
		GAS ENG ESTIMATOR/SCHEDULER	107,212.15	-	-	13,899.20	3,739.07
		GAS ENG SUPERVISOR	172,905.28	23,599.00	-	17,384.97	2,850.41
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	169,493.66	19,812.88	-	1,795.12	388.51
		SHARED SVS LAND PLANNER	136,517.77	13,825.65	-	1,049.14	1,221.63
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	138,999.96	15,926.33	-	11,225.00	5,140.83
		SHARED SVS LAND AGENT/CONSLT	141,197.82	-	-	1,682.68	5,191.99
		IT ANALYST/SPECIALIST SR/EXP/PRN	108,333.30	-	-	-	-
		ELEC OPS LINEWORKER/LINEMAN	121,067.92	-	-	124,500.24	90.00
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	132,901.42	14,668.30	-	2,250.00	360.88
		OPERATIONS INSPECTOR/LEAD INSPECTOR	43,180.20	-	-	77,241.69	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,548.40	-	-	65,814.36	-
		ELEC OPS ELECTRICIAN	131,758.17	-	-	54,910.24	-
		GAS OPS MECHANIC/WELDER	15,690.24	-	-	14,668.20	-
		GAS OPS PRGM/PROJ MANAGER	174,363.00	20,441.10	-	2,083.25	5,506.44
		ELEC OPS SUPERVISOR	141,178.21	-	-	18,242.88	667.35
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	138,075.40	16,357.29	-	17,835.88	27,351.59
		SHARED SVS CONT/PGRM/PROJ MANAGER	142,623.09	16,866.16	-	9,729.05	7,411.93
		GAS ENG TECHNICIAN	127,519.86	-	-	30,416.19	128.84
		ELEC OPS ENGINEER	183,600.00	19,957.32	-	6,755.45	6,693.23
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	145,234.64	15,376.36	-	500.00	2,730.81
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	170,105.92	30,257.94	11,504.57	1,403.88	5,197.07
		ELEC OPS LINEWORKER/LINEMAN	115,851.49	-	-	250,630.84	147.90
		OPERATIONS MANGER/SR MANAGER	189,604.66	20,654.48	-	2,500.00	3,966.88
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	18,138.22	-	-	55,801.01	-
		ELEC ENG TECHNICIAN	164,597.23	-	-	89,138.25	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	42,751.20	-	-	16,699.85	2,775.90
		GENERATION TECHNICIAN	20,491.00	-	-	21,524.58	-
		IT SUPERVISOR	133,300.00	18,069.59	-	15,814.93	7,931.40
		ELEC OPS TECHNICIAN	131,986.41	-	-	147,978.68	439.25
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	80,608.36	-	-	5,737.52	1,335.59
		GENERATION SUPERVISOR	194,033.32	25,113.73	-	55,532.25	-
		ELEC OPS SUPERVISOR	170,327.14	23,778.46	-	50,468.05	3,694.31
		FINANCE SUPERVISOR	117,015.39	-	-	1,667.46	435.72
		ELEC ENG MANAGER/SR MANAGER	113,128.80	-	187,727.97	11,250.00	2,720.19
		ELEC OPS TECHNICIAN	116,849.02	-	-	6,871.79	-
		GAS ENG ENGINEER	152,350.42	-	-	35,885.28	1,249.67
		SHARED SVS LAND AGENT/CONSLT	138,200.91	-	-	1,864.01	461.92
		FINANCE EX AST/SR EX AST/PLNR/ENG	130,481.32	16,439.62	-	41,195.58	2,316.18

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		GAS ENG ESTIMATOR/SCHEDULER	118,579.45	-	-	45,230.07	-
		ELEC OPS MANAGER/SR MANAGER	173,521.14	30,993.76	-	13,800.00	2,483.77
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	184,012.15	30,518.74	-	-	25,247.54
		ELEC OPS LINeworker/LINEMAN	96,125.16	-	-	10.80	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	144,955.15	19,064.03	-	26,274.16	-
		GEN CNLSL & ETHICS COMP PARALEGAL/EX AST	167,737.50	24,291.30	-	4,300.00	1,329.99
		GAS ENG ENGINEER	188,263.62	24,772.79	-	2,355.00	2,681.43
		GAS ENG SUPERVISOR	163,734.04	27,970.76	-	1,500.00	1,643.93
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	167,590.43	26,187.54	-	15,505.10	6,490.72
		ELEC ENG ENGINEER	197,675.04	23,653.98	-	2,250.00	1,836.71
		GAS ENG ENGINEER	193,711.62	21,175.06	-	-	16,427.09
		FINANCE MANAGER/SR MANAGER	173,453.11	29,084.55	-	-	578.54
		GAS ENG SENIOR BUSINESS REP	136,337.20	-	-	33,417.08	3,433.75
		ELEC ENG SCHEDULER	118,781.45	-	-	178.56	-
		IT DEVELOPER SR/EX	152,597.42	17,691.70	22,521.60	-	76.06
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,754.62	-	-	164,089.50	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,642.60	-	-	123,338.62	-
		ELEC OPS FOREMAN	145,530.71	-	-	162,599.13	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	123,788.01	-	-	100,214.74	2,800.79
		ELEC OPS TECHNICIAN	119,488.67	-	-	95,194.17	120.35
		IT AGILE COACH/SCRUM MASTER SR/EXP/PRN	13,333.33	-	-	-	781.39
		SHARED SVS MANAGER/SR MANAGER	178,146.31	32,862.50	-	350.00	1,604.62
		ELEC OPS LINeworker/LINEMAN	149,711.05	-	-	105,163.04	-
		ELEC OPS TECHNICIAN	156,086.44	-	-	109,071.42	144.10
		GAS OPS FITTER	66,763.53	-	-	40,977.67	423.19
		ELEC OPS LINeworker/LINEMAN	113,757.26	-	-	122,335.00	-
		ELEC OPS FOREMAN	140,957.47	-	-	329,258.72	94.62
		OPERATIONS INSPECTOR/LEAD INSPECTOR	148,039.49	-	-	79,830.72	235.71
		ELEC OPS WORKING LEADER	124,662.42	-	-	32,333.00	-
		IT TECHNICIAN	132,866.94	-	-	38,465.73	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	142,125.14	10,216.61	-	45,192.81	476.80
		GAS ENG MANAGER/SR MANAGER	182,405.77	23,358.71	-	250.00	584.56
		GAS OPS INSPECTOR/LEAD INSPECTOR	140,628.95	-	-	42,320.56	-
		SHARED SVS ENGINEER	146,802.06	16,647.07	-	4,803.31	2,169.22
		GAS ENG ENGINEER	154,548.00	12,827.90	-	1,149.78	2,285.85
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	113,383.78	-	-	215,924.93	-
		GAS OPS SUPERVISOR	153,655.56	20,757.40	-	31,032.64	420.00
		GAS ENG ENGINEER	164,053.13	-	-	87,095.38	1,143.48
		GENERATION SUPERVISOR	141,334.02	19,069.81	-	47,298.37	-
		ELEC ENG ENGINEER	147,035.39	-	-	12,032.69	400.00
		GAS OPS INSPECTOR/LEAD INSPECTOR	136,795.35	-	-	87,974.54	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	113,947.01	-	-	60,026.79	318.78
		ELEC ENG MANAGER/SR MANAGER	142,378.48	15,575.60	-	1,500.00	2,346.99
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	129,007.17	15,009.52	-	-	2,992.98
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	206,760.00	33,735.46	-	2,783.20	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	144,190.00	15,239.97	-	22,890.68	5,912.45
		GAS ENG TECHNICIAN	130,577.46	-	-	6,920.83	543.59
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	15,846.85	-	1,400.00	160.28
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	172,972.00	-	-	43,499.58	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,054.52	15,885.97	-	-	1,011.07
		ELEC ENG TECHNICIAN	172,793.32	-	-	18,890.21	-
		ELEC OPS LINeworker/LINEMAN	138,819.18	-	-	192,848.94	-
		ELEC OPS LINeworker/LINEMAN	148,622.90	-	-	115,665.76	-
		ELEC OPS FOREMAN	139,246.91	-	-	224,954.46	-
		ELEC OPS SYSTEM OPERATOR/LEAD	117,995.68	-	-	148,484.94	-
		ELEC OPS ENGINEER	198,468.00	24,577.20	-	30,791.37	8,996.74
		ENG PLNG & STRAT EX AST/SR EX AST/CHF/CONT ADMIN	128,660.48	14,328.31	-	-	1,596.10
		GENERATION TECHNICIAN	123,474.46	-	-	96,602.88	57.26
		GENERATION TECHNICIAN	129,173.30	-	-	92,285.22	1,411.27
		GENERATION SUPERVISOR	181,812.86	24,541.15	-	85,249.64	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,419.00	-	-	61,471.96	-
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	171,120.66	24,854.33	-	8,500.00	4,378.66
		GENERATION TECHNICIAN	19,929.90	-	-	26,259.33	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	129,897.00	13,649.06	-	8,432.35	3,227.52
		ELEC ENG SUPERVISOR	166,967.26	14,929.67	-	62,309.10	1,495.25
		SHARED SVS LAND AGENT/CONSLT	138,999.66	-	-	566.54	780.80

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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)
		GAS OPS MECHANIC/WELDER	132,003.83	-	-	83,980.47	-
		GENERATION ENGINEER	90,475.61	-	-	20,017.66	-
		ELEC ENG DATA SCIENTIST/PROD OWNER SR/EXP/PRN	182,638.00	30,714.91	-	4,700.00	960.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	151,290.15	-	-	213,335.15	-
		ENT HEALTH & SAFETY SUPERVISOR/REP	147,994.14	17,309.76	-	-	427.51
		ELEC OPS LINEWORKER/LINEMAN	121,606.66	-	-	189,698.83	-
		GAS OPS TECHNICIAN	139,924.37	-	-	60,665.28	-
		ELEC OPS SYSTEM OPERATOR/LEAD	144,701.20	-	-	83,658.43	21.62
		ELEC OPS LINEWORKER/LINEMAN	127,396.74	-	-	219,208.80	82.61
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,500.64	-	-	50,079.14	-
		OPERATIONS MANAGER/SR MANAGER	191,551.42	23,767.88	-	14,041.35	9,659.97
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	14,202.87	-	-	2,675.13	513.25
		GAS OPS FOREMAN/LEADER/CREW LEADER	149,489.60	-	-	485.82	-
		GENERATION ENGINEER	158,000.00	16,711.29	-	37,913.32	8,957.59
		ELEC OPS FOREMAN	141,742.21	-	-	94,479.52	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	126,500.04	15,494.51	-	1,500.00	126.10
		ELEC OPS CREW LEAD/LEADER	148,534.34	-	-	8,484.33	-
		SHARED SVS LAND AGENT/CONSLT	140,372.04	17,384.04	-	2,879.47	5,605.76
		GAS OPS TECHNICIAN	136,228.63	-	-	79,852.20	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	143,828.30	23,712.18	-	34,111.68	12,934.28
		ELEC OPS TECHNICIAN	148,921.56	-	-	243,345.45	-
		GAS ENG PRGM/PROJ MANAGER	156,815.44	17,452.22	-	1,750.00	350.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	126,685.44	13,614.38	-	1,612.30	58.95
		GAS OPS COOR/REP/STRAT SR/EX/PRN	143,208.18	-	-	28,271.80	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	130,191.16	-	-	44,569.85	-
		ELEC OPS SYSTEM OPERATOR/LEAD	161,897.56	-	-	39,535.11	-
		HR ECO RECRUITER EX	152,822.14	18,529.61	-	42,487.86	273.00
		GENERATION MANAGER	212,863.54	35,845.46	11,504.57	10,000.00	13,832.55
		GENERATION SUPERVISOR	156,961.11	-	-	36,125.90	-
		GENERATION TECHNICIAN	28,962.40	-	-	33,907.77	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	38,293.61	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	150,373.74	17,125.64	-	2,218.63	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	37,537.38	-	-	40,793.48	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,369.58	-	-	176,701.64	145.42
		ELEC OPS CREW LEAD/LEADER	138,916.80	-	-	27,723.81	-
		IT SUPERVISOR	157,608.66	18,526.21	-	27,099.36	10,167.22
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,561.40	-	-	13,594.50	-
		ELEC OPS LINEWORKER/LINEMAN	138,736.56	-	-	185,337.18	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,865.50	15,857.67	-	7,417.94	3,605.95
		ELEC OPS TECHNICIAN	158,517.60	-	-	69,571.40	2,188.39
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	139,853.34	-	-	35,434.21	-
		ELEC OPS LINEWORKER/LINEMAN	113,144.97	-	-	172,444.15	92.36
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	148,442.21	-	-	225,869.46	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	162,772.96	19,360.46	-	1,000.00	2,146.17
		ELEC OPS SYSTEM OPERATOR/LEAD	34,210.00	-	-	74,550.17	70.74
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	125,121.99	28,543.19	-	20,566.21	-
		ENG PLNG & STRAT MANGER/SR MANAGER	169,922.10	27,385.46	-	1,500.00	3,557.56
		GAS OPS TECHNICIAN	127,483.45	-	-	127,392.55	4,867.78
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,762.36	15,557.76	-	10,742.54	1,076.59
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	168,625.00	29,476.52	18,419.80	-	1,065.43
		GAS ENG TECHNICIAN	79,251.23	-	-	46,635.96	560.00
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	149,342.50	15,971.33	-	-	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	185,149.52	31,214.86	25,678.45	-	996.47
		GAS OPS TECHNICIAN	138,098.98	-	-	63,314.35	1,971.08
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.21	-	-	544.61	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	178,088.12	32,274.72	14,236.32	-	2,429.28
		ENG PLNG & STRAT MANGER/SR MANAGER	194,555.07	33,563.40	-	2,950.00	6,875.75
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	119,464.70	14,361.74	-	3,893.41	2,266.58
		ELEC ENG ENGINEER	129,734.16	-	-	87,736.36	823.97
		GAS ENG ESTIMATOR/SCHEDULER	111,270.32	-	-	11,041.09	960.00
		ELEC OPS LINEWORKER/LINEMAN	118,951.97	-	-	145,031.80	413.31
		GAS OPS MECHANIC/WELDER	23,831.52	-	-	28,334.04	864.60
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	147,782.30	21,087.22	-	119,678.96	21,535.97
		ELEC OPS LINEWORKER/LINEMAN	130,979.80	-	-	253,564.23	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	129,783.60	-	-	2,894.28	780.00
		ELEC OPS ELECTRICIAN	126,634.44	-	-	28,942.88	2,219.09

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		GENERATION TECHNICIAN	21,898.40	-	-	22,471.33	-
		ELEC ENG ESTIMATOR	139,017.57	-	-	6,273.36	455.00
		ELEC OPS TECHNICIAN	155,730.66	-	-	68,815.95	-
		GENERATION MANAGER	217,821.59	26,376.10	-	46,774.00	-
		ELEC OPS CREW LEAD/LEADER	149,469.84	-	-	74,330.89	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	119,786.00	11,578.76	-	37,088.39	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	192,454.56	21,614.13	-	-	1,107.30
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	38,434.00	-	-	54,900.34	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	134,972.38	-	-	313,264.26	582.86
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,728.04	-	-	45,323.73	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	194,918.52	34,402.05	-	6,784.66	135.19
		SHARED SVS SCIENTIST/TECHNICIAN	159,228.00	18,821.32	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	118,797.99	-	-	194,788.15	435.45
		ELEC OPS FOREMAN	151,634.81	-	-	192,646.85	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EX/PRN	123,550.83	-	-	4,627.50	71.83
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	111,274.71	-	-	-	189.73
		ELEC OPS ENGINEER	153,154.00	16,145.15	-	2,435.10	385.00
		GAS OPS CONST/PRGM/PRJCT MANAGER	122,714.84	15,782.70	-	-	1,885.11
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	133,160.51	-	-	102,616.94	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	35,596.10	-	-	33,048.02	-
		ELEC OPS LINeworker/LINEMAN	115,784.58	-	-	175,476.78	6,756.24
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,399.44	-	-	94,588.54	-
		SHARED SVS SCIENTIST/TECHNICIAN	131,940.00	14,040.84	-	1,739.38	1,034.88
		ELEC ENG ESTIMATOR	146,941.16	-	-	95,196.72	6,048.59
		GAS ENG ESTIMATOR/SCHEDULER	134,552.62	-	-	14,365.13	2,221.14
		ENG PLNG & STRAT MANGER/SR MANAGER	193,157.70	32,748.51	-	1,500.00	1,029.30
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	20,872.21	34,160.90	-	26,948.82	70.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	104,581.48	-	-	228,031.63	-
		ELEC OPS CREW LEAD/LEADER	160,319.92	-	-	165,639.93	1,087.92
		ELEC OPS INSPECTOR/LEAD INSPECTOR	126,954.05	19,129.80	-	119,211.72	50,680.58
		ELEC OPS ENGINEER	147,295.55	-	-	2,967.48	1,384.57
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,466.54	-	-	74,143.03	2,992.17
		GAS ENG ENGINEER	145,760.46	-	-	6,149.85	-
		ELEC OPS LINeworker/LINEMAN	60,084.56	-	-	64,021.86	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	111,376.78	-	-	1,500.00	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,885.02	-	-	17,446.95	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,258.55	-	-	237,053.95	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	127,654.30	14,064.20	-	-	10,770.08
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EX/PRN	141,160.50	17,026.81	-	7,684.46	1,178.70
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	157,680.00	17,408.99	-	10,007.36	-
		ELEC OPS FOREMAN	145,970.62	-	-	192,513.27	-
		ELEC OPS FOREMAN	149,677.14	-	-	150,199.92	-
		ELEC OPS LINeworker/LINEMAN	91,063.16	-	-	244,714.08	244.44
		FINANCE MANAGER/SR MANAGER	80,666.67	-	-	3,000.00	380.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	169,331.38	28,663.63	-	-	700.23
		ELEC OPS LINeworker/LINEMAN	124,173.14	-	-	318,834.15	1,278.20
		IT ARCHITECT EXP/PRN	190,715.76	30,631.42	-	-	-
		GAS ENG ENGINEER	148,429.34	-	-	48,223.57	420.00
		ELEC ENG TECHNICIAN	182,249.70	-	-	53,054.79	-
		GENERATION SUPERVISOR	182,497.01	18,915.55	-	38,489.03	-
		SHARED SVS MANAGER/SR MANAGER	185,295.34	28,495.65	-	-	528.66
		GAS OPS MECHANIC/WELDER	126,880.77	-	-	45,437.37	844.14
		GAS ENG ENGINEER	149,742.20	-	-	155,738.38	1,065.18
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	164,652.02	-	-	-	2,344.51
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	140,859.08	15,590.32	-	2,739.60	1,485.15
		IT TECHNICIAN	133,189.88	-	-	39,571.45	-
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	147,854.81	16,270.82	-	4,445.84	2,325.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	130,359.41	14,546.00	-	13,438.06	341.54
		GAS ENG INTERCONNECTION MNGR	186,918.54	32,916.22	-	2,900.00	1,033.42
		ELEC OPS ELECTRICIAN	130,200.80	-	-	89,518.03	-
		GAS ENG ENGINEER	87,977.60	-	-	1,924.99	358.68
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	160,889.32	25,893.19	-	1,000.00	504.04
		ELEC OPS ENGINEER	139,298.40	-	-	56,240.97	2,066.31
		ELEC OPS SUPERVISOR	128,528.00	16,673.40	-	2,372.58	25,979.67
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,857.40	16,950.60	-	2,000.00	1,656.25
		GAS ENG ESTIMATOR/SCHEDULER	134,522.37	-	-	10,423.15	1,469.92

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		ELEC OPS ELECTRICIAN	121,343.93	-	-	54,664.65	-
		ELEC OPS SYSTEM OPERATOR/LEAD	118,100.22	-	-	121,260.84	1,047.54
		GAS ENG ESTIMATOR/SCHEDULER	135,072.64	-	-	13,791.27	745.88
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	97,849.57	10,176.83	-	750.00	3,241.07
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	109,285.11	12,873.73	-	477.53	869.56
		ELEC OPS MANAGER/SR MANAGER	210,748.10	35,630.39	46,736.34	2,038.60	1,415.81
		GAS OPS MECHANIC/WELDER	115,791.33	-	-	69,049.37	-
		ELEC OPS SYSTEM OPERATOR/LEAD	146,710.15	-	-	53,326.30	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	155,728.76	16,759.32	-	11,644.66	30,002.99
		ELEC ENG MANAGER/SR MANAGER	223,956.40	37,971.45	14,236.32	-	10,391.88
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	101,891.05	-	-	314,410.79	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	65,603.41	-	-	354,896.75	-
		GAS OPS PRGM/PROJ MANAGER	148,678.00	15,450.35	-	2,633.01	5,926.46
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	180,462.88	31,168.28	-	2,500.00	448.04
		SHARED SVS LAND PLANNER	156,940.00	16,429.46	-	12,996.09	8,991.96
		IT MANAGER/SR MANAGER	196,358.23	33,581.44	-	4,500.00	6,943.43
		GENERATION SUPERVISOR	219,277.18	32,570.77	-	87,893.46	291.48
		GENERATION PLANNER	111,377.10	-	-	91,804.28	404.31
		ELEC OPS FOREMAN	142,236.91	-	-	151,822.91	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	242,983.72	54,577.90	448,856.70	669.90	27,154.69
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,913.08	-	-	200,085.69	-
		GEN CNSL & ETHICS COMP ASTN CORP SEC/CHIEF/SR EX AST	172,647.24	26,682.95	-	-	4,673.76
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,651.46	17,392.32	-	2,000.00	-
		GENERATION TECHNICIAN	19,779.20	-	-	35,263.84	-
		GAS ENG SUPERVISOR	193,535.64	35,462.63	-	1,500.00	454.64
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	172,619.36	27,961.83	-	-	1,241.31
		GAS ENG ENGINEER	176,517.30	18,999.19	-	1,062.32	-
		GENERATION SUPERVISOR	205,546.66	26,899.04	-	38,133.10	-
		GAS ENG ENGINEER	171,298.00	18,034.26	-	10,784.21	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	140,609.28	-	-	39,094.88	596.65
		ELEC ENG SUPERVISOR	198,606.08	-	-	85,895.26	6,354.14
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	158,748.94	27,024.62	-	1,650.00	12,913.88
		GENERATION ENGINEER	138,550.00	20,256.01	-	12,869.09	402.50
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	202,380.00	21,262.83	-	-	2,571.10
		ELEC OPS MANAGER/SR MANAGER	205,680.62	34,651.50	11,504.57	1,500.00	9,373.72
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	201,346.00	21,972.11	-	1,655.29	4,255.56
		GAS ENG ESTIMATOR/SCHEDULER	135,551.77	-	-	38,796.78	450.89
		GAS ENG ENGINEER	120,314.43	-	-	54,845.66	1,038.55
		OPERATIONS SUPERVISOR	149,552.46	17,491.37	-	26,823.48	7,976.81
		GAS ENG ENGINEER	153,197.01	-	-	23,424.80	525.00
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	227,551.00	46,108.21	37,655.09	-	21,351.50
		ELEC OPS FOREMAN	150,841.05	-	-	43,092.31	-
		GAS OPS ENGINEER	113,117.92	-	-	10,360.96	1,049.32
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	149,047.88	16,155.64	-	750.00	2,232.16
		OPERATIONS MANGER/SR MANAGER	179,754.58	22,244.20	-	5,438.49	-
		ELEC OPS LINEWORKER/LINEMAN	169,256.26	-	-	195,384.16	-
		GAS OPS MECHANIC/WELDER	125,592.16	-	-	545.76	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	126,653.74	14,304.15	-	2,250.00	10,796.04
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,793.59	-	-	230,447.08	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	80,075.12	-	-	9,815.65	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	139,922.62	-	-	4,773.16	-
		OPERATIONS SUPERVISOR	162,000.00	22,465.63	-	69,391.08	5,291.70
		ELEC OPS DIRECTOR/SR DIRECTOR	236,404.40	57,711.93	433,892.85	18,800.00	35,939.96
		ELEC OPS ELECTRICIAN	131,808.72	-	-	36,364.08	86.37
		GENERATION SUPERVISOR	170,372.74	-	-	87,335.97	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	129,500.00	13,607.48	-	899.38	3,042.72
		GAS ENG INTERCONNECTION MNGR	132,322.50	14,689.47	-	5,318.04	854.50
		SHARED SVS CRANE SURVEYOR	139,704.08	-	-	42,861.34	436.89
		IT MANAGER/SR MANAGER	163,580.08	-	-	5,000.00	1,557.29
		GAS OPS FOREMAN/LEADER/CREW LEADER	61,003.50	-	-	14,914.65	-
		GAS OPS SUPERVISOR	149,520.81	20,000.07	-	44,739.79	170.13
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	170,760.20	-	11,863.60	-	1,198.47
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	122,772.94	13,410.19	-	200.00	351.53
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	-	-	-	1,275.60	-
		GAS ENG PRGM/PROJ MANAGER	168,942.50	28,498.15	-	-	1,741.50
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	152,026.52	16,627.61	-	1,680.30	19,210.40

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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)
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	128,238.74	12,206.24	-	(97.74)	1,007.73
		GENERATION SUPERVISOR	168,146.77	24,022.81	-	75,146.27	1,839.53
		GAS OPS COOR/REP/STRAT SR/EX/PRN	125,912.68	-	-	3,752.65	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	184,190.92	30,353.09	-	2,600.00	533.31
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	176,827.12	29,596.54	-	900.00	958.73
		GENERATION ENGINEER	156,218.76	14,376.44	-	1,627.55	495.00
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	166,956.60	28,421.83	-	403.60	2,617.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	207,450.16	35,143.80	22,521.60	-	-
		OPERATIONS SUPERVISOR	9,875.00	-	-	6,699.84	1,467.76
		GAS OPS SUPERVISOR	143,894.56	18,281.73	-	26,428.05	521.12
		GENERATION PLANNER	52,099.84	-	-	58,349.50	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	150,309.82	16,900.74	-	-	452.88
		ELEC OPS ENGINEER	176,494.00	18,354.21	-	4,949.14	2,479.55
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	185,360.72	31,416.57	12,425.56	-	560.00
		OPERATIONS MANGER/SR MANAGER	201,505.25	22,515.93	-	-	2,468.86
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	168,435.28	28,044.96	-	-	2,067.77
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	147,009.27	-	-	5,377.30	-
		GAS OPS SUPERVISOR	147,951.32	19,986.82	-	81,559.28	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	154,888.80	-	-	133,578.53	-
		ELEC OPS LINEMAN/LINEMAN	128,346.43	-	-	120,592.80	-
		GENERATION MANAGER	223,765.35	28,260.87	-	41,803.45	2,874.69
		GAS OPS MECHANIC/WELDER	132,828.43	-	-	80,224.44	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	152,096.62	-	-	100,200.15	-
		GAS ENG SENIOR BUSINESS REP	159,631.97	-	-	2,821.17	1,643.04
		ELEC OPS TECHNICIAN	121,850.46	-	-	172,824.80	510.46
		ENERGY PLCY & PROC DIRECTOR	240,489.40	53,290.00	67,596.13	5,173.88	2,317.67
		GAS ENG ENGINEER	-	-	-	15,757.72	-
		GENERATION TECHNICIAN	19,830.00	-	-	20,729.15	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,280.00	20,039.87	-	9,933.59	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	144,924.47	-	-	151,118.15	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	7,949.41	-	-	-	779.86
		FINANCE PROJ/PROM MANAGER/ASSOC EXP/PRN	164,837.32	17,841.70	-	-	1,759.52
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,387.54	16,033.09	-	14,100.10	1,956.35
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	181,441.66	22,435.85	-	17,134.88	4,576.22
		GAS OPS COOR/REP/STRAT SR/EX/PRN	131,683.26	-	-	42,762.85	222.05
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	159,228.00	17,586.90	-	25,863.67	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	16,307.68	-	-	7,989.32	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	177,139.68	30,019.63	-	-	4,445.82
		GAS ENG ENGINEER	128,255.01	-	-	101,551.54	42.58
		GAS OPS DISPATCHER	109,993.76	-	-	70,525.23	960.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	123,469.76	-	-	40,669.11	-
		FINANCE AUDITOR SR/EX/PRN	148,030.92	15,265.25	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	119,258.40	-	-	243,576.68	264.86
		ELEC OPS SUPERVISOR	165,281.16	21,941.49	-	95,948.24	955.33
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	136,381.88	18,417.92	-	18,889.28	-
		ELEC OPS LINEMAN/LINEMAN	138,100.76	-	-	98,347.27	-
		GENERATION TECHNICIAN	18,644.10	-	-	22,060.07	-
		ELEC OPS SUPERVISOR	159,509.88	-	-	11,797.12	-
		ELEC ENG ESTIMATOR	124,227.85	-	-	1,750.15	560.00
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	138,007.66	16,763.70	-	-	523.18
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,860.42	17,066.34	-	-	-
		ELEC OPS TECHNICIAN	135,182.08	-	-	23,578.22	1,931.84
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	124,060.00	13,037.16	-	901.20	5,433.94
		GENERATION CREW LEADER/CONTROL LEAD	153,682.44	-	-	161,089.53	-
		ELEC OPS SUPERVISOR	173,954.64	25,542.49	-	42,317.05	9,159.35
		IT ANALYST/SPECIALIST SR/EXP/PRN	183,794.94	19,651.19	-	-	-
		SHARED SVS LAND AGENT/CONSLT	168,207.00	32,077.50	-	10,465.90	3,775.20
		IT EX AST/DR AST/CHIEF	7,212.00	-	-	-	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	115,754.99	17,836.07	-	65,151.46	-
		ELEC ENG ENGINEER	146,213.80	-	-	88,464.85	420.00
		ELEC OPS SUPERVISOR	159,843.74	16,293.60	-	88,741.26	-
		GAS ENG TRADER/REP EX/PRN	22,340.94	-	-	5,520.96	-
		IT ENGINEER SR/EX/PRN	158,309.98	17,807.27	-	-	707.72
		SHARED SVS SUPERVISOR/CHIEF/EX AST	176,545.30	22,294.59	-	18,570.43	10,119.07
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	145,251.46	15,929.93	-	2,000.00	11,490.06
		ELEC OPS FOREMAN	152,265.42	-	-	82,326.71	-

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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/EQUIP OPERATOR	85,089.13	-	-	21,492.91	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	148,278.34	-	-	91,845.54	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	139,324.28	18,772.57	-	20,444.59	99.56
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,184.63	-	-	119,980.01	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	111,531.78	-	-	198,181.82	-
		GAS OPS SCHEDULER	48,244.04	-	-	52,527.64	-
		ELEC OPS OPERATOR	116,230.22	-	-	123,070.74	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,448.39	14,643.25	-	750.00	2,392.12
		GAS ENG ESTIMATOR/SCHEDULER	137,235.47	-	-	63,933.72	482.93
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	131,586.00	-	-	15,060.32	626.20
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	141,072.00	15,463.63	-	250.00	2,112.56
		ELEC ENG ENGINEER	127,926.78	-	-	2,021.11	509.92
		ELEC OPS LINEMAN/LINEMAN	149,645.87	-	-	180,522.08	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	228,848.30	53,803.62	372,991.00	4,379.85	7,757.84
		ELEC OPS INSPECTOR/LEAD INSPECTOR	53,874.60	11,402.88	-	54,247.69	-
		ELEC OPS LINEMAN/LINEMAN	8,224.80	-	-	3,932.51	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,142.72	17,296.13	-	4,926.64	12,041.43
		OPERATIONS MANGER/SR MANAGER	187,975.28	31,572.52	-	2,200.00	6,398.50
		ELEC OPS ELECTRICIAN	131,296.90	-	-	34,190.64	439.51
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	188,858.20	25,370.01	-	-	8,763.93
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	183,592.59	31,745.36	-	-	1,374.79
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,850.04	18,130.42	-	818.84	1,548.05
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	115,860.02	14,232.20	-	750.00	-
		GEN CNSL & ETHICS COMP SUPERVISOR	150,363.82	20,385.14	-	1,450.00	4,833.72
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,210.34	-	-	235,001.90	331.94
		ELEC OPS FOREMAN	144,223.77	-	-	149,648.06	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	135,413.90	14,951.29	-	992.32	2,786.17
		GAS OPS CONST/PRGM/PRJCT MANAGER	154,587.16	-	-	46,323.44	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	137,549.97	-	-	55,154.73	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	174,602.94	20,960.05	-	13,058.43	54.37
		GAS ENG SENIOR BUSINESS REP	132,071.72	-	-	47,511.89	-
		SHARED SVS MANAGER/SR MANAGER	127,625.57	35,193.58	-	46,982.25	1,762.21
		GENERATION TECHNICIAN	16,715.40	-	-	25,339.55	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	185,546.32	23,055.04	-	-	3,481.52
		ELEC OPS MANAGER/SR MANAGER	211,842.58	36,272.22	25,740.89	1,500.00	3,883.63
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	207,493.84	31,553.63	-	-	25,133.02
		ELEC ENG ENGINEER	117,168.30	-	-	51,001.32	7,328.66
		ELEC OPS INSPECTOR/LEAD INSPECTOR	135,211.40	12,412.55	-	48,691.79	-
		ELEC ENG ENGINEER	148,167.17	-	-	78,457.42	534.35
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	149,460.42	16,561.55	-	505.40	-
		ELEC ENG MANAGER/SR MANAGER	200,248.68	35,448.52	42,271.88	2,400.00	7,447.32
		GENERATION TECHNICIAN	36,719.77	-	-	3,324.48	-
		GENERATION TECHNICIAN	72,816.46	-	-	37,543.71	1,853.05
		GAS OPS PLANNER SR/EXP/PRN	136,160.44	15,714.95	-	2,403.65	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	154,396.19	-	-	171,770.10	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,389.32	16,128.96	-	1,571.20	2,136.06
		OPERATIONS ENGINEER/CREW LEADER	120,806.42	7,215.26	-	536.17	7,207.53
		GAS OPS MANAGER/SR MANAGER	227,880.40	38,902.89	32,796.61	2,690.68	10,057.90
		GENERATION TECHNICIAN	29,456.88	-	-	32,085.24	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	184,293.32	29,235.96	-	750.00	14,240.36
		GAS ENG DIRECTOR/CHIEF	244,543.62	54,971.07	439,588.66	2,987.60	2,060.38
		ELEC OPS SUPERVISOR	153,601.28	17,696.04	-	104,606.77	14,484.34
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,584.12	-	-	99,600.13	183.40
		ELEC OPS SYSTEM OPERATOR/LEAD	132,366.52	-	-	95,564.09	189.31
		ELEC OPS TECHNICIAN	142,471.85	-	-	153,174.26	1,006.71
		IT MANAGER/SR MANAGER	219,442.04	35,432.28	86,362.02	-	1,900.29
		ELEC OPS SUPERVISOR	158,684.40	20,951.55	-	55,548.91	1,156.33
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	184,486.14	31,130.02	23,368.17	1,000.00	1,044.00
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	144,787.50	16,293.60	-	1,120.48	-
		GENERATION ENGINEER	179,186.50	20,301.46	-	54,189.60	2,658.14
		ELEC OPS LINEMAN/LINEMAN	136,411.90	-	-	150,024.47	-
		SHARED SVS LAND TECH/LEAD LAND TECH	122,399.39	-	-	2,552.58	491.36
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	159,662.93	16,544.14	-	-	697.53
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	131,866.21	15,227.84	-	2,500.00	385.00
		GAS ENG ENGINEER	164,295.58	-	-	67,102.90	1,166.10
		GAS ENG ESTIMATOR/SCHEDULER	102,285.92	-	-	36,321.60	6,139.60



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		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	169,058.64	19,987.81	-	-	2,768.32
		ELEC OPS ENGINEER	125,099.05	-	-	15,372.74	122.77
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	193,711.40	31,263.56	-	-	315.00
		GAS OPS MECHANIC/WELDER	128,625.58	-	-	4,062.48	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	132,668.29	-	-	75,761.10	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	84,311.57	-	-	-	35.00
		OPERATIONS MANGER/SR MANAGER	200,200.00	35,165.03	32,796.61	16,400.00	14,665.47
		GAS ENG ESTIMATOR	121,267.20	-	-	53,355.30	2,674.16
		ELEC OPS TECHNICIAN	133,412.81	-	-	8,437.91	247.59
		GAS ENG SUPERVISOR	167,622.76	20,514.24	-	2,935.62	1,738.97
		GAS OPS MECHANIC/WELDER	127,706.21	-	-	31,532.17	-
		ELEC OPS ELECTRICIAN	126,548.33	-	-	6,130.42	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	201,598.60	34,083.51	23,368.17	1,500.00	687.17
		GAS OPS SUPERVISOR	146,205.16	19,985.72	-	29,401.04	17,205.49
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	155,777.10	17,543.99	-	-	1,326.08
		ELEC OPS LINEWORKER/LINEMAN	127,172.33	-	-	105,895.81	-
		GAS OPS SUPERVISOR	115,060.62	20,905.40	-	52,128.00	504.29
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	32,499.00	-	-	4,000.00	168.86
		GAS ENG ENGINEER	148,213.96	16,375.07	-	750.00	1,595.67
		ELEC OPS FOREMAN	144,309.74	-	-	149,889.39	237.12
		ELEC OPS OPERATOR	105,251.40	-	-	232,130.65	4,902.06
		ELEC OPS ENGINEER	162,660.00	17,945.67	-	24,016.40	269.32
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	175,418.04	25,118.94	-	122.80	417.55
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	129,997.14	-	-	-	8,200.74
		GAS OPS SCHEDULER	138,849.88	-	-	20,118.00	2,605.73
		ELEC OPS SYSTEM OPERATOR/LEAD	169,594.41	-	-	69,117.82	-
		GAS OPS TECHNICIAN	21,559.44	-	-	88,736.24	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	122,393.76	17,689.15	-	42,941.79	33,578.46
		SHARED SVS LAND AGENT/CONSLT	141,074.69	-	-	1,758.50	623.05
		ELEC OPS LINEWORKER/LINEMAN	40,837.61	-	-	47,085.76	-
		ELEC OPS ELECTRICIAN	132,653.97	-	-	87,233.61	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	126,583.37	-	-	10,403.86	415.50
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	176,348.78	30,674.56	-	1,000.00	234.80
		GENERATION SUPERVISOR	187,591.74	20,287.68	-	14,179.64	2,807.68
		ELEC OPS TECHNICIAN	129,334.84	-	-	133,004.05	-
		SHARED SVS LAND AGENT/CONSLT	135,115.72	-	-	3,700.99	1,605.50
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	147,246.60	16,346.81	-	1,500.00	908.88
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	176,994.32	29,052.51	13,814.85	1,000.00	4,426.71
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	145,845.20	16,585.13	-	26,926.83	9,928.55
		GAS ENG ENGINEER	137,123.93	-	-	2,504.67	795.00
		ELEC OPS ELECTRICIAN	133,072.08	-	-	67,332.26	-
		SHARED SVS LAND PLANNER	150,654.00	16,959.40	-	6,335.95	3,965.56
		ENG PLNG & STRAT MANGER/SR MANAGER	221,751.78	39,459.86	42,271.88	5,500.00	3,443.66
		IT SUPERVISOR	142,420.96	16,312.81	-	3,764.52	430.30
		GAS OPS TECHNICIAN	127,445.98	-	-	12,405.22	2,416.71
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,666.26	15,631.37	-	1,000.00	7,719.15
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,869.72	-	-	40,189.80	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,344.80	-	-	52,153.45	-
		ELEC OPS MANAGER/SR MANAGER	208,849.58	34,979.05	14,236.32	1,500.00	10,146.75
		ELEC ENG MAPPING TECH	126,165.98	-	-	80,236.33	5,151.41
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	151,270.44	17,092.45	-	-	475.00
		ELEC OPS ENGINEER	155,168.95	16,163.60	-	1,418.92	4,598.57
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	154,102.86	-	-	6,700.24	-
		ELEC OPS CONSLT/PLANNER	81,472.64	27,660.65	-	33,339.42	315.00
		ELEC ENG ENGINEER	145,625.61	-	-	966.95	455.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	165,703.48	26,948.71	-	-	1,040.00
		ELEC OPS OPERATOR	147,645.61	-	-	120,315.03	723.78
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	152,546.74	17,398.99	-	16,637.67	5,260.22
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	172,515.54	26,218.22	-	-	1,098.09
		ENG PLNG & STRAT MANGER/SR MANAGER	183,574.88	32,048.31	11,504.57	9,400.00	1,813.41
		ELEC OPS LINEWORKER/LINEMAN	105,181.69	-	-	105,381.69	-
		SHARED SVS CREW LEAD/LEADER	132,154.64	-	-	43,590.10	20.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	166,525.00	20,498.96	-	1,000.00	789.59
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	38,139.80	-	-	41,916.88	-
		GENERATION SUPERVISOR	128,832.88	17,002.06	-	47,363.19	-
		ELEC OPS CREW LEAD/LEADER	159,438.55	-	-	108,246.77	-

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)
		OPERATIONS SUPERVISOR	129,170.80	16,994.94	-	20,699.05	2,625.81
		OPERATIONS TECHNICIAN	131,295.93	-	-	47,203.57	58.96
		GAS OPS SUPERVISOR	157,972.51	15,401.16	-	31,771.37	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	161,741.64	-	-	196,972.36	-
		ELEC OPS FOREMAN/SUBFOREMAN	15,875.26	-	-	657.86	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	118,496.13	10,527.51	-	-	280.00
		ELEC ENG TECHNICIAN	127,499.04	-	-	29,352.20	2,215.74
		ELEC OPS LINEWORKER/LINEMAN	138,185.26	-	-	151,967.57	149.07
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	166,812.72	27,806.85	-	-	2,176.81
		ELEC ENG ENGINEER	166,637.86	24,098.40	-	12,951.54	1,429.85
		TT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	146,548.96	-	-	5,464.86	160.96
		GAS OPS FOREMAN/LEADER/CREW LEADER	146,298.88	-	-	30,474.38	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,470.88	-	-	21,975.26	250.00
		GENERATION TECHNICIAN	86,038.16	-	-	32,529.88	1,600.14
		ELEC OPS FOREMAN	16,869.90	-	-	11,305.66	-
		GAS ENG ENGINEER	212,952.00	35,242.32	-	819.04	2,491.30
		ELEC OPS CONSLT/PLANNER	124,561.80	13,526.90	-	550.00	2,561.60
		ELEC OPS LINEWORKER/LINEMAN	138,336.16	-	-	156,510.01	-
		ELEC ENG INTERCONNECTION MANAGER	145,391.42	-	-	5,344.54	-
		ELEC OPS SUPERVISOR	134,670.35	14,546.00	-	29,984.58	237.62
		TT ANALYST/SPECIALIST SR/EXP/PRN	136,751.64	16,847.08	-	-	-
		GAS OPS MECHANIC/WELDER	123,257.52	-	-	35,975.88	3,322.36
		ELEC OPS LINEWORKER/LINEMAN	139,328.48	-	-	93,937.91	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	220,042.76	38,878.57	11,504.57	2,033.44	5,651.95
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	118,039.48	14,992.07	-	1,250.00	902.99
		ELEC OPS TECHNICIAN	180,895.50	-	-	168,271.23	-
		GAS OPS ENGINEER	142,159.39	-	-	27,513.84	6,387.65
		OPERATIONS SUPERVISOR	122,412.95	-	-	22,845.69	4,125.61
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	132,500.00	-	-	7,694.59	2,216.03
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	145,075.02	16,510.69	-	50,683.51	1,025.20
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	127,822.50	14,424.80	-	10,815.00	1,392.33
		ELEC OPS LINEWORKER/LINEMAN	8,636.40	-	-	3,951.30	-
		GAS OPS SUPERVISOR	68,409.22	5,630.69	-	24,382.71	-
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	191,935.12	32,449.75	-	6,145.68	1,297.00
		ELEC OPS ELECTRICIAN	115,190.80	-	-	70,833.62	617.42
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	2,477.80	-
		ELEC OPS TECHNICIAN	163,483.50	-	-	80,050.54	1,725.90
		ELEC OPS OPERATOR	130,351.75	-	-	52,795.38	3,036.41
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	241,882.64	58,101.93	40,889.87	10,936.32	2,630.15
		ENERGY PLCY & PROC MANAGER/SR MANAGER	180,104.16	28,776.69	-	1,000.00	315.00
		ELEC ENG SUPERVISOR	151,341.84	-	-	26,104.76	680.12
		ELEC OPS LINEWORKER/LINEMAN	137,907.35	-	-	97,216.11	-
		TT ANALYST/SPECIALIST SR/EXP/PRN	137,770.44	14,844.49	-	2,066.56	158.69
		ELEC OPS BUSINESS LIAISON	145,877.01	10,415.81	-	3,115.52	2,356.61
		GAS OPS SUPERVISOR	161,025.96	14,465.45	-	11,546.83	5,479.27
		GAS ENG ENGINEER	152,944.86	-	-	4,079.54	5,781.84
		GENERATION SUPERVISOR	190,202.28	-	-	80,454.61	-
		GAS OPS DISPATCHER	125,340.03	-	-	4,666.97	960.00
		SHARED SVS LAND PLANNER	157,928.00	18,685.36	-	2,634.20	4,808.39
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	143,990.74	16,014.41	-	1,000.00	1,009.19
		ELEC OPS LEAD OPERATOR	162,612.62	-	-	148,117.70	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	183,600.00	20,075.23	-	2,559.84	6,878.47
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,705.12	17,119.67	-	7,591.33	4,036.26
		ELEC OPS LINEWORKER/LINEMAN	140,694.81	-	-	142,594.66	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	160,337.36	18,025.38	-	-	-
		GENERATION TECHNICIAN	21,368.60	-	-	27,997.24	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	118,055.77	-	-	3,812.08	999.03
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	137,964.18	15,185.37	-	-	3,842.51
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	142,499.30	16,106.78	-	-	13,356.39
		ELEC OPS LINEWORKER/LINEMAN	142,499.39	-	-	155,645.11	1,587.81
		ELEC OPS LINEWORKER/LINEMAN	89,453.11	-	-	163,551.38	1,135.43
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	133,940.00	14,153.55	-	5,487.54	1,293.63
		GENERATION SUPERVISOR	143,021.00	21,347.72	-	29,655.89	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	82,989.38	-	-	50,231.10	132.31
		GAS OPS OPERATOR	109,128.67	-	-	70,301.68	-
		SHARED SVS CHIEF OF PARTY	131,025.71	-	-	50,226.29	18,316.78

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	150,564.50	16,305.25	-	-	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	140,142.18	14,323.04	-	-	-
		ELEC OPS SUPERVISOR	159,170.00	20,752.55	-	4,683.28	3,292.88
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	144,142.14	16,894.79	-	300.00	289.01
		ELEC OPS LINEWORKER/LINEMAN	91,581.71	-	-	50,702.60	-
		ELEC OPS LINEWORKER/LINEMAN	134,737.25	-	-	151,134.65	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	219,000.00	46,736.21	32,234.65	6,500.00	14,404.91
		IT MANAGER/SR MANAGER	222,173.42	37,405.01	11,504.57	-	1,791.52
		ELEC ENG TECHNICIAN	128,039.62	-	-	115,047.84	3,495.36
		GAS ENG ESTIMATOR/SCHEDULER	136,033.70	-	-	15,588.88	315.00
		GAS OPS INSPECTOR/LEAD INSPECTOR	106,911.84	-	-	60,193.35	239.24
		ELEC ENG TECHNICIAN	135,139.53	-	-	55,571.15	-
		GENERATION TECHNICIAN	24,335.48	-	-	34,338.18	-
		GAS OPS SUPERVISOR	155,016.04	-	-	3,590.33	-
		ELEC OPS SYSTEM OPERATOR/LEAD	159,166.08	-	-	79,618.09	-
		GAS OPS TECHNICIAN	132,545.74	-	-	26,399.79	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,334.16	-	-	104,779.24	-
		GAS OPS ENGINEER	141,923.59	-	-	2,940.62	232.50
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	132,499.83	17,349.73	-	3,049.20	3,572.65
		SUPPLY CHAIN MATERIALS ANLYST/CONSULT/PRM MNG/SPLST	111,729.50	14,459.83	-	2,597.15	70.00
		OPERATIONS TECH WRITER/CREW LEADER	132,911.60	-	-	47,385.71	111.00
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	134,298.51	-	-	86,988.54	-
		GAS OPS SUPERVISOR	133,924.52	15,674.56	-	597.83	703.21
		GAS OPS MECHANIC/WELDER	114,567.82	-	-	51,595.57	-
		GAS OPS MANAGER/SR MANAGER	165,278.22	26,524.93	-	53,176.06	106.77
		GAS OPS OPERATOR	129,832.71	-	-	73,354.10	-
		ELEC ENG ENGINEER	24,914.57	-	-	4,876.95	-
		ELEC ENG ENGINEER	172,212.00	20,356.28	-	5,749.78	364.13
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	190,856.90	34,537.06	-	-	11,500.89
		ELEC ENG ESTIMATOR	134,275.09	-	-	47,373.51	315.00
		GENERATION SUPERVISOR	151,477.94	20,430.49	-	44,978.96	-
		SHARED SVS LAND AGENT/CONSULT	150,072.00	16,556.99	-	14,935.05	2,816.25
		GAS ENG TECHNICIAN	137,214.09	-	-	27,849.89	-
		GAS OPS TECHNICIAN	133,340.61	-	-	20,352.34	498.95
		GEN CNSL & ETHICS COMP MANGER/SR MANGER	109,246.15	14,649.38	-	779.90	336.00
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	142,010.56	-	-	80,134.82	-
		GAS ENG ENGINEER	164,970.44	19,453.82	-	2,646.40	6,724.70
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	132,966.64	14,554.91	-	1,600.00	8,509.96
		OPERATIONS SUPERVISOR	150,267.32	18,853.48	-	45,218.33	1,499.40
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	130,385.10	14,725.56	-	1,200.00	15,833.78
		SHARED SVS CONT/PRGM/PROJ MANAGER	158,693.04	22,518.78	-	6,491.47	1,021.33
		IT ANALYST/SPECIALIST SR/EXP/PRN	89,156.08	-	-	-	644.22
		ELEC OPS ENGINEER	133,550.08	-	-	123,222.14	-
		ELEC OPS MANAGER/SR MANAGER	199,589.79	22,788.96	-	2,400.00	622.07
		GAS ENG COOR/CNSLT/SYM ADMIN/PROJ MNGR EX/PRN	137,224.47	18,442.03	-	8,012.81	2,588.84
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.21	-	-	44,649.46	-
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	129,975.18	14,643.31	-	1,040.00	1,066.78
		ELEC OPS LINEWORKER/LINEMAN	138,641.17	-	-	185,233.09	2,027.05
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,633.28	-	-	190,475.30	3,174.46
		ELEC ENG SUPERVISOR	168,214.60	22,130.18	-	1,359.93	759.16
		ELEC ENG ENGINEER	191,910.00	20,554.53	-	2,361.76	1,346.87
		ELEC ENG TECHNICIAN	156,547.18	-	-	24,822.00	72.71
		ELEC ENG ENGINEER	133,478.39	-	-	51,389.87	210.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	152,325.68	21,435.31	-	200.00	1,034.56
		IT AGILE COACH/SCRUM MASTER SR/EXP/PRN	102,203.52	19,355.59	-	45,218.45	35.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,763.74	19,470.00	-	3,118.34	420.00
		GAS OPS SUPERVISOR	145,260.51	21,769.00	-	3,171.50	-
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	150,673.44	16,153.35	-	78,729.20	2,679.07
		SHARED SVS PERMIT FACILITATOR	122,256.82	-	-	3,308.24	650.56
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	141,928.54	-	-	45,485.58	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	153,243.96	-	-	65,586.35	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	108,770.17	-	-	262,435.18	66.56
		GAS OPS FOREMAN/LEADER/CREW LEADER	124,823.30	-	-	33,228.88	-
		ELEC ENG ESTIMATOR	116,506.83	-	-	15,789.95	520.74
		ELEC ENG ENGINEER	139,188.30	-	-	11,300.13	1,513.03
		FINANCE PROJ/PROM MANAGER/ASSOC EXP/PRN	48,773.83	-	-	-	-

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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)
		OPERATIONS SUPERVISOR	167,630.12	23,362.10	-	277,833.56	7,078.72
		ELEC OPS ELECTRICIAN	35,863.01	-	-	3,678.29	-
		GENERATION ENGINEER	147,142.74	-	-	70.95	720.00
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	176,974.00	20,424.12	-	5,215.52	12,965.73
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	122,077.85	-	-	173,152.30	-
		ELEC ENG ENGINEER	133,411.41	-	-	77,558.39	420.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	126,806.59	-	-	24,777.54	78.33
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,234.36	14,985.37	-	250.00	667.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,720.66	18,842.21	-	29,326.63	8,724.97
		SHARED SVS LAND AGENT/CONSLT	139,386.53	-	-	474.80	326.20
		SHARED SVS SCIENTIST/TECHNICIAN	114,367.26	13,815.15	-	5,343.27	3,590.79
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	128,292.08	15,105.36	-	1,000.00	589.73
		SHARED SVS SCIENTIST/TECHNICIAN	131,428.70	-	-	40,583.04	104.08
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	204,799.58	36,618.33	44,504.11	5,000.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,453.72	-	-	137,774.99	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	157,670.30	26,602.99	-	500.00	1,538.39
		ELEC OPS LINEMAN	141,754.74	-	-	102,060.23	239.74
		GENERATION PLANNER	154,369.28	-	-	84,589.98	-
		MENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	137,273.54	15,509.66	-	448.84	1,895.94
		IT ARCHITECT EXP/PRN	191,733.80	30,833.01	-	-	749.00
		ELEC OPS OPERATOR	126,736.88	-	-	73,458.31	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	155,037.36	17,509.76	-	-	1,122.91
		GAS ENG TECHNICIAN	118,086.40	-	-	1,872.87	1,153.68
		SHARED SVS LAND PLANNER	166,920.00	19,730.81	-	40,756.90	1,279.51
		ELEC OPS CREW LEAD/LEADER	157,256.19	-	-	154,393.32	-
		GAS ENG PRGM/PROJ MANAGER	150,829.66	16,817.39	-	200.00	4,415.11
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	114,272.96	15,080.07	-	-	428.89
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,353.12	-	-	16,805.33	422.12
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	132,124.00	14,844.08	-	850.00	2,398.58
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	157,594.86	28,773.67	-	4,000.00	1,744.29
		GAS ENG ENGINEER	152,478.86	-	-	10,091.71	460.00
		GAS ENG ENGINEER	163,476.00	17,176.47	-	400.00	2,006.43
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,651.24	14,649.52	-	33,044.04	13,520.59
		GAS OPS DISPATCHER	117,834.11	-	-	142,778.31	-
		GAS ENG ENGINEER	170,978.72	17,463.63	-	1,991.20	17,401.04
		GAS OPS DISPATCHER	124,036.00	-	-	84,976.58	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	150,594.82	17,366.27	-	3,952.80	21,644.46
		ELEC OPS OPERATOR	132,652.21	-	-	45,717.49	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,711.74	17,471.62	-	1,500.00	1,310.34
		GENERATION SUPERVISOR	144,865.95	19,617.95	-	47,160.99	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	52,157.20	-	-	34,661.87	-
		ELEC OPS FOREMAN	151,913.93	-	-	196,925.29	-
		ELEC ENG SUPERVISOR	169,675.48	18,897.56	-	-	748.41
		GAS OPS SUPERVISOR	34,062.24	14,298.86	-	27,835.56	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	141,592.00	-	-	66,853.48	-
		ELEC ENG TECHNICIAN	126,554.83	20,328.14	-	31,972.07	1,311.85
		GAS ENG ESTIMATOR/SCHEDULER	113,547.66	-	-	28,395.55	972.93
		OPERATIONS SUPERVISOR	141,005.60	19,803.56	-	180,560.02	6,373.36
		GAS ENG SENIOR BUSINESS REP	118,871.20	-	-	22,271.25	2,233.36
		GAS OPS CONST/PRGM/PRJCT MANAGER	135,817.06	15,336.69	-	21,434.81	5,169.69
		GAS OPS COOR/REP/STRAT SR/EX/PRN	147,463.13	-	-	17,385.98	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	82,133.36	-	-	14,394.14	-
		MENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	144,337.26	15,812.27	-	-	646.18
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,948.51	-	-	104,621.48	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	144,232.00	20,334.94	-	2,450.56	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,767.24	-	-	229,464.79	-
		GENERATION TECHNICIAN	24,457.00	-	-	23,565.43	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	182,482.18	-	-	124,709.81	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	134,340.40	15,203.68	-	28,290.55	320.96
		GAS ENG SUPERVISOR	127,536.10	17,090.93	-	-	3,581.68
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	41,166.56	-	-	39,943.61	-
		ELEC OPS LINEMAN	125,637.24	-	-	114,754.42	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	163,395.66	-	-	117,502.74	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,339.20	-	-	4,471.00	-
		IT ENGINEER SR/EX/PRN	133,748.70	-	-	1,573.35	3,707.63
		ELEC OPS LINEMAN	74,956.77	-	-	54,496.21	-

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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 SYSTEM/W&R DISPATCHER/SR	126,089.03	-	-	47,771.65	233.69
		GAS OPS TECHNICIAN	148,227.62	-	-	129,449.75	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	26,079.55	-	-	5,000.00	-
		GAS OPS OPERATOR	129,017.58	-	-	51,207.16	-
		SHARED SVS LAND AGENT/CONSLT	136,564.18	-	-	15,250.88	7,614.72
		T TECHNICIAN	135,878.07	-	-	56,294.58	-
		GAS ENG SENIOR BUSINESS REP	145,427.74	-	-	76,123.52	2,505.49
		GENERATION TECHNICIAN	18,001.20	-	-	27,661.44	-
		T ANALYST/SPECIALIST SR/EXP/PRN	127,730.28	-	-	67,898.02	-
		ELEC OPS LINEWORKER/LINEMAN	135,721.36	-	-	197,343.27	1,332.42
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	166,426.26	27,301.42	-	2,050.00	762.13
		GAS OPS COOR/REP/STRAT SR/EX/PRN	99,007.49	-	-	68,814.60	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	135,522.84	15,007.16	-	10,460.47	1,357.74
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,253.80	-	-	31,059.36	-
		ELEC OPS LINEWORKER/LINEMAN	75,060.74	-	-	53,242.99	270.22
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	15,068.18	-	-	-	28.00
		T MANAGER/SR MANAGER	184,830.00	29,586.82	13,512.96	-	-
		T ANALYST/SPECIALIST SR/EXP/PRN	135,073.44	14,955.88	-	-	-
		ELEC ENG SUPERVISOR	201,654.61	27,531.58	-	8,692.10	1,306.49
		FINANCE MANAGER/SR MANAGER	202,571.86	35,775.63	32,578.07	392.36	3,604.95
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	147,671.66	16,711.71	-	1,500.00	25,801.00
		SHARED SVS LAND PLANNER	140,292.00	15,477.36	-	3,237.60	5,076.00
		GAS OPS SCHEDULER	104,648.11	-	-	6,189.60	749.76
		GAS ENG SENIOR BUSINESS REP	132,602.14	-	-	48,606.45	3,863.14
		GAS OPS SUPERVISOR	150,950.16	20,297.82	-	36,734.57	-
		ELEC ENG ENGINEER	217,560.00	36,004.65	-	3,456.69	7,505.18
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	169,059.06	28,086.13	-	500.00	2,740.34
		SHARED SVS LAND AGENT/CONSLT	142,164.96	-	-	7,629.90	683.75
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	143,837.52	15,888.63	-	12,094.91	14,340.40
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	160,215.34	26,269.49	-	550.00	258.18
		GAS OPS TECHNICIAN	115,081.40	-	-	83,568.46	350.00
		GAS OPS SUPERVISOR	138,260.99	-	-	39,914.53	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	90,589.44	17,879.13	-	13,830.10	18,191.80
		GAS OPS INSPECTOR/LEAD INSPECTOR	140,677.50	-	-	89,218.71	2,073.29
		ELEC OPS OPERATOR	133,303.02	-	-	53,996.07	-
		ELEC ENG ENGINEER	156,824.08	-	-	66,490.93	1,202.00
		ELEC OPS FOREMAN	141,617.78	-	-	64,879.00	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,491.60	-	-	16,200.61	-
		ELEC ENG ENGINEER	150,096.00	15,875.93	-	2,432.20	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,966.42	-	-	179,416.26	38.33
		GENERATION FIRE CAPTAIN	128,439.04	-	-	81,978.16	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	96,677.99	-	-	9,425.22	800.00
		ELEC OPS FOREMAN	151,879.09	-	-	191,667.30	-
		ELEC OPS TECHNICIAN	196,390.40	-	-	40,256.32	-
		ELEC OPS FOREMAN	131,301.92	-	-	200,473.46	13,046.13
		GAS ENG ESTIMATOR/SCHEDULER	119,068.66	-	-	6,910.43	795.00
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	141,451.90	15,810.13	-	500.00	350.00
		OPERATIONS SUPERVISOR	142,316.57	17,061.35	-	850.00	720.13
		ELEC ENG ESTIMATOR	127,322.54	-	-	24,655.28	788.48
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	31,705.28	-
		GAS OPS ENGINEER	143,231.84	-	-	32,883.15	-
		OPERATIONS TECHNICIAN	125,812.09	-	-	91,228.07	404.80
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	26,475.12	-	-	30,808.31	-
		SHARED SVS LAND PLANNER	152,944.00	11,803.41	-	11,989.82	4,887.21
		GAS OPS SUPERVISOR	141,573.20	-	-	97,909.65	280.28
		GAS OPS OPERATOR	132,538.65	-	-	35,619.69	88.03
		SHARED SVS CREW LEAD/LEADER	126,514.93	-	-	9,122.87	-
		GAS ENG SENIOR BUSINESS REP	148,263.42	-	-	75,878.47	476.12
		GAS ENG ENGINEER	168,410.20	18,222.64	-	9,720.96	6,829.12
		ELEC OPS LINEWORKER/LINEMAN	55,734.40	-	-	150,195.30	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	128,544.92	14,204.91	-	7,104.28	-
		GENERATION TECHNICIAN	7,417.20	-	-	1,250.00	-
		T TECHNICIAN	136,462.52	-	-	41,265.60	-
		ELEC OPS ELECTRICIAN	5,094.40	-	-	80,729.84	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	138,379.04	16,148.32	-	4,323.15	578.00
		SHARED SVS SUPERVISOR/CHIEF/EX AST	170,311.58	22,694.78	-	17,814.77	2,041.31

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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 ANALYST/COORD/CONSLT/SPEC	158,436.00	18,728.60	-	5,246.37	6,244.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	178,666.00	18,834.28	-	64,345.76	12,739.47
		GENERATION TECHNICIAN	22,604.80	-	-	21,854.25	-
		GAS ENG ENGINEER	149,900.46	-	-	95,180.28	8,147.54
		GAS OPS MECHANIC/WELDER	89,570.79	-	-	22,448.33	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	198,504.96	33,528.50	32,796.61	3,900.00	6,228.28
		SHARED SVS LAND AGENT/CONSLT	126,775.60	-	-	5,702.32	3,559.19
		OPERATIONS SUPERVISOR	199,779.32	26,290.94	-	48,879.86	4,453.05
		GENERATION SUPERVISOR	188,705.48	33,532.07	-	69,127.35	2,074.20
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	148,926.40	24,387.17	-	3,000.00	5,296.06
		ELEC OPS ELECTRICIAN	125,667.75	-	-	29,514.24	-
		SHARED SVS LAND PLANNER	175,272.00	19,091.73	-	968.52	541.83
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	136,588.67	13,108.18	-	3,250.00	2,252.34
		GENERATION ENGINEER	131,436.90	-	-	88,633.01	622.57
		ELEC OPS LINEWORKER/LINEMAN	125,310.14	-	-	109,536.35	90.40
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	26,775.00	-	-	1,500.00	-
		ELEC ENG CONST MNGR EX/PRN	175,571.35	16,848.33	-	27,230.76	4,306.48
		ELEC OPS SYSTEM OPERATOR/LEAD	104,204.47	-	-	188,763.91	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	92,952.20	15,184.49	-	69,371.45	60,103.01
		GENERATION SCHEDULER	149,038.45	20,528.67	-	32,797.70	400.00
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	218,499.96	55,240.99	25,319.42	26,714.08	8,314.92
		GAS OPS MECHANIC/WELDER	124,420.74	-	-	64,850.06	51.74
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	166,440.78	27,566.20	-	1,000.00	1,231.84
		GAS OPS TECHNICIAN	133,245.78	-	-	34,718.53	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	171,421.90	28,669.30	-	-	1,463.57
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,970.80	-	-	72,140.40	-
		GAS OPS DISPATCHER	125,006.40	-	-	12,145.82	960.00
		OPERATIONS MANGER/SR MANAGER	141,009.52	18,030.90	-	12,286.82	4,685.51
		SHARED SVS CREW LEAD/LEADER	121,117.07	-	-	44,642.34	98.25
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	118,816.92	17,434.89	-	21,591.77	4,307.43
		ELEC OPS SUPERVISOR	169,532.24	20,460.44	-	15,736.70	-
		ELEC OPS OPERATOR	138,332.40	-	-	53,199.93	-
		GAS OPS TECHNICIAN	107,187.92	-	-	19,942.98	2,266.74
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	176,268.00	19,446.98	-	4,745.44	736.89
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,902.80	-	-	173,559.65	-
		ELEC OPS SUPERVISOR	169,725.74	23,155.40	-	24,457.59	1,606.72
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,898.52	15,720.33	-	2,500.00	420.00
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	157,126.96	18,500.44	-	2,000.00	1,172.70
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	121,830.66	13,186.03	-	-	2,596.91
		GAS OPS OPERATOR	138,640.40	-	-	39,570.85	-
		ELEC OPS SUPERVISOR	13,865.60	23,207.63	-	62,245.05	-
		ELEC OPS LINEWORKER/LINEMAN	128,116.84	-	-	138,454.02	-
		ELEC OPS SYSTEM OPERATOR/LEAD	158,584.28	-	-	71,329.13	-
		ELEC ENG TECHNICIAN	180,340.20	-	-	70,383.12	-
		ELEC OPS CREW LEAD/LEADER	142,811.19	-	-	68,525.34	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	106,108.35	-	-	114,828.69	383.06
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	135,629.38	-	-	30,803.41	720.00
		GAS OPS CONST/PRGM/PRJCT MANAGER	157,505.43	17,450.34	-	2,000.00	822.94
		ELEC OPS SUPERVISOR	174,413.48	9,720.06	-	113,018.20	2,160.66
		OPERATIONS INSPECTOR/LEAD INSPECTOR	34,543.52	-	-	42,366.86	-
		SHARED SVS CONT/PRGM/PROJ MANAGER	191,329.56	35,103.85	18,419.80	4,537.21	1,473.33
		GAS ENG MANAGER/SR MANAGER	213,496.36	40,563.72	25,740.89	16,895.26	10,248.40
		GAS OPS ENGINEER	138,157.63	-	-	12,106.90	498.46
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,853.89	-	-	3,383.76	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	14,644.56	-
		GAS ENG ENGINEER	163,083.42	-	-	50,427.52	4,015.99
		ELEC ENG ENGINEER	161,408.20	19,750.77	-	51,072.59	47,906.53
		GENERATION ENGINEER	198,468.00	22,017.40	-	62,897.32	8,727.78
		OPERATIONS INSPECTOR/LEAD INSPECTOR	156,348.94	-	-	242,754.34	-
		OPERATIONS SUPERVISOR	117,442.63	12,162.67	-	7,140.42	1,696.44
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,988.28	-	-	151,979.80	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	160,616.20	-	-	80,504.39	-
		ENERGY PLCY & PROC SUPERVISOR	149,023.53	16,402.81	-	1,100.00	751.29
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	36,831.25	-	-	5,012.42	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	185,628.00	20,479.90	-	-	376.46
		ELEC OPS MANAGER/SR MANAGER	217,310.22	36,653.39	-	12,000.00	866.70

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		GAS OPS FOREMAN/LEADER/CREW LEADER	150,117.88	-	-	107,749.37	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	178,986.32	31,330.52	-	-	3,710.28
		SHARED SVS LAND TECH/LEAD LAND TECH	134,323.84	-	-	67,942.46	350.00
		ELEC ENG ENGINEER	148,545.99	-	-	55,213.18	560.00
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	126,522.94	13,995.82	-	50.00	777.29
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,013.18	-	-	56,657.75	-
		OPERATIONS TECHNICIAN	111,176.20	-	-	82,738.80	-
		GAS ENG ESTIMATOR/SCHEDULER	151,613.64	-	-	82,562.14	-
		GAS ENG SENIOR BUSINESS REP	126,176.31	-	-	30,487.75	876.97
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	10,382.40	-	-	1,654.78	-
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	246,160.74	56,681.83	60,551.19	6,655.16	14,658.38
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	151,986.36	21,535.63	-	25,065.82	14,721.02
		ELEC OPS DIRECTOR/SR DIRECTOR	192,220.51	30,610.94	13,814.85	2,900.00	2,689.86
		ELEC OPS LINEWORKER/LINEMAN	135,575.38	-	-	113,719.46	-
		ELEC OPS ELECTRICIAN	139,282.16	-	-	25,399.20	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	105,480.12	-	-	65,754.90	627.62
		GENERATION SUPERVISOR	141,565.25	-	-	50,806.05	2,140.95
		OPERATIONS SUPERVISOR	138,187.54	18,405.81	-	-	23,439.79
		ELEC OPS INSPECTOR/LEAD INSPECTOR	54,731.10	12,211.21	-	8,863.47	3,022.32
		ELEC OPS DIRECTOR/SR DIRECTOR	223,890.34	49,085.20	98,969.97	1,922.28	5,052.45
		ELEC ENG ESTIMATOR	117,007.24	-	-	1,364.12	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	154,902.46	-	-	217,218.49	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	168,379.16	29,591.68	-	838.86	7,694.67
		GENERATION FIRE CAPTAIN	128,478.08	-	-	62,649.40	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,619.01	-	-	112,985.61	-
		GENERATION TECHNICIAN	14,198.64	-	-	16,714.17	-
		ELEC OPS SYSTEM OPERATOR/LEAD	94,667.19	-	-	67,990.79	2,108.78
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,252.40	15,073.29	-	7,598.98	-
		OPERATIONS MACHINIST	83,815.30	-	-	22,404.59	-
		IT ARCHITECH EXP/PRN	194,749.30	15,058.54	-	376.32	4,199.08
		GAS OPS FOREMAN/LEADER/CREW LEADER	144,537.30	-	-	67,129.32	-
		ELEC ENG TECHNICIAN	165,801.52	-	-	97,852.80	-
		GAS ENG ENGINEER	157,120.72	-	-	1,212.54	1,009.78
		SHARED SVS LAND PLANNER	159,536.00	16,763.48	-	915.97	1,497.07
		ELEC OPS LINEWORKER/LINEMAN	118,334.66	-	-	255,435.77	-
		GENERATION OPERATOR	136,824.64	-	-	62,065.89	642.41
		GAS OPS DISPATCHER	102,797.17	-	-	99,833.15	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	157,587.52	16,357.42	-	-	986.99
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,082.55	-	-	22,921.66	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	163,986.04	19,611.78	-	837.64	2,473.70
		GENERATION ENGINEER	198,468.00	22,021.64	-	50,858.87	32,252.36
		GAS OPS SUPERVISOR	167,652.56	23,178.96	-	10,877.20	1,642.22
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,521.74	-	-	75,217.64	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	119,740.28	-	-	57,041.11	-
		IT SUPERVISOR	156,387.38	21,709.57	-	-	-
		ELEC OPS CREW LEAD/LEADER	139,926.59	-	-	59,271.68	550.32
		ELEC ENG ENGINEER	155,213.62	-	-	71,268.42	420.00
		GAS ENG ESTIMATOR/SCHEDULER	138,650.05	-	-	7,618.32	1,329.08
		GAS ENG SENIOR BUSINESS REP	131,179.41	-	-	69,746.90	2,656.60
		GAS ENG ESTIMATOR/SCHEDULER	123,053.65	-	-	47,298.28	4,054.82
		ELEC ENG ENGINEER	148,059.88	-	-	45,401.74	300.13
		GENERATION ELECTRICIAN	135,669.60	-	-	63,514.15	-
		ELEC ENG ENGINEER	159,996.00	-	-	750.00	3,166.14
		ELEC OPS TECHNICIAN	119,668.44	-	-	102,965.31	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	139,050.80	15,480.19	-	92,169.03	21,440.71
		GAS ENG SENIOR BUSINESS REP	34,763.12	-	-	36,412.17	-
		ENVIRONMENTAL HEALTH & SAFETY SUPERVISOR/REP	29,775.69	21,439.38	-	29,411.55	70.09
		ELEC ENG TECHNICIAN	128,877.17	-	-	65,939.15	6,900.92
		IT INVESTIGATOR SR/EXP	131,285.15	14,052.07	-	750.00	740.96
		GAS OPS TECHNICIAN	139,884.47	-	-	34,212.43	-
		GAS OPS ENGINEER	181,322.46	21,415.57	-	2,185.23	386.91
		ELEC OPS ELECTRICIAN	89,261.54	-	-	38,375.01	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,041.00	-	-	99,764.71	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,544.92	-	-	77,136.09	3,708.80
		ELEC OPS CREW LEAD/LEADER	140,779.95	-	-	52,362.01	-
		ELEC OPS CABLE SPLICER/CABLEMAN	109,853.59	-	-	260,944.98	-

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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 WRKNG LEADER/GOV REL REP	133,786.45	-	-	3,134.15	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,871.30	-	-	18,525.92	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	212,886.00	22,556.96	-	13,913.98	400.00
		OPERATIONS SUPERVISOR	176,388.12	25,075.73	-	103,177.57	3,682.36
		GAS OPS CONST/PRGM/PRJCT MANAGER	189,815.51	31,252.24	-	3,000.00	9,357.99
		ELEC ENG ENGINEER	152,292.62	-	-	93,407.81	-
		GAS ENG ENGINEER	149,298.67	-	-	84,094.54	420.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	123,371.38	-	-	150,744.60	-
		ELEC OPS DIRECTOR/SR DIRECTOR	187,155.05	41,941.48	32,656.12	5,000.00	10,440.56
		ELEC ENG ENGINEER	172,212.00	19,018.27	-	6,416.23	699.21
		IT MANAGER/SR MANAGER	197,857.50	33,560.34	-	4,800.00	1,652.81
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	173,250.84	30,353.55	-	7,500.00	627.99
		ELEC OPS ELECTRICIAN	113,914.01	-	-	26,668.21	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	156,636.52	22,868.27	-	2,500.00	2,086.51
		GAS OPS CONST/PRGM/PRJCT MANAGER	142,426.42	15,578.57	-	11,879.33	478.99
		ELEC OPS MANAGER/SR MANAGER	161,279.59	20,516.61	-	4,373.38	5,843.89
		ELEC OPS WORKING LEADER	138,247.04	-	-	60,861.55	-
		OPERATIONS SUPERVISOR	115,061.19	-	-	3,234.38	42.91
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	136,899.43	-	-	87,534.98	-
		SHARED SVS LAND PLANNER/SURVEYOR	181,800.00	20,056.84	-	110.00	3,676.43
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,611.50	-	-	128,259.63	-
		ENG PLNG & STRAT CONST/RELT/DB MNGR EX/PRN	52,617.48	-	-	-	255.82
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,219.81	-	-	88,771.33	-
		ELEC OPS LINEMAN/LINEMAN	154,834.16	-	-	196,762.76	-
		GAS OPS ENGINEER	172,212.00	18,999.19	-	357.86	419.40
		GAS ENG SENIOR BUSINESS REP	140,002.46	-	-	91,326.09	2,803.14
		ELEC OPS ELECTRICIAN	-	-	-	9,399.20	-
		ELEC OPS SYSTEM OPERATOR/LEAD	110,131.02	-	-	236,466.12	4,674.36
		GAS OPS SUPERVISOR	161,274.06	21,611.39	-	77,161.55	6,090.91
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	156,731.32	17,527.39	-	-	315.00
		IT ENGINEER SR/EX/PRN	80,020.93	-	-	156.40	132.50
		ELEC OPS CREW LEAD/LEADER	193,593.30	-	-	92,415.51	-
		ELEC ENG SUPERVISOR	212,777.72	26,589.45	-	-	1,233.27
		IT TECHNICIAN	141,449.95	-	-	107,190.00	53.87
		GAS ENG ENGINEER	150,107.41	-	-	73,735.34	1,260.35
		GAS ENG ESTIMATOR/SCHEDULER	138,983.29	-	-	34,295.74	-
		IT SUPERVISOR	166,153.24	13,306.44	-	11,665.74	1,458.15
		ELEC OPS LEAD OPERATOR	150,792.18	-	-	93,855.39	1,128.57
		GENERATION SCHEDULER	151,132.80	10,725.56	-	12,959.25	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	132,178.60	15,479.00	-	3,150.00	2,624.40
		SHARED SVS SUPERVISOR/CHIEF/EX AST	189,040.06	34,233.79	37,401.56	12,473.27	1,432.82
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,708.96	17,123.66	-	1,777.36	1,997.63
		IT TECHNICIAN	139,529.13	-	-	73,525.27	91.70
		ELEC ENG CHEMIST/CARPENTER/WELDER	129,125.20	15,811.24	-	1,000.00	-
		ELEC OPS SUPERVISOR	11,905.00	-	-	-	495.30
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,335.97	-	-	274,862.36	4,811.73
		GAS ENG ENGINEER	138,583.77	-	-	89,456.26	695.48
		ELEC OPS SUPERVISOR	166,816.18	21,714.18	-	3,483.50	12,746.55
		ELEC ENG ESTIMATOR	131,262.37	-	-	33,698.48	105.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,704.58	21,290.63	-	43,874.63	5,187.40
		OPERATIONS INSPECTOR/LEAD INSPECTOR	148,007.14	-	-	197,829.56	5,159.91
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	181,848.00	19,967.96	-	19,551.67	560.52
		SHARED SVS SUPERVISOR/CHIEF/EX AST	144,951.94	15,989.31	-	7,898.72	3,959.65
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	125,120.64	31,138.76	11,504.57	800.00	767.75
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	125,327.56	12,442.60	-	292.15	960.00
		GAS OPS CONST/PRGM/PRJCT MANAGER	182,591.14	33,313.44	-	-	2,383.22
		GENERATION TECHNICIAN	21,898.40	-	-	37,965.82	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	168,971.10	19,000.48	-	8,848.96	8,575.99
		GAS OPS INSPECTOR/LEAD INSPECTOR	140,595.92	-	-	75,759.89	422.57
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	176,662.14	30,923.68	-	-	4,661.75
		ELEC ENG ESTIMATOR	132,962.66	-	-	1,861.76	455.00
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	124,538.72	-	-	62,547.17	-
		SHARED SVS LAND PLANNER	157,006.72	11,622.87	-	50,703.80	1,023.60
		ELEC OPS SUPERVISOR	161,673.98	16,779.54	-	14,434.05	256.23
		GAS ENG ENGINEER	153,792.71	-	-	103,032.68	420.00
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	134,080.57	15,229.04	-	1,300.00	10,936.71



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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 SUPERVISOR	128,899.25	21,981.20	-	1,775.25	2,782.48
		GAS ENG ENGINEER	184,751.06	22,787.32	-	4,600.00	3,551.67
		ELEC OPS ELECTRICIAN	48,659.18	-	-	12,563.51	-
		ELEC OPS TECHNICIAN	127,016.08	-	-	101,865.32	4,033.77
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	110,223.85	-	-	43,265.37	-
		ELEC OPS FOREMAN	157,126.63	-	-	154,288.76	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	96,595.19	-	-	25,669.92	-
		GAS OPS DISPATCHER	116,758.02	-	-	57,912.19	1,040.00
		GAS OPS SUPERVISOR	164,551.27	-	-	151,463.97	-
		ELEC OPS LINEWORKER/LINEMAN	51,884.78	-	-	76,504.58	173.62
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	127,076.36	17,222.24	-	17,953.52	-
		ELEC ENG MANAGER/SR MANAGER	200,000.04	34,709.90	25,678.45	1,500.00	1,900.85
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,290.99	-	-	106,709.58	-
		ELEC OPS SUPERVISOR	160,810.12	22,995.81	-	36,543.31	1,460.64
		GAS ENG ENGINEER	150,283.61	-	-	62,893.39	352.41
		GENERATION TECHNICIAN	141,888.36	-	-	111,842.90	211.17
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	157,781.30	25,591.51	-	1,500.00	1,177.15
		ELEC ENG ESTIMATOR	124,164.57	-	-	37,067.44	-
		GAS OPS PRGM/PROJ MANAGER	172,863.80	22,228.91	-	2,929.54	3,071.16
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	161,452.54	26,866.91	-	-	7,661.15
		ELEC OPS TECHNICIAN	127,512.62	-	-	125,681.21	-
		ELEC OPS TECHNICIAN	133,412.80	-	-	3,247.81	-
		ELEC OPS SUPERVISOR	166,253.76	22,003.15	-	18,662.62	3,288.33
		OPERATIONS SUPERVISOR	156,694.62	19,367.22	-	35,796.26	196.68
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	153,581.05	16,976.88	-	3,471.43	2,780.87
		ELEC ENG MANAGER/SR MANAGER	159,284.50	36,434.30	11,504.57	5,450.78	4,155.07
		ELEC OPS MANAGER/SR MANAGER	210,307.82	35,428.78	18,419.80	2,000.00	3,564.69
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	124,836.98	14,947.21	-	-	1,055.00
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	128,060.12	17,926.79	-	21,451.28	13,259.88
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	156,491.66	16,502.98	-	-	996.64
		ELEC OPS BUSINESS LIAISON	129,488.82	-	-	93,722.80	-
		OPERATIONS SUPERVISOR	153,079.58	19,997.49	-	2,474.80	25,728.59
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,843.00	17,767.65	-	-	385.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	115,496.58	13,635.38	-	67,989.54	24,723.72
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	145,978.18	14,284.29	-	3,000.00	1,024.85
		GENERATION TECHNICIAN	24,017.60	-	-	39,608.21	-
		ELEC OPS LINEWORKER/LINEMAN	149,517.65	-	-	192,133.51	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	121,509.00	13,221.39	-	-	28.00
		ELEC OPS SUPERVISOR	162,953.96	20,864.78	-	-	1,796.60
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	40,238.08	-	-	2,000.00	1,254.82
		GAS ENG PRGM/PROJ MANAGER	133,095.72	14,695.51	-	1,000.00	445.00
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	148,202.00	15,652.72	-	20.66	6,171.47
		GAS OPS SUPERVISOR	155,263.64	19,834.07	-	77,522.96	67,591.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	124,711.82	13,419.47	-	-	469.98
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,756.80	17,125.79	-	-	960.00
		ELEC ENG CONST MNGR EX/PRN	173,715.04	18,791.22	-	22,408.19	7,744.33
		ELEC OPS CREW LEAD/LEADER	152,949.50	-	-	83,716.03	200.48
		ELEC OPS FOREMAN	150,331.58	-	-	325,633.88	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	141,176.93	16,396.41	-	-	454.64
		ELEC OPS LINEWORKER/LINEMAN	137,580.70	-	-	77,428.88	-
		ELEC OPS LINEWORKER/LINEMAN	105,477.93	-	-	171,351.73	445.09
		ELEC OPS WORKING LEADER	137,934.82	-	-	30,121.11	-
		GAS ENG ENGINEER	154,362.29	-	-	14,348.77	420.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	55,791.56	-	-	104,697.09	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	155,074.52	20,135.68	-	8,244.48	633.96
		IT TECHNICIAN	116,793.54	-	-	13,174.53	-
		ELEC OPS LINEWORKER/LINEMAN	132,976.20	-	-	233,162.65	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	168,106.66	18,932.54	-	21,759.11	20,182.84
		ELEC OPS SYSTEM OPERATOR/LEAD	86,734.35	-	-	373,579.51	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	156,387.86	17,577.26	-	52,771.11	6,897.13
		ELEC OPS INSPECTOR/LEAD INSPECTOR	140,871.90	16,798.87	-	120,278.44	45,939.92
		GAS OPS MECHANIC/WELDER	125,552.82	-	-	34,987.06	418.29
		GAS OPS DISPATCHER	100,116.65	-	-	103,465.08	720.00
		SHARED SVS PERMIT FACILITATOR	121,707.09	-	-	3,518.29	929.63
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	129,195.47	-	-	32,530.02	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	62,096.18	12,964.16	-	-	520.00

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		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,732.00	23,920.69	-	85,628.08	1,033.67
		GAS ENG ENGINEER	148,374.11	-	-	18,656.14	1,291.72
		IT TECHNICIAN	123,493.75	-	-	13,700.91	-
		ELEC ENG ENGINEER	152,884.95	-	-	64,754.09	436.25
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	132,152.56	-	-	18,256.61	601.70
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	184,214.00	20,804.89	-	61,484.51	3,143.64
		GAS OPS PRGM/PROJ MANAGER	201,552.00	21,463.34	-	4,859.78	2,036.67
		ELEC ENG INTERCONNECTION MANAGER	144,953.80	-	-	5,748.05	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,690.76	15,688.81	-	-	960.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	126,057.48	13,923.67	-	500.00	410.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	123,053.31	16,386.19	-	2,000.00	916.65
		ELEC ENG TECHNICIAN	137,947.46	-	-	93,137.15	1,000.41
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	179,025.54	29,538.16	-	8,000.00	7,392.77
		ENVIRONMENTAL HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	138,321.50	15,064.27	-	-	1,556.34
		GAS ENG SUPERVISOR	198,379.54	30,775.09	-	400.00	698.05
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,500.00	15,721.86	-	-	1,273.36
		GAS ENG ESTIMATOR/SCHEDULER	149,717.28	-	-	67,334.83	606.25
		GENERATION ENGINEER	65,892.00	-	-	-	-
		ELEC ENG ESTIMATOR	114,543.76	-	-	66,441.20	527.01
		GAS ENG ENGINEER	142,643.26	-	-	76,832.92	996.58
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	192,408.32	35,424.89	28,051.17	5,500.00	588.46
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	140,116.24	15,400.14	-	2,909.67	578.60
		GAS OPS SUPERVISOR	152,866.64	20,028.26	-	9,184.51	345.10
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,732.00	21,118.38	-	2,809.16	2,224.29
		ELEC OPS ENGINEER	42,500.01	-	-	-	1,121.09
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,187.18	18,319.47	-	-	595.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,790.88	19,899.81	-	1,007.52	1,182.31
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	188,557.42	31,549.97	-	2,000.00	1,016.36
		GAS ENG ESTIMATOR/SCHEDULER	114,550.96	-	-	62,340.27	454.08
		ELEC OPS MANAGER/SR MANAGER	137,984.00	16,488.26	-	2,500.00	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	132,593.54	-	-	25,537.59	5,681.06
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	142,104.48	15,971.85	-	1,000.00	448.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,732.00	21,099.61	-	4,725.66	3,738.81
		IT SERVICE MNGR/ADMINSTRTR	134,082.82	12,495.02	-	467.51	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	159,442.54	26,880.87	-	1,020.00	1,360.50
		OPERATIONS SUPERVISOR	138,278.96	-	-	21,947.42	-
		ELEC OPS SYSTEM OPERATOR/LEAD	123,494.94	-	-	167,911.11	105.26
		GAS ENG ENGINEER	21,249.16	-	-	3,341.08	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	186,737.34	32,586.04	11,863.60	1,000.00	1,302.34
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	178,185.57	21,625.45	-	5,260.10	664.80
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,278.22	18,614.00	-	-	315.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	152,736.70	26,645.72	-	-	459.90
		ELEC OPS ENGINEER	202,380.00	21,862.20	-	33,184.31	2,187.28
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	119,364.64	-	-	40,904.48	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	119,936.92	12,256.76	-	200.00	762.96
		ELEC OPS ELECTRICIAN	131,517.94	-	-	84,395.49	913.83
		IT MANAGER/SR MANAGER	175,151.16	29,756.58	-	847.10	434.92
		GAS ENG SENIOR BUSINESS REP	128,233.89	-	-	84,763.27	3,939.11
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,088.14	-	-	28,970.89	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	185,807.66	31,112.21	-	2,250.00	1,040.00
		GAS ENG COOR/CNSLT/SYM ADMIN/PROJ MNGR EXP/PRN	176,068.76	19,885.01	-	1,000.00	631.44
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	205,833.34	35,602.52	42,006.51	3,500.00	941.80
		ELEC OPS ENGINEER	192,768.00	21,266.95	-	11,120.40	1,380.95
		GAS ENG ENGINEER	187,295.05	23,226.99	-	3,350.00	2,878.10
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	172,059.74	18,779.43	-	6,304.49	2,654.64
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	133,021.86	15,005.12	-	2,827.89	7,115.30
		GAS ENG ENGINEER	136,848.93	18,365.39	-	600.00	467.04
		FINANCE SUPERVISOR	143,999.16	19,655.53	-	3,500.00	842.29
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	179,630.00	20,342.30	-	9,190.43	3,475.78
		IT ARCHITECT EXP/PRN	191,938.20	33,675.76	-	-	1,787.62
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	185,484.40	33,475.22	-	7,500.00	952.51
		OPERATIONS MANGER/SR MANAGER	190,807.50	32,001.16	-	-	259.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	183,907.82	21,248.52	-	3,183.93	559.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	161,364.96	16,375.75	-	-	1,357.00
		ELEC ENG INTERCONNECTION MANAGER	128,630.29	-	-	38,330.30	420.00
		ELEC ENG ELECTRICIAN	125,886.97	-	-	36,523.08	-

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)
		ENG PLNG & STRAT MANGER/SR MANAGER	197,407.96	33,500.13	-	5,925.93	1,369.69
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,502.20	15,214.91	-	4,083.36	902.21
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	94,799.05	16,913.40	-	-	1,305.43
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	118,889.19	14,274.56	-	-	1,176.69
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	153,852.60	-	-	97,146.80	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	38,131.60	-	-	36,736.91	-
		GAS OPS OPERATOR	131,358.83	-	-	57,864.07	-
		ELEC OPS SUPERVISOR	147,511.33	25,101.73	-	15,832.08	3,278.18
		ELEC OPS LINEWORKER/LINEMAN	125,550.29	-	-	220,567.01	440.16
		ELEC OPS FOREMAN	150,423.84	-	-	72,436.03	-
		ELEC OPS FOREMAN	113,086.54	-	-	73,826.00	-
		OPERATIONS SUPERVISOR	163,066.40	21,640.84	-	33,678.88	5,885.27
		SHARED SVS BIOLOGIST	159,228.00	17,566.56	-	15,527.25	17,277.57
		GAS OPS FOREMAN/LEADER/CREW LEADER	151,887.30	-	-	102,640.31	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	199,234.82	24,458.64	32,872.56	1,000.00	1,429.70
		ELEC OPS LINEWORKER/LINEMAN	23,750.10	-	-	30,562.07	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	189,823.88	34,534.65	13,814.85	2,800.00	1,444.84
		GAS OPS SUPERVISOR	137,332.06	-	-	40,786.95	610.87
		GAS OPS TECHNICIAN	132,885.93	-	-	41,738.97	837.34
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	160,513.60	18,339.41	-	7,981.82	385.00
		GAS OPS PLANNER SR/EXP/PRN	143,275.78	15,658.09	-	1,104.88	210.00
		IT TECHNICIAN	129,515.58	-	-	1,662.03	326.68
		GAS OPS FOREMAN/LEADER/CREW LEADER	159,735.60	-	-	51,174.24	-
		OPERATIONS SUPERVISOR	137,473.90	18,102.72	-	22,833.72	8,798.30
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	141,072.00	15,563.90	-	742.56	4,228.63
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	199,540.88	33,262.52	-	2,500.00	1,121.61
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	167,463.40	26,624.40	-	9,000.00	340.05
		GAS ENG ENGINEER	159,174.07	-	-	59,843.70	1,133.69
		GAS ENG ENGINEER	197,406.64	21,257.89	-	3,828.17	3,869.73
		SHARED SVS LAND AGENT/CONSLT	144,903.99	-	-	7,398.83	-
		ELEC OPS CREW LEAD/LEADER	99,517.18	-	-	66,851.53	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	159,252.00	18,019.87	-	23,960.21	921.97
		IT ENGINEER SR/EXP/PRN	180,048.08	29,385.24	11,504.57	-	-
		SHARED SVS LAND PLANNER	162,798.00	14,440.21	-	400.00	393.85
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	88,800.00	-	-	1,000.00	240.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	192,732.00	21,528.62	-	2,381.18	5,436.00
		ELEC OPS ENGINEER	146,693.91	-	-	54,810.53	-
		ELEC OPS CREW LEAD/LEADER	152,897.89	-	-	77,720.72	-
		ELEC OPS LINEWORKER/LINEMAN	153,154.14	-	-	323,646.92	-
		GAS ENG ENGINEER	124,390.60	-	-	43,308.85	1,911.65
		GENERATION TECHNICIAN	139,735.00	-	-	111,616.90	462.27
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,653.76	-	-	57,028.52	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	137,884.29	-	-	72,950.27	-
		ELEC ENG ESTIMATOR	109,284.49	-	-	11,839.05	280.00
		GAS ENG SENIOR BUSINESS REP	128,983.58	-	-	30,247.52	71.65
		GAS ENG ESTIMATOR/SCHEDULER	132,551.95	-	-	47,248.00	562.32
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	160,549.06	17,994.62	-	-	4,047.05
		SHARED SVS CREW LEAD/LEADER	121,679.22	-	-	87,508.70	-
		ELEC ENG ENGINEER	188,000.00	22,186.18	-	6,806.31	3,578.29
		IT MANAGER/SR MANAGER	199,812.50	35,047.45	28,051.17	5,447.32	7,768.60
		GAS OPS MECHANIC/WELDER	129,490.00	-	-	80,110.78	10,341.21
		ELEC ENG TECHNICIAN	129,789.25	-	-	124,586.89	-
		GAS ENG ENGINEER	159,262.34	-	-	104,564.78	771.54
		ELEC OPS LINEWORKER/LINEMAN	115,817.11	-	-	119,163.68	4,940.08
		GAS ENG ENGINEER	155,117.79	-	-	87,630.44	420.00
		ELEC OPS CABLE SPLICER/CABLEMAN	151,991.00	-	-	227,294.05	1,061.79
		GAS OPS OPERATOR	122,418.62	-	-	12,821.03	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	146,481.57	17,947.82	-	2,230.54	6,894.97
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	123,429.82	-	-	126,495.94	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	149,000.04	15,573.70	-	-	2,945.16
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	128,488.10	12,716.09	-	-	1,499.64
		GAS ENG ENGINEER	141,744.84	17,472.09	-	233.52	2,590.03
		ELEC OPS CREW LEAD/LEADER	136,922.70	-	-	83,416.42	-
		ELEC ENG ENGINEER	211,872.18	35,946.33	-	450.00	1,240.70
		SHARED SVS SUPERVISOR/CHIEF/EX AST	136,377.72	16,823.69	-	2,481.95	719.52
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,532.66	18,834.81	-	14,820.35	3,733.67

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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)
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	168,437.50	18,857.65	-	1,050.00	880.00
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	143,084.46	14,328.43	-	-	968.44
		CUSTOMER & COMMS MANAGER/SR MANAGER	163,849.23	18,985.54	-	4,000.00	1,128.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	21,001.60	-	-	-	603.18
		GENERATION SUPERVISOR	215,862.26	30,624.70	-	23,464.52	-
		ENG PLNG & STRAT SUPERVISOR/LIAISON	147,500.04	24,291.97	-	-	8,429.64
		GAS OPS SCHEDULER	131,812.70	-	-	15,450.78	420.00
		ELEC OPS CREW LEAD/LEADER	17,953.27	-	-	40,207.16	-
		ELEC ENG ENGINEER	117,135.83	-	-	636.30	2,889.52
		ELEC OPS LINEWORKER/LINEMAN	23,337.87	-	-	54,648.12	-
		IT MANAGER/SR MANAGER	187,689.92	31,572.52	-	2,000.00	4,358.10
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	143,428.90	13,208.70	-	750.00	1,329.94
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	155,569.14	16,978.77	-	828.72	1,211.72
		ELEC ENG INTERCONNECTION MANAGER	132,646.22	-	-	18,210.55	315.00
		SHARED SVS LAND AGENT/CONSLT	41,129.17	-	-	6,036.58	42.39
		IT ANALYST/SPECIALIST SR/EXP/PRN	20,965.91	-	-	7,694.29	-
		ENERGY PLCY & PROC PRGM/ASSET MNGR SR/EXP/PRN	122,506.25	12,993.77	-	-	291.68
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	131,342.74	14,138.19	-	-	8,181.93
		ELEC ENG ENGINEER	2,600.00	-	-	-	-
		IT MANAGER/SR MANAGER	185,112.08	30,548.77	-	2,000.00	443.91
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	149,414.91	15,760.28	-	-	1,292.15
		GAS ENG DIRECTOR/CHIEF	244,728.30	50,452.77	32,234.65	1,554.00	5,446.67
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	174,611.49	-	-	165,323.31	49.14
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	148,414.12	16,547.60	-	2,573.74	2,353.18
		ELEC ENG ENGINEER	164,998.24	9,924.50	-	1,837.70	973.60
		IT DATA SCIENTIST SR/EXP/PRN	180,153.66	19,373.80	-	1,000.00	501.97
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	110,296.06	12,080.04	-	-	1,296.96
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	149,781.26	8,214.05	-	-	1,159.86
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	129,840.16	14,033.43	-	50.00	1,016.00
		ELEC ENG ENGINEER	92,703.98	-	-	1,360.16	2,922.01
		GAS ENG SENIOR BUSINESS REP	122,351.81	-	-	132,295.84	1,164.03
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	157,480.74	17,151.19	-	7,500.00	1,054.86
		GAS ENG ENGINEER	159,293.33	-	-	119.27	1,020.26
		GAS OPS FOREMAN/LEADER/CREW LEADER	52,094.64	-	-	1,694.88	-
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	-	1,215.34
		GAS ENG ENGINEER	165,716.39	-	-	91,620.14	960.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	162,843.00	19,233.02	-	2,206.12	418.64
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	166,362.70	23,465.61	-	2,000.00	822.89
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	174,983.06	30,369.64	-	500.00	471.09
		GAS ENG PRGM/PROJ MANAGER	170,140.68	20,374.00	-	4,150.00	1,444.04
		ELEC OPS LINEWORKER/LINEMAN	151,215.18	-	-	134,209.49	393.00
		ELEC ENG ESTIMATOR	144,925.66	-	-	115,531.43	-
		ELEC OPS CABLE SPLICER/CABLEMAN	160,402.62	-	-	111,513.96	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	147,197.73	-	-	216,454.44	-
		OPERATIONS ENGINEER/ELECTRICIAN	104,671.36	-	-	35,158.70	210.10
		GAS ENG ESTIMATOR/SCHEDULER	71,417.01	-	-	14,245.50	118.76
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,000.04	-	-	-	868.00
		IT ENGINEER SR/EXP/PRN	189,625.04	32,412.00	-	-	16,396.48
		ELEC ENG ENGINEER	130,301.76	-	-	3,080.82	1,240.57
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	131,626.06	14,566.08	-	700.00	880.00
		OPERATIONS SUPERVISOR	158,286.00	21,775.68	-	2,407.28	1,729.64
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	171,938.98	30,051.61	-	-	469.10
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	151,387.78	16,570.31	-	500.00	448.00
		ELEC ENG ENGINEER	202,380.00	23,922.16	-	25,112.24	1,742.74
		ELEC ENG ENGINEER	198,468.00	21,896.05	-	26,723.98	2,071.45
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	163,912.15	13,891.21	-	1,500.00	825.14
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,951.46	18,157.65	-	4,000.00	105.00
		ELEC OPS ENGINEER	182,268.00	19,220.34	-	71,381.11	1,560.12
		ELEC OPS LINEWORKER/LINEMAN	114,641.04	-	-	141,926.16	1,274.02
		GAS OPS DISPATCHER	115,804.00	-	-	135,365.89	470.00
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	135,747.30	-	-	59,800.94	1,648.59
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	62,911.61	-	-	76,060.58	-
		GAS ENG ENGINEER	150,753.76	-	-	119,007.14	680.05
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,660.00	-	-	50,601.90	-
		SHARED SVS MANAGER/SR MANAGER	187,653.06	29,108.53	-	2,891.47	397.51
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	238,662.80	56,650.85	73,202.86	10,400.00	2,276.91

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		ELEC OPS ENGINEER	162,461.55	18,198.17	-	52,682.10	2,075.20
		ELEC ENG ESTIMATOR	134,350.79	-	-	5,081.46	678.63
		ELEC OPS DIRECTOR/SR DIRECTOR	236,605.69	58,340.37	97,595.39	26,200.00	5,645.19
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	51,104.41	-	-	1,552.32	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	128,809.78	13,079.41	-	-	420.00
		IT ARCHITECT EXP/PRN	97,848.40	33,341.67	-	20,232.70	-
		ELEC OPS ENGINEER	145,853.78	-	-	90,298.00	985.55
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	148,034.36	14,538.35	-	1,900.00	838.72
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	162,000.00	20,231.39	-	-	992.05
		ELEC OPS TECHNICIAN	134,963.28	-	-	104,332.42	490.47
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	70,542.96	-	-	-	-
		ELEC ENG ENGINEER	129,768.92	-	-	64,565.69	1,317.55
		IT DATA SCIENTIST SR/EXP/PRN	139,930.02	16,588.52	-	1,020.00	2,130.06
		ELEC OPS LINEWORKER/LINEMAN	140,556.93	-	-	145,357.37	-
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	133,835.56	13,233.90	-	1,000.00	988.00
		GAS ENG ENGINEER	189,038.00	21,050.17	-	9,866.28	2,811.62
		ELEC ENG MANAGER/SR MANAGER	174,640.70	28,095.33	-	-	4,576.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,472.36	17,064.62	-	804.61	301.02
		GAS ENG SENIOR BUSINESS REP	124,267.84	-	-	33,437.44	579.76
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	149,438.78	17,247.46	-	500.00	2,714.54
		ELEC ENG TECHNICIAN	173,938.40	-	-	70,317.72	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	148,581.72	16,293.02	-	11,498.98	4,678.23
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	124,286.00	13,992.73	-	500.00	1,851.19
		IT MANAGER/SR MANAGER	205,566.64	34,371.07	-	1,000.00	917.89
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	125,603.78	13,845.79	-	1,715.40	880.00
		GAS OPS OPERATOR	128,283.56	-	-	68,240.67	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	99,301.92	-	-	250,193.12	3,826.55
		ELEC OPS ELECTRICIAN	130,028.15	-	-	63,481.39	98.26
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	188,343.80	30,660.01	-	-	693.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	139,962.00	14,132.41	-	-	2,192.13
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,576.36	13,710.91	-	1,975.00	595.00
		ELEC OPS ENGINEER	153,411.98	17,249.54	-	2,345.08	1,909.84
		ELEC ENG ENGINEER	148,399.94	-	-	118,516.53	245.00
		ELEC ENG ESTIMATOR	113,895.06	-	-	41,579.51	532.90
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	178,560.00	29,039.60	-	2,450.00	1,330.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	137,469.46	14,743.57	-	-	482.33
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	162,937.38	18,704.91	-	6,630.57	656.47
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	151,088.78	16,688.76	-	300.00	420.00
		GAS OPS TECHNICIAN	141,449.82	-	-	16,467.89	-
		ELEC OPS LINEWORKER/LINEMAN	141,473.78	-	-	77,146.04	-
		ELEC OPS SYSTEM OPERATOR/LEAD	158,249.89	-	-	94,942.63	-
		GAS ENG SENIOR BUSINESS REP	120,466.30	-	-	48,243.85	4,217.53
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	185,033.38	23,493.23	-	-	3,532.27
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	19,722.86	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,331.98	30,122.88	-	7,500.00	10,561.26
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,932.18	15,278.84	-	-	670.00
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	140,678.18	15,446.77	-	547.12	620.28
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,216.52	18,012.08	-	10,051.20	420.00
		GAS ENG ENGINEER	196,873.90	23,103.83	-	10,041.27	420.00
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	125,774.38	13,263.89	-	750.00	504.00
		IT MANAGER/SR MANAGER	188,128.33	31,806.70	11,863.60	-	934.75
		ENG PLNG & STRAT SUPERVISOR/LIAISON	144,091.76	19,562.63	-	1,500.00	639.10
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,378.44	-	-	70,621.88	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	123,916.95	16,296.99	-	9,786.67	880.00
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	66,024.95	14,178.50	-	13,560.80	560.00
		IT DIRECTOR/SR DIRECTOR	47,727.27	-	-	37,504.00	675.64
		ELEC OPS CREW LEAD/LEADER	151,766.78	-	-	130,034.54	91.36
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	140,949.30	32,528.25	30,283.40	-	372.92
		FINANCE SUPERVISOR	138,873.21	16,396.68	-	550.00	-
		ELEC ENG SUPERVISOR	165,544.46	22,381.57	-	25,481.90	886.62
		ELEC OPS CREW LEAD/LEADER	101,376.99	-	-	73,203.60	160.81
		ELEC OPS ENGINEER	192,780.00	21,268.33	-	20,574.96	1,172.86
		FINANCE AUDITOR SR/EX/PRN	167,235.78	18,907.30	-	1,000.00	920.06
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	174,854.00	21,356.77	-	100.00	1,472.40
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	196,210.88	34,241.24	11,504.57	1,050.00	1,534.39
		IT ANALYST/SPECIALIST SR/EXP/PRN	110,147.61	14,803.42	-	-	175.00

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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 HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	153,650.10	17,214.61	-	11,196.40	3,360.38
		ELEC OPS SUPERVISOR	175,519.54	24,643.08	-	86,988.31	-
		ELEC OPS LINEWORKER/LINEMAN	148,427.05	-	-	146,679.84	-
		IT DEVELOPER SR/EX	43,936.52	-	-	-	105.00
		GAS ENG ENGINEER	189,570.24	22,407.48	-	8,296.20	377.55
		HR ECO MANAGER/SR MANAGER	199,605.00	32,391.13	-	1,000.00	3,176.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,544.42	17,975.59	-	2,500.00	420.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	175,048.46	24,183.84	-	-	1,963.48
		ELEC ENG ENGINEER	150,294.42	-	-	133,672.78	1,826.84
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,839.66	15,125.39	-	1,000.00	585.85
		ELEC ENG TECHNICIAN	157,134.32	-	-	38,843.10	-
		GAS ENG ENGINEER	150,146.49	-	-	82,614.32	2,654.69
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	133,747.00	14,011.79	-	400.00	385.00
		GAS ENG ENGINEER	144,368.14	-	-	63,481.55	800.00
		FINANCE AUDITOR SR/EXP/PRN	157,657.50	17,741.92	-	1,000.00	656.16
		ELEC ENG ENGINEER	153,265.24	-	-	22,758.80	880.00
		GAS ENG ENGINEER	193,176.00	23,068.24	-	2,971.84	487.31
		GAS ENG ENGINEER	145,967.70	16,320.61	-	1,020.00	512.45
		FINANCE SUPERVISOR	167,278.50	24,620.49	-	1,750.00	350.00
		GENERATION SUPERVISOR	186,510.00	20,450.96	-	4,646.10	5,250.36
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	183,843.17	-	-	65,744.16	-
		GAS OPS INVESTIGATOR	130,047.42	13,588.75	-	1,747.86	2,153.56
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	121,972.12	-	-	-	350.00
		ELEC ENG TECHNICIAN	143,244.93	-	-	8,036.28	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,480.86	15,120.94	-	4,685.04	-
		SHARED SVS SCIENTIST/TECHNICIAN	90,855.09	-	-	18,541.86	-
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	131,977.62	14,848.61	-	-	3,559.60
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	174,636.25	28,238.68	11,504.57	-	6,925.21
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	161,068.65	17,291.94	-	18,916.84	7,562.78
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	163,256.11	19,062.11	-	3,146.02	1,353.70
		OPERATIONS TECHNICIAN	140,264.46	-	-	78,543.30	2,614.14
		ELC OPS CONSLT/PLANNER	127,462.74	12,547.91	-	21,592.99	170.96
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,480.03	-	50,466.37	20,456.57
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	87,370.70	-	-	3,620.98	1,193.84
		ELEC OPS CREW LEAD/LEADER	197,444.25	-	-	290,528.45	2,071.14
		IT ANALYST/SPECIALIST SR/EXP/PRN	67,894.96	-	-	1,198.68	210.00
		GAS OPS CONST/PRGM/PRJCT MANAGER	160,725.16	18,188.94	-	51,409.73	4,690.44
		ELEC ENG ENGINEER	214,488.00	26,561.44	-	3,788.92	4,342.93
		SHARED SVS LAND AGENT/CONSLT	170,000.04	19,760.05	-	200.00	958.21
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	155,948.50	17,000.24	-	-	646.65
		CUSTOMER & COMMS MANAGER/SR MANAGER	210,737.34	36,063.47	11,504.57	4,667.60	1,400.15
		GAS ENG ESTIMATOR/SCHEDULER	139,560.14	-	-	10,120.91	618.05
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	160,748.00	18,729.49	-	1,100.00	1,320.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	150,097.50	18,133.20	-	-	6,868.09
		GAS ENG ENGINEER	154,915.70	16,964.04	-	2,200.00	4,119.17
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	126,370.98	14,199.26	-	-	87.68
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	87,951.57	10,700.49	-	4,955.79	210.00
		IT MANAGER/SR MANAGER	220,328.30	38,876.94	28,051.17	8,000.00	10,309.69
		GAS OPS SUPERVISOR	165,085.16	19,206.59	-	2,500.00	2,605.64
		GAS ENG ESTIMATOR/SCHEDULER	139,484.54	-	-	71,156.13	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	185,762.16	31,774.81	11,504.57	-	690.00
		ELEC ENG ENGINEER	205,110.00	21,835.12	-	4,356.28	7,240.92
		FINANCE MANAGER/SR MANAGER	159,371.38	27,053.61	-	1,500.00	-
		GAS ENG ESTIMATOR/SCHEDULER	135,429.39	-	-	46,233.18	655.17
		FINANCE MANAGER/SR MANAGER	166,725.00	22,410.65	-	-	420.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	160,751.73	14,896.56	-	500.00	3,063.96
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	208,954.84	35,834.41	-	1,500.00	2,103.73
		GAS OPS ESTIMATOR	118,126.54	-	-	29,322.63	2,664.21
		ELEC OPS SUPERVISOR	153,620.78	19,923.09	-	10,686.72	139.00
		GAS OPS MANAGER/SR MANAGER	184,639.97	31,835.37	-	1,000.00	109.39
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,308.46	16,650.48	-	-	2,405.30
		GENERATION TECHNICIAN	28,256.00	-	-	43,367.57	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	164,342.40	18,537.87	-	-	-
		SHARED SVS MANAGER/SR MANAGER	169,367.16	31,086.15	-	6,765.90	4,946.01
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	153,086.88	-	-	110,587.04	481.49
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	183,665.64	29,783.17	54,350.42	1,421.28	-

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		GENERATION TECHNICIAN	138,109.12	-	-	55,082.73	3,039.54
		GAS ENG SENIOR BUSINESS REP	149,463.14	-	-	80,075.58	5,762.66
		ELEC OPS SUPERVISOR	175,187.74	25,723.58	-	44,513.95	395.21
		ELEC OPS SUPERVISOR	181,326.82	28,588.07	-	42,950.78	952.61
		GAS ENG ENGINEER	169,229.00	19,987.25	-	15,880.80	1,058.47
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,198.00	-	-	18,352.78	-
		GAS ENG TECHNICIAN	119,976.16	-	-	34,476.80	561.48
		GAS OPS TECHNICIAN	118,087.29	-	-	8,176.74	1,921.76
		ELEC OPS CONSULTANT EXP/PRN	139,484.32	15,715.21	-	3,621.83	509.20
		ELEC OPS ENGINEER	212,894.00	22,562.46	-	870.36	-
		ELEC OPS CREW LEAD/LEADER	94,722.68	-	-	142,488.58	-
		GAS OPS OPERATOR	113,755.21	-	-	41,168.12	-
		ELEC OPS CREW LEAD/LEADER	121,105.25	-	-	128,044.08	-
		GENERATION TECHNICIAN	57,914.63	-	-	72,177.70	502.56
		ELEC ENG ENGINEER	153,153.74	-	-	604.72	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	154,878.85	19,497.18	-	2,500.00	216.19
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,066.71	20,041.76	-	10,301.15	820.08
		ELEC OPS ENGINEER	192,768.00	21,266.95	-	6,052.87	6,091.33
		ELEC OPS LINEMAN/LINEMAN	125,961.67	-	-	104,764.30	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	72,135.84	-	-	28,284.00	-
		GENERATION ENGINEER	198,468.00	21,896.05	-	8,300.92	3,175.90
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	129,390.78	38,402.56	410,446.63	220,944.80	2,520.65
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	173,207.90	29,283.61	-	-	268.59
		ELEC OPS WORKING LEADER	137,221.14	-	-	1,850.37	-
		GAS ENG ENGINEER	152,077.51	-	-	34,901.69	533.60
		ELEC OPS LINEMAN/LINEMAN	140,527.35	-	-	108,459.93	-
		GAS OPS TECHNICIAN	137,429.45	-	-	27,524.83	1,160.02
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	148,352.34	18,666.73	-	1,500.00	1,336.22
		GAS OPS SUPERVISOR	167,757.34	21,613.24	-	48,136.50	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,392.70	-	-	167,663.04	-
		ELEC OPS SUPERVISOR	150,973.64	19,728.93	-	2,064.87	6,063.79
		GENERATION ELECTRICIAN	90,678.36	-	-	75,761.58	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	156,814.97	20,969.57	-	-	2,152.20
		GENERATION OPERATOR	144,853.68	-	-	148,434.84	556.36
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	189,946.10	33,275.33	-	-	2,093.56
		SHARED SVS SCIENTIST/TECHNICIAN	141,084.00	12,514.54	-	1,553.05	4,459.36
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	208,440.00	32,851.28	-	892.73	2,255.87
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	23,279.64	34.06
		GAS OPS OPERATOR	134,078.87	-	-	86,083.78	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,512.17	-	-	95,183.65	1,563.61
		GAS ENG TECHNICIAN	129,166.31	-	-	900.12	750.00
		GENERATION TECHNICIAN	25,430.40	-	-	44,360.16	-
		GAS OPS MECHANIC/WELDER	122,166.00	-	-	35,713.32	-
		GAS OPS SUPERVISOR	159,050.70	21,547.15	-	64,869.75	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	119,009.06	-	-	55,967.07	-
		ELEC OPS SYSTEM OPERATOR/LEAD	94,877.50	-	-	79,351.17	3,330.57
		ELEC OPS SUPERVISOR	177,715.20	24,082.20	-	36,466.10	1,414.50
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	131,386.21	14,016.00	-	1,250.00	1,090.00
		HR ECO DIRECTOR/SR DIRECTOR	223,958.34	42,285.78	30,283.40	-	11,017.07
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	141,072.00	15,563.90	-	3,087.21	6,352.19
		ELEC OPS OPERATOR	128,824.00	-	-	110,821.58	489.30
		GAS ENG SENIOR BUSINESS REP	145,038.39	-	-	69,316.37	2,100.30
		ELEC OPS INSPECTOR/LEAD INSPECTOR	121,695.84	12,649.02	-	39,368.28	-
		GAS OPS MANAGER/SR MANAGER	162,738.28	35,511.77	21,635.46	4,400.00	36,233.32
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	152,778.57	45,855.82	53,308.15	-	641.57
		GAS OPS MECHANIC/WELDER	127,768.18	-	-	41,748.87	1,190.88
		SHARED SVS LAND AGENT/CONSLT	178,158.90	30,255.12	-	19,576.60	6,769.59
		ELEC ENG TECHNICIAN	160,292.70	-	-	39,735.63	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	63,227.23	-	-	-	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	179,599.44	27,550.40	-	1,925.28	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,072.64	-	-	185,687.18	-
		ELEC ENG TECHNICIAN	136,241.32	-	-	15,389.53	784.97
		ELEC OPS LINEMAN/LINEMAN	140,048.45	-	-	119,488.11	-
		ELEC OPS LINEMAN/LINEMAN	117,609.23	-	-	168,187.12	-
		GAS ENG ENGINEER	149,714.44	-	-	9,803.59	2,556.09
		IT TECHNICIAN	124,713.54	-	-	9,352.38	-

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		OPERATIONS TECHNICIAN	126,657.56	-	-	66,051.06	260.75
		OPERATIONS TECHNICIAN	124,372.28	-	-	40,532.39	617.49
		GAS OPS MANAGER/SR MANAGER	179,279.57	34,391.60	-	1,448.96	31,341.98
		GAS OPS TECHNICIAN	139,519.81	-	-	79,410.69	1,029.37
		ELEC OPS ENGINEER	131,742.71	-	-	12,246.84	1,161.90
		ELEC OPS MANAGER/SR MANAGER	118,001.64	27,964.79	-	13,142.29	4,575.02
		GENERATION SUPERVISOR	211,806.66	28,545.01	-	55,938.29	-
		ELEC OPS LINEMAN	138,289.38	-	-	131,907.04	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	145,702.06	-	-	32,485.14	-
		ELEC OPS SUPERVISOR	153,999.96	22,139.53	-	-	2,310.83
		ELEC OPS LINEMAN	8,224.80	-	-	11,417.97	-
		GAS ENG MANAGER/SR MANAGER	50,744.85	33,031.90	23,368.17	24,342.85	220.00
		SHARED SVS SUPERVISOR/CHIEF/EX AST	190,945.44	23,277.41	-	27,798.52	2,255.14
		OPERATIONS INSPECTOR/LEAD INSPECTOR	133,760.66	-	-	78,077.79	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	189,576.20	20,885.77	-	-	21.38
		GENERATION TECHNICIAN	142,985.43	-	-	67,351.24	1,830.15
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	228,775.68	34,277.62	14,236.32	10,468.00	5,836.00
		ELEC ENG TECHNICIAN	133,864.56	-	-	65,945.82	11,824.46
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	131,510.43	-	-	52,101.60	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	163,999.96	21,535.65	-	10,900.00	2,627.81
		GENERATION CREW LEADER/CONTROL LEAD	148,267.19	-	-	107,377.26	-
		GENERATION SUPERVISOR	188,944.19	-	-	74,897.35	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	119,052.82	14,583.87	-	12,555.49	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	148,591.05	-	-	47,653.68	146.81
		ELEC OPS MACHINIST/WELDER	114,918.00	-	-	48,395.15	-
		SAFETY RISK DIRECTOR	117,765.72	-	-	-	-
		GAS ENG ESTIMATOR/SCHEDULER	132,587.73	-	-	4,558.17	453.86
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	149,772.97	29,217.58	-	127,178.04	163.72
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	195,300.00	-	-	500.00	662.75
		GAS OPS OPERATOR	126,635.55	-	-	42,243.25	-
		OPERATIONS TECHNICIAN	174,354.40	-	-	9,927.23	-
		ELEC OPS ENGINEER	130,500.00	13,712.56	-	6,476.82	6,169.55
		GAS ENG SENIOR BUSINESS REP	141,652.20	-	-	25,861.73	842.93
		OPERATIONS SUPERVISOR	139,009.28	17,073.66	-	24,866.48	321.06
		SHARED SVS LAND PLANNER	142,358.00	15,056.92	-	2,629.06	3,632.09
		IT SUPERVISOR	129,273.86	14,121.12	-	-	-
		GAS OPS MANAGER/SR MANAGER	207,473.94	35,076.84	-	-	2,332.48
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	164,915.26	27,860.11	-	307.64	53.20
		SAFETY RISK SUPERVISOR	185,456.52	21,575.83	-	44,215.29	118.21
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,781.68	-	-	44,653.80	250.00
		IT ANALYST/SPECIALIST SR/EX/PRN	124,936.54	13,833.41	-	1,875.00	-
		GAS OPS SUPERVISOR	110,298.87	11,099.88	-	14,408.47	955.50
		FINANCE SUPERVISOR	136,170.00	13,792.03	-	-	912.00
		GENERATION MANAGER	228,769.18	29,667.11	-	46,284.00	63.33
		ELEC OPS LINEMAN	135,497.28	-	-	237,846.43	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	120,690.00	-	-	104,661.89	-
		GENERATION ELECTRICIAN	138,620.82	-	-	104,437.73	-
		ENT HEALTH & SAFETY DIRECTOR/SR DIRECTOR/CHIEF	161,398.22	17,302.75	-	-	10,217.20
		HR ECO EA/SR EA/INSTRCT/SRV MECHANIC	131,201.46	16,069.92	-	6,055.49	535.96
		OPERATIONS SUPERVISOR	137,091.48	-	-	1,500.00	1,945.31
		GENERATION SUPERVISOR	176,716.58	23,853.25	-	72,501.22	-
		ELEC OPS LINEMAN	142,558.45	-	-	143,742.41	-
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EX/PRN	148,799.96	21,448.75	-	-	-
		ELEC OPS FOREMAN	142,639.41	-	-	239,508.28	-
		GAS OPS MECHANIC/WELDER	142,430.58	-	-	95,304.75	1,388.60
		IT TECHNICIAN	121,296.67	-	-	12,463.05	186.33
		ELEC OPS SUPERVISOR	149,514.13	14,045.89	-	1,287.08	2,577.69
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	29,849.40	-	-	34,652.87	-
		OPERATIONS MANGER/SR MANAGER	199,287.84	33,761.04	-	-	15,527.05
		ENG PLNG & STRAT SUPERVISOR/LIAISON	156,177.16	20,086.27	-	-	2,434.76
		GENERATION ADMINSTR/LICENSING/ARMORER SR EX AST	124,094.87	17,102.48	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,084.45	-	-	143,925.84	-
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	155,022.30	18,432.36	-	6,041.19	151.62
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	26,604.90	-	-	45,759.00	-
		GAS ENG ENGINEER	148,693.90	-	-	66,442.78	1,031.98
		GENERATION OPERATOR	144,340.52	-	-	166,866.47	273.10



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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	135,141.50	14,202.10	-	-	1,016.91
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	67,987.92	30,032.32	-	13,241.66	935.10
		ELEC OPS ENGINEER	183,600.00	20,256.01	-	4,901.78	4,400.66
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	146,654.90	-	-	69,890.07	-
		GENERATION FIRE CAPTAIN	118,283.68	-	-	41,914.73	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	145,112.50	15,428.06	-	-	-
		ELEC OPS MANAGER/SR MANAGER	205,238.32	34,590.58	-	3,000.00	5,069.32
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	136,733.48	14,721.93	-	700.00	1,771.51
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	67,985.67	18,260.92	-	59,978.58	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	165,386.42	-	-	99,095.04	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	150,000.00	-	-	25,003.09	34,128.80
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	123,898.02	13,480.86	-	1,226.76	413.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,273.35	-	-	62,629.17	-
		GAS OPS SUPERVISOR	145,210.36	19,250.98	-	2,135.38	4,658.04
		ELEC OPS CREW LEAD/LEADER	138,714.38	-	-	19,717.84	-
		ELEC OPS ELECTRICIAN	5,095.20	-	-	1,385.32	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	52,694.40	-	-	57,989.97	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	126,987.85	-	-	27,293.76	-
		OPERATIONS MANGER/SR MANAGER	143,241.95	19,835.24	-	2,500.00	15,824.83
		GAS OPS CONST/PRGM/PRJCT MANAGER	161,666.63	17,820.65	-	1,500.00	4,861.52
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,093.70	-	-	291,755.38	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	113,202.41	-	-	16,555.92	-
		IT SUPERVISOR	156,927.14	17,038.26	-	-	1,186.81
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	246,242.46	55,486.52	432,828.27	-	1,191.66
		IT ARCHITECH EXP/PRN	199,191.92	33,623.96	-	2,000.00	571.75
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,347.74	-	-	84,150.01	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,589.02	-	-	127,086.70	-
		ELEC OPS OPERATOR	130,817.06	-	-	36,469.41	-
		GAS OPS INVESTIGATOR	125,979.58	14,170.62	-	1,479.42	224.80
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	171,649.35	16,033.23	-	10,580.92	5,745.68
		GAS ENG ESTIMATOR/SCHEDULER	128,983.19	-	-	29,144.63	1,869.28
		GAS OPS FOREMAN/LEADER/CREW LEADER	46,043.20	-	-	87,946.64	-
		GAS ENG ENGINEER	114,452.12	14,429.05	-	686.28	1,316.13
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	173,937.50	31,798.80	-	-	1,297.40
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	26,035.22	14,047.90	-	4,433.29	214.38
		ELEC OPS OPERATOR	69,560.79	-	-	33,354.54	-
		HR ECO INVSTGTR/CNTCT ADMIN SR/EX/PRN	124,044.55	16,340.09	-	-	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	111,540.13	10,473.52	-	9,720.50	10,793.42
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	106,798.46	-	-	12,821.48	388.32
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	187,578.10	32,800.13	-	2,500.00	3,776.52
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,814.40	15,864.56	-	-	490.00
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	138,809.12	14,143.37	-	278.52	1,934.72
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,057.32	-	-	128,461.25	100.88
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	119,763.94	-	-	82,970.17	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	157,825.41	23,756.82	-	51,713.54	-
		ELEC OPS WORKING LEADER	139,848.88	-	-	30,097.01	-
		ELEC OPS ELECTRICIAN	107,348.28	-	-	18,614.24	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.20	-	-	81,027.66	727.73
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	174,195.76	20,548.74	-	-	-
		ELEC OPS MANAGER/SR MANAGER	187,322.96	33,081.50	-	25,700.00	12,673.69
		ELEC OPS FOREMAN	148,057.82	-	-	248,609.35	26.40
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	138,080.82	15,307.77	-	10,083.22	311.13
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	174,204.12	21,243.97	-	10,181.69	1,186.79
		ELEC OPS SUPERVISOR	171,395.14	20,970.21	-	58,529.36	1,710.87
		ELEC ENG TECHNICIAN	171,601.20	-	-	56,661.40	1,233.75
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	88,464.42	9,991.07	-	-	-
		ELEC OPS ENGINEER	162,660.00	17,945.67	-	7,472.60	2,479.95
		GAS OPS MECHANIC/WELDER	131,914.41	-	-	38,601.59	354.61
		ELEC OPS OPERATOR	130,367.67	-	-	103,584.22	6,403.77
		ELEC OPS SUPERVISOR	180,851.51	25,124.07	-	50,998.60	-
		GENERATION SUPERVISOR	169,126.46	22,810.79	-	72,821.13	-
		ELEC OPS ENGINEER	162,660.00	17,838.30	-	6,907.90	2,752.69
		GAS ENG TECHNICIAN	51,485.88	-	-	-	-
		GAS ENG ENGINEER	19,283.82	-	-	37,428.11	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	57,013.32	-	-	79.20	-
		IT MANAGER/SR MANAGER	189,959.04	30,695.90	-	2,000.00	1,021.09

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		OPERATIONS ANALYST/SPEC/CONSLT/COOR	133,238.16	20,656.62	-	59,882.18	5,798.58
		ELEC ENG ESTIMATOR	128,348.64	-	-	28,760.30	515.98
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	139,469.16	15,178.43	-	4,050.78	2,434.39
		HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	139,167.26	12,070.35	-	130.00	4,697.75
		IT ENGINEER SR/EX/PRN	124,566.63	-	-	1,750.00	2,344.03
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	166,855.69	31,228.45	-	1,000.00	595.00
		GAS ENG ESTIMATOR/SCHEDULER	137,718.99	-	-	57,407.14	594.55
		GENERATION TECHNICIAN	144,838.20	-	-	126,015.87	-
		OPERATIONS MANGER/SR MANAGER	196,116.04	32,665.19	-	38,026.40	19,680.26
		GENERATION TECHNICIAN	145,026.96	-	-	89,762.30	1,946.65
		ELEC OPS INSPECTOR/LEAD INSPECTOR	104,724.66	11,239.47	-	45,756.69	11,024.98
		GAS OPS FOREMAN/LEADER/CREW LEADER	19,232.50	-	-	107,649.21	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	149,000.04	15,727.59	-	-	536.78
		GENERATION ENGINEER	183,600.00	20,256.01	-	10,194.73	-
		ELEC OPS ESTIMATOR	147,918.43	-	-	54,084.65	2,906.49
		ELEC OPS CREW LEAD/LEADER	169,830.29	-	-	251,718.23	1,208.77
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,227.53	-	-	27,729.48	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	96,372.00	24,578.42	-	34,499.06	4,767.56
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	154,738.00	16,195.84	-	11,513.81	2,013.65
		ELEC OPS LINEMAN/LINEMAN	41,969.93	-	-	116,212.41	4,529.77
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	177,020.12	30,134.96	-	1,000.00	-
		ELEC OPS SUPERVISOR	163,223.32	23,826.62	-	9,764.62	16,100.55
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	155,939.30	17,400.29	-	-	-
		SHARED SVS CONT/PRGM/PROJ MANAGER	198,468.00	21,896.05	-	7,338.90	677.56
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,538.84	-	-	52,413.83	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	155,118.00	27,152.50	-	9,552.30	3,582.24
		IT ENGINEER SR/EX/PRN	125,931.90	14,187.85	-	-	-
		ELEC OPS LINEMAN/LINEMAN	140,437.97	-	-	124,830.26	1,025.90
		OPERATIONS INSPECTOR/LEAD INSPECTOR	136,019.20	-	-	232,298.93	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	159,114.64	27,564.68	-	1,650.00	1,699.80
		GENERATION MANAGER	208,284.18	34,973.91	-	10,000.00	22,962.41
		GAS OPS SUPERVISOR	144,365.22	19,348.13	-	14,660.22	3,697.91
		GAS OPS MANAGER/SR MANAGER	185,331.30	33,506.46	-	1,858.96	8,096.93
		GAS OPS CONST/PRGM/PRJCT MANAGER	165,765.00	22,511.32	-	-	5,686.28
		GAS ENG SUPERVISOR	211,152.24	27,001.65	-	-	1,294.36
		ELEC OPS SUPERVISOR	156,160.80	16,200.94	-	12,660.48	2,653.35
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	220,827.66	51,580.34	82,622.14	8,500.00	3,139.90
		GENERATION SUPERVISOR	78,423.91	-	-	52,120.33	-
		GEN CNSL & ETHICS COMP ASTN CORP SEC/CHIEF/SR EX AST	182,127.98	31,256.58	-	800.00	698.77
		GAS ENG ENGINEER	151,150.67	-	-	13,800.07	2,883.24
		GAS OPS TECHNICIAN	142,966.30	-	-	91,084.78	1,173.10
		ELEC OPS SUPERVISOR	197,045.26	24,607.89	-	18,021.34	2,939.22
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	130,858.18	-	-	33,258.32	1,475.20
		ELEC OPS FOREMAN	158,840.05	-	-	136,691.45	324.88
		SHARED SVS LAND AGENT/CONSLT	134,955.15	-	-	1,929.91	2,404.71
		GAS OPS SUPERVISOR	136,729.98	18,017.04	-	25,607.78	1,571.90
		ELEC ENG ENGINEER	198,468.00	21,896.05	-	9,599.18	2,011.81
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	126,955.86	14,300.84	-	1,533.04	2,557.10
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	159,888.36	19,959.68	-	1,058.54	5,427.63
		GAS OPS SUPERVISOR	154,170.80	18,786.66	-	18,239.68	3,301.48
		IT TECHNICIAN	128,297.63	-	-	64,243.13	3,524.81
		ELEC ENG ENGINEER	202,850.70	22,495.61	-	13,375.99	4,122.91
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	162,980.36	18,954.93	-	1,000.00	-
		ELEC ENG ENGINEER	121,024.71	-	-	25,392.49	-
		ELEC OPS LINEMAN/LINEMAN	62,575.90	-	-	63,566.26	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	127,833.20	-	-	44,797.85	-
		ELEC OPS MANAGER/SR MANAGER	192,916.90	35,449.28	30,486.33	18,250.00	14,185.84
		IT SUPERVISOR	175,900.74	24,753.28	-	50.00	1,771.50
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	83,626.10	-	-	89,659.84	166.37
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,279.85	-	-	99,774.01	641.90
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	184,889.52	20,711.23	-	500.00	1,519.34
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	160,455.16	25,341.41	-	-	4,388.77
		GAS OPS MECHANIC/WELDER	123,546.83	-	-	13,052.76	-
		ELEC OPS LINEMAN/LINEMAN	95,357.60	-	-	89,689.46	-
		FINANCE DIRECTOR	193,782.76	29,474.07	25,678.45	-	5,703.09
		ELEC OPS EX AST/SR EX AST/ENG AST	-	-	-	-	-

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		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	158,242.16	17,915.23	-	1,575.06	1,377.29
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	152,944.38	-	-	45,958.67	-
		ELEC ENG SUPERVISOR	209,971.00	31,229.40	-	9,040.19	4,843.49
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	137,064.74	15,451.58	-	16,067.20	10,602.60
		GENERATION SUPERVISOR	128,041.84	16,586.11	-	41,635.65	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	133,614.02	-	-	44,211.07	-
		SHARED SVS LAND TECH/LEAD LAND TECH	132,885.61	-	-	3,034.16	510.24
		GAS OPS MANAGER/SR MANAGER	179,954.64	24,702.01	-	5,500.00	18,162.80
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	130,482.98	14,444.22	-	2,382.86	2,746.19
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,582.23	-	-	151,009.40	-
		GENERATION SUPERVISOR	69,102.96	-	-	-	-
		ELEC ENG TECHNICIAN	150,707.60	-	-	25,095.50	-
		OPERATIONS SUPERVISOR	145,810.47	19,969.72	-	67,779.28	9,973.24
		ELEC OPS LINEWORKER/LINEMAN	55,431.73	-	-	115,294.23	-
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	128,585.88	14,390.86	-	-	102.47
		IT PROJECT PROGRAM MANGER SR/EX/PRN/CHIEF	176,782.74	19,684.17	-	-	2,724.17
		IT SUPERVISOR	166,525.70	21,637.20	-	1,777.96	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	130,410.36	12,414.32	-	51,576.52	56,131.50
		ELEC ENG ESTIMATOR	126,801.62	-	-	18,734.84	82.98
		ELEC OPS LINEWORKER/LINEMAN	123,100.24	-	-	174,033.21	4,442.44
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,420.54	-	-	153,156.27	-
		GENERATION SUPERVISOR	174,392.53	25,128.76	-	45,031.67	1,128.08
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	122,863.36	-	-	30,096.32	261.28
		GAS OPS FOREMAN/LEADER/CREW LEADER	156,610.10	-	-	53,145.11	-
		ELEC OPS MANAGER/SR MANAGER	201,417.30	34,052.88	-	17,300.00	20,291.49
		GAS OPS PRGM/PROJ MANAGER	174,719.10	19,389.54	-	1,298.68	4,489.51
		ELEC OPS LINEWORKER/LINEMAN	132,031.97	-	-	139,247.22	24.46
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	161,072.30	18,242.72	-	12,066.32	500.36
		GAS OPS DISPATCHER	124,041.88	-	-	120,395.86	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,052.60	-	-	43,574.79	-
		ELEC OPS LINEWORKER/LINEMAN	27,782.75	-	-	73,694.19	305.28
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	162,071.26	16,227.92	-	1,423.04	4,562.27
		ELEC ENG MANAGER/SR MANAGER	190,520.64	33,728.65	23,368.17	9,600.00	21,019.30
		ELEC OPS CREW LEAD/LEADER	141,087.17	-	-	11,265.40	334.70
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,827.45	-	-	57,388.57	-
		ELEC OPS SUPERVISOR	154,687.50	21,512.46	-	9,504.74	3,274.12
		ELEC OPS LINEWORKER/LINEMAN	137,111.51	-	-	153,684.23	268.56
		ELEC OPS LINEWORKER/LINEMAN	139,859.56	-	-	98,487.41	-
		ELEC OPS WORKING LEADER	133,367.24	-	-	8,818.43	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	141,838.98	9,068.14	-	3,809.06	1,207.26
		ELEC OPS TECHNICIAN	129,760.50	-	-	89,860.45	-
		GAS OPS SUPERVISOR	63,214.78	16,700.73	-	32,196.53	473.76
		ELEC ENG ENGINEER	117,586.26	-	-	3,640.07	35.00
		SHARED SVS SCIENTIST/TECHNICIAN	178,512.00	18,032.57	-	5,333.54	1,632.91
		ELEC OPS LINEWORKER/LINEMAN	54,317.95	-	-	69,871.68	937.65
		GAS ENG TECHNICIAN	121,652.56	-	-	182.57	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	132,045.25	-	-	131,940.59	40.70
		ELEC OPS FOREMAN	148,631.91	-	-	88,311.89	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	145,846.65	-	-	129,519.29	462.10
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,713.44	-	-	28,194.27	-
		GAS ENG ENGINEER	153,493.93	-	-	7,730.33	1,873.41
		GAS ENG ENGINEER	148,678.00	15,714.08	-	140.67	-
		ELEC OPS LINEWORKER/LINEMAN	121,762.89	-	-	93,355.21	684.81
		OPERATIONS ENGINEER/ELECTRICIAN	127,432.47	-	-	47,162.38	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,550.56	-	-	120,655.25	-
		GAS ENG ENGINEER	164,480.55	-	-	75,297.09	549.70
		GAS ENG PRGM/PROJ MANAGER	143,737.26	20,418.71	-	1,000.00	2,182.43
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	136,126.42	18,352.98	-	21,120.60	2,482.75
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,679.08	17,605.17	-	13,900.00	2,940.93
		ELEC OPS SYSTEM OPERATOR/LEAD	75,183.32	-	-	515,872.65	45.20
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	31,818.18	-	-	-	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	196,266.66	35,058.12	-	919.95	7,340.38
		ELEC ENG ENGINEER	150,281.33	-	-	73,077.28	-
		GAS ENG ENGINEER	162,660.00	19,232.67	-	14,214.04	-
		ELEC ENG ENGINEER	144,678.00	15,201.96	-	400.00	1,083.52
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,621.92	-	-	25,528.44	-

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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	159,001.32	17,567.27	-	21,156.67	2,193.60
		ELEC ENG SUPERVISOR	169,455.40	20,576.05	-	58,772.31	388.25
		ELEC OPS LINEWORKER/LINEMAN	88,749.39	-	-	50,280.03	-
		ENG PLNG & STRAT SUPERVISOR/LIAISON	144,016.72	18,490.23	-	1,500.00	504.00
		ELEC OPS OPERATOR	132,362.79	-	-	56,246.18	1,455.12
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COORD/EXP/PRN	107,450.20	15,969.78	-	46,961.88	4,038.21
		GENERATION SUPERVISOR	101,981.50	22,713.72	-	5,144.85	-
		CUSTOMER & COMMS REP/SPEC/CONSULT/EXP/PRN	150,559.88	18,687.91	-	11,994.34	1,618.78
		ELEC OPS LINEWORKER/LINEMAN	127,812.68	-	-	199,970.16	213.46
		OPERATIONS INSPECTOR/LEAD INSPECTOR	132,531.79	-	-	40,536.61	-
		GAS OPS ENGINEER	129,370.70	-	-	11,816.89	621.60
		ELEC OPS SUPERVISOR	143,764.64	16,691.74	-	87,656.53	3,630.11
		CUSTOMER & COMMS MANAGER/SR MANAGER	141,632.40	24,715.12	-	200.00	1,349.64
		ELEC OPS LINEWORKER/LINEMAN	23,577.76	-	-	38,908.57	271.27
		GAS OPS COORD/REP/STRAT SR/EXP/PRN	138,908.06	-	-	26,242.88	117.90
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,979.40	15,378.15	-	-	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	127,282.08	-	-	18,937.93	290.82
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	158,968.14	17,910.21	-	9,611.25	150.00
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	237,452.96	53,398.08	93,691.22	4,641.43	17,647.67
		CUSTOMER & COMMS SUPERVISOR	153,083.76	20,187.75	-	574.40	772.09
		HR ECO LABOR NEGOTIATOR/PNR	176,453.48	29,966.20	13,814.85	6,500.00	4,958.37
		GAS OPS SUPERVISOR	143,226.57	-	-	29,755.97	450.60
		GAS OPS FOREMAN/LEADER/CREW LEADER	112,960.70	-	-	33,687.00	-
		ELEC OPS CREW LEAD/LEADER	131,252.94	-	-	138,833.98	-
		GAS OPS TECHNICIAN	106,878.75	-	-	39,366.37	-
		ELEC OPS ELECTRICIAN	106,801.78	-	-	21,579.56	65.50
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSULT/SPEC/EXP/PRN	45,500.00	-	-	15,300.00	35.00
		OPERATIONS ANALYST/SPEC/CONSULT/COORD	140,149.11	15,579.77	-	-	750.33
		GENERATION ELECTRICIAN	135,361.13	-	-	103,321.11	80.00
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COORD/EXP/PRN	150,538.94	20,757.96	-	24,900.33	-
		GENERATION MANAGER	226,283.90	38,194.94	-	17,711.20	7,428.63
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	82,285.86	-	-	56,492.21	167.03
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	180,571.84	29,918.03	-	-	70.00
		ENG PLNG & STRAT ANALYST/SPEC/SR/AST SR/EXP/PRN	183,159.80	29,932.97	18,981.76	100.00	380.40
		SHARED SVS ANALYST/COORD/CONSULT/SPEC	173,743.62	29,529.38	-	-	89.08
		ELEC OPS SUPERVISOR	181,955.48	26,676.98	-	56,411.15	4,346.49
		GENERATION SUPERVISOR	150,246.46	20,337.41	-	-	3,439.29
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	120,703.21	11,995.92	-	509.00	210.00
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	221,412.26	38,905.57	25,678.45	7,200.00	9,751.41
		GAS ENG ESTIMATOR/SCHEDULER	136,512.59	-	-	443.15	626.33
		ELEC ENG ENGINEER	210,552.00	23,229.78	-	13,098.23	2,171.65
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR/EXP/PRN	182,892.85	28,639.63	-	500.00	4,804.28
		GAS OPS SUPERVISOR	121,834.53	13,073.42	-	20,140.86	16,507.75
		GENERATION ENGINEER	197,922.00	21,742.70	-	25,821.16	2,526.49
		CORP AFFAIRS PRG/CASE MANAGER/EXP/PRN	203,575.94	36,670.86	-	700.00	720.00
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	43,977.14	-	-	12,000.00	175.75
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	139,860.90	15,254.07	-	1,041.36	535.98
		ELEC OPS CREW LEAD/LEADER	155,161.51	-	-	350,612.52	162.48
		IT SUPERVISOR	158,835.58	21,368.64	-	-	871.25
		ELEC OPS SUPERVISOR	158,080.36	20,312.00	-	2,879.00	-
		ELEC OPS OPERATOR	128,067.92	-	-	33,486.28	-
		ELEC OPS SYSTEM OPERATOR/LEAD	125,455.87	-	-	146,153.64	148.69
		GAS OPS SUPERVISOR	157,212.16	20,379.01	-	62,607.34	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PR/CHF	197,637.52	34,622.71	-	-	336.00
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	134,298.56	14,869.98	-	750.00	385.00
		GENERATION OPERATOR	141,700.08	-	-	157,507.10	6,540.63
		ELEC OPS ENGINEER	141,528.00	-	-	133,053.73	-
		ELEC OPS ELECTRICIAN	129,081.30	-	-	130,128.47	-
		ELEC OPS SUPERVISOR	173,374.26	23,418.70	-	68,407.40	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	157,615.54	-	-	126,299.69	-
		OPERATIONS CONST/NOTF/PRGRM/PRCT MANAGER	166,250.04	14,393.70	-	2,500.00	4,393.00
		ELEC OPS FOREMAN	138,652.34	-	-	79,724.16	-
		IT DIRECTOR/SR DIRECTOR	233,049.54	50,985.94	60,691.68	1,924.75	7,367.47
		ELEC OPS ENGINEER	198,468.00	21,661.66	-	4,031.08	4,061.35
		ELEC OPS SUPERVISOR	125,398.67	13,113.45	-	50,049.62	5,586.58
		ELEC OPS CREW LEAD/LEADER	73,975.88	-	-	114,366.15	-

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		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,147.15	-	-	151,001.13	2,246.17
		ELEC OPS LINEWORKER/LINEMAN	133,436.56	-	-	103,915.45	2,830.33
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	20,965.91	-	-	5,000.00	327.80
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	199,846.36	26,936.30	-	39,741.86	2,610.95
		GAS OPS MANAGER/SR MANAGER	195,328.52	32,977.52	-	850.00	154.94
		ELEC OPS MANAGER/SR MANAGER	192,732.20	31,673.34	44,301.18	-	5,471.79
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	150,538.60	16,960.87	-	1,500.00	455.15
		GAS OPS SUPERVISOR	105,652.06	21,600.58	-	53,389.62	-
		SHARED SVS BIOLOGIST	132,298.00	13,900.51	-	1,150.65	1,924.63
		ELEC ENG ENGINEER	90,180.47	13,603.84	-	53,182.65	1,679.59
		ELEC OPS SUPERVISOR	135,773.21	16,714.08	-	61,205.45	442.00
		GAS OPS MANAGER/SR MANAGER	182,006.04	32,873.15	-	1,500.00	19,137.01
		SHARED SVS LAND AGENT/CONSLT	119,325.34	-	-	783.00	941.53
		GAS OPS FOREMAN/LEADER/CREW LEADER	158,424.60	-	-	88,746.13	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	24,658.20	-	-	28,447.48	-
		GAS OPS ENGINEER	133,134.81	-	-	83,865.42	55.68
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,841.80	-	-	8,037.72	70.09
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	118,870.14	-	-	2,772.60	231.04
		GENERATION SUPERVISOR	199,075.78	20,669.52	-	78,546.10	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	162,961.00	11,253.33	-	-	5,278.54
		ELEC OPS SUPERVISOR	155,915.12	20,886.68	-	11,676.28	1,123.56
		FINANCE DIRECTOR	211,025.88	34,265.66	23,368.17	-	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	127,804.16	-	-	30,718.72	459.82
		GENERATION CREW LEADER/CONTROL LEAD	153,448.08	-	-	159,018.34	-
		GAS OPS TECHNICIAN	129,018.84	-	-	22,440.80	-
		ELEC ENG ENGINEER	148,526.74	-	-	8,418.12	-
		ELEC OPS LINEWORKER/LINEMAN	187,048.64	-	-	255,709.40	154.58
		OPERATIONS SUPERVISOR	164,885.08	21,979.76	-	-	754.45
		GAS OPS INSPECTOR/LEAD INSPECTOR	126,704.25	-	-	65,968.97	51.47
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	151,699.96	25,929.60	-	700.00	4,063.88
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	133,249.96	14,728.48	-	9,273.48	25,709.70
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,924.90	14,688.21	-	-	-
		GAS OPS OPERATOR	132,477.60	-	-	19,455.26	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PRN/CHF	184,594.80	32,337.87	-	-	20,303.69
		GAS ENG ENGINEER	202,879.84	27,938.56	-	-	4,748.22
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	136,744.83	-	-	109,679.12	9,373.73
		ELEC OPS CREW LEAD/LEADER	161,113.14	-	-	63,612.00	-
		ELEC OPS LINEWORKER/LINEMAN	56,408.42	-	-	65,977.41	359.76
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	54,055.68	-	-	1,766.16	-
		GAS OPS MECHANIC/WELDER	125,410.24	-	-	32,275.32	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	148,783.20	-	-	87,098.37	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	223,134.86	41,839.36	39,696.23	4,800.00	1,668.44
		ELEC OPS SUPERVISOR	175,899.26	23,781.53	-	71,538.24	821.48
		ELEC OPS SUPERVISOR	160,329.10	22,995.96	15,892.60	93,046.71	-
		GAS OPS SUPERVISOR	139,717.54	18,644.70	-	6,444.60	1,429.29
		SHARED SVS DIRECTOR/SR DIRECTOR	235,954.40	54,981.47	437,119.33	3,847.32	3,203.29
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	136,027.64	15,658.07	-	2,353.00	1,643.71
		SHARED SVS MANAGER/SR MANAGER	213,999.96	48,908.51	32,656.12	19,318.96	2,318.99
		SHARED SVS LAND PLANNER	154,084.00	16,243.52	-	3,891.79	1,045.00
		OPERATIONS SUPERVISOR	153,079.62	20,682.13	-	5,358.56	7,911.29
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,481.24	16,137.83	-	2,928.63	-
		GEN CNSL & ETHICS COMP ASTN CORP SEC/CHIEF/SR EX AST	37,426.19	29,800.43	-	22,574.10	610.75
		GEN CNSL & ETHICS COMP SUPERVISOR	138,196.26	17,828.90	-	100.00	324.35
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	126,849.05	16,810.46	-	47,793.63	1,278.28
		GAS ENG ENGINEER	144,498.68	-	-	21,257.58	441.43
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	124,684.00	-	-	-	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	156,250.14	27,816.57	-	1,000.00	2,633.88
		GAS OPS ENGINEER	189,503.54	21,393.93	-	11,422.97	13,960.93
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,868.16	-	-	105,820.06	-
		GAS OPS MECHANIC/WELDER	109,947.05	-	-	12,652.04	973.34
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	166,320.00	28,112.55	-	3,400.00	961.54
		IT ENGINEER SR/EXP/PRN	117,901.50	-	-	5,512.26	2,001.19
		GAS OPS PLANNER SR/EXP/PRN	169,739.84	29,453.95	-	5,100.00	-
		GENERATION PLANNER	166,512.79	-	-	102,007.70	-
		GAS OPS SUPERVISOR	136,604.06	15,096.49	-	4,762.37	8,427.38
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	192,732.00	22,781.61	-	4,757.52	783.87

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		GAS OPS MECHANIC/WELDER	127,420.52	-	-	12,141.66	-
		GAS OPS TECHNICIAN	106,088.76	-	-	26,578.02	-
		FINANCE PROJ/PROM MANAGER/ASSOC EXP/PRN	146,379.56	14,762.82	-	1,500.00	790.14
		ELEC OPS SUPERVISOR	167,351.44	23,672.37	-	33,374.30	-
		IT MANAGER/SR MANAGER	148,839.42	25,063.04	-	1,500.00	3,682.26
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,130.77	-	-	140,449.86	1,482.35
		ELEC OPS LINEWORKER/LINEMAN	170,289.12	-	-	201,799.68	-
		SHARED SVS LAND TECH/LEAD LAND TECH	130,886.24	-	-	45,864.11	12,539.95
		GAS ENG ENGINEER	157,271.28	17,692.99	-	11,400.98	1,538.86
		ELEC OPS EX AST/SR EX AST/ENG AST	143,996.50	18,252.23	-	4,029.33	1,087.50
		ELEC OPS SUPERVISOR	179,137.82	24,317.62	-	63,318.75	-
		ELEC OPS LINEWORKER/LINEMAN	103,945.66	-	-	47,401.64	109.56
		GAS OPS OPERATOR	129,832.26	-	-	17,881.24	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	147,330.58	-	-	96,959.75	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	140,429.10	16,002.07	-	3,500.00	800.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	134,094.90	15,102.09	-	1,100.00	527.65
		ELEC OPS ENGINEER	183,600.00	21,702.87	-	14,988.29	2,283.41
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	150,068.50	16,901.08	-	1,000.00	3,189.97
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,888.00	24,369.80	-	69,229.70	1,245.40
		GAS ENG SUPERVISOR	148,414.12	19,857.10	-	-	610.26
		SHARED SVS LAND PLANNER	125,928.00	13,204.32	-	610.23	2,156.60
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,633.84	-	-	133,443.50	-
		ELEC OPS MANAGER/SR MANAGER	218,805.50	36,963.54	-	-	4,799.03
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,870.20	-	-	167,850.92	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	177,755.40	20,075.53	-	687.52	14.99
		SHARED SVS CONT/PGRM/PROJ MANAGER	208,709.64	36,538.21	39,774.28	2,029.76	8,937.52
		IT SERVICE MNGR/ADMINSTRTR	148,853.59	17,060.90	-	7,571.53	-
		GAS OPS FITTER	128,873.14	-	-	13,058.56	283.63
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	157,404.00	16,662.75	-	28,834.99	4,843.14
		ELEC OPS TECHNICIAN	156,716.86	-	-	74,698.88	-
		ELEC OPS CREW LEAD/LEADER	136,434.80	-	-	79,974.84	-
		IT SUPERVISOR	169,457.32	21,763.94	-	5,773.84	537.40
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	152,947.09	25,057.86	-	-	466.84
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,786.32	-	-	141,193.82	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	223,729.26	50,272.57	423,841.61	-	8,522.24
		GAS ENG PRGM/PROJ MANAGER	131,105.70	14,146.29	-	-	-
		ELEC OPS SUPERVISOR	167,256.24	22,930.15	-	75,617.20	3,093.84
		ELEC OPS ELECTRICIAN	126,258.27	-	-	92,937.08	-
		SHARED SVS LAND TECH/LEAD LAND TECH	128,568.26	-	-	10,342.40	555.00
		GENERATION TECHNICIAN	140,720.69	-	-	71,003.10	-
		ELEC OPS LINEWORKER/LINEMAN	52,754.50	-	-	95,366.74	-
		ELEC OPS ENGINEER	140,794.44	-	-	41,240.95	1,362.74
		ELEC OPS FOREMAN	138,618.31	-	-	321,110.81	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	116,552.70	-	-	54,026.88	250.00
		GAS OPS STATION OPERATOR	87,156.88	-	-	50,177.99	-
		ELEC OPS CREW LEAD/LEADER	139,293.28	-	-	181,646.70	-
		ELEC OPS FOREMAN	147,897.63	-	-	178,510.15	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,609.06	-	-	119,809.94	-
		FINANCE MANAGER/SR MANAGER	174,205.33	27,794.60	-	50.00	315.00
		GAS ENG ENGINEER	134,385.00	14,582.25	-	50.00	1,250.75
		GAS OPS CONST/PRGM/PRJCT MANAGER	160,972.72	19,171.22	-	11,018.07	1,213.79
		GAS OPS STATION OPERATOR	22,404.19	-	-	46.42	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	150,460.03	17,046.96	-	11,600.22	12,199.56
		GAS OPS TECHNICIAN	88,015.74	-	-	15,648.72	-
		OPERATIONS MANGER/SR MANAGER	183,040.00	28,470.00	16,109.52	-	5,725.37
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	181,945.36	32,260.89	-	337.24	490.49
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	175,820.98	20,616.04	-	1,715.33	-
		ELEC ENG ENGINEER	214,488.00	23,663.83	-	5,095.25	866.95
		SHARED SVS MANAGER/SR MANAGER	180,000.00	34,365.89	-	-	11,497.60
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,332.15	-	-	109,586.69	3,733.25
		SHARED SVS SCIENTIST/TECHNICIAN	112,568.36	-	-	80,386.68	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	125,039.39	-	-	55,292.62	83.84
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	163,863.86	18,506.62	-	-	19,814.02
		ELEC OPS FOREMAN	61,673.58	-	-	188,307.17	-
		ELEC ENG ESTIMATOR	137,507.72	-	-	14,607.75	-
		ELEC OPS ELECTRICIAN	131,465.28	-	-	5,601.04	-

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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/LINEMAN	108,980.12	-	-	213,450.21	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	-	-	-	3,439.26	-
		ELEC OPS LINEWORKER/LINEMAN	134,712.29	-	-	123,830.10	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,871.10	18,674.90	-	-	8,478.90
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	129,167.30	14,600.47	-	3,772.44	18,103.72
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	118,764.66	-	-	25,260.67	-
		ELEC OPS LINEWORKER/LINEMAN	174,166.72	-	-	242,206.39	72.06
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,993.08	-	-	175,025.34	-
		ELEC OPS LINEWORKER/LINEMAN	155,616.43	-	-	215,564.21	-
		ELEC OPS LINEWORKER/LINEMAN	179,302.24	-	-	270,819.67	225.96
		ELEC OPS SUPERVISOR	170,519.86	19,544.41	-	65,167.40	-
		ELEC OPS LINEWORKER/LINEMAN	188,518.03	-	-	282,767.72	841.26
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	118,134.78	13,346.49	-	-	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	158,044.98	18,925.03	-	18,797.98	2,915.89
		GAS ENG ESTIMATOR/SCHEDULER	135,312.63	-	-	72,534.16	690.00
		IT PROJECT PROGRAM MANGER SR/EX/PRN/CHIEF	144,219.65	-	-	18.00	717.24
		GAS ENG ESTIMATOR/SCHEDULER	115,785.84	-	-	11,075.77	420.00
		GAS ENG ENGINEER	163,188.74	-	-	137,728.67	1,400.33
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	151,899.11	-	-	52,773.65	3,711.26
		GENERATION ENGINEER	94,782.82	-	-	23,184.68	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,483.97	16,929.86	-	1,875.00	4,124.78
		ELEC OPS MANAGER/SR MANAGER	180,000.00	32,319.81	-	25,500.00	5,842.44
		GAS OPS COOR/REP/STRAT SR/EX/PRN	154,258.80	18,075.80	-	7,528.86	11,616.69
		ELEC OPS WORKING LEADER	130,525.16	-	-	76,061.73	5,571.74
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	151,500.16	17,193.43	-	-	664.83
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	180,102.60	30,354.98	-	2,180.88	7,767.45
		ELEC OPS FOREMAN	151,472.88	-	-	67,203.46	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	156,457.92	17,637.28	-	10,507.83	56.37
		GEN CNSL & ETHICS COMP DIRECTOR/CHIEF	214,232.15	36,752.58	37,713.76	16,218.12	6,484.31
		OPERATIONS SUPERVISOR	160,166.64	21,724.80	-	28,345.50	350.46
		GAS ENG ENGINEER	149,285.68	16,426.06	-	-	593.47
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,787.92	-	-	243,760.92	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,660.18	-	-	251,092.12	36.85
		OPERATIONS TECHNICIAN	126,031.39	-	-	55,059.41	375.09
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	178,422.52	27,713.26	-	-	1,364.57
		GENERATION TECHNICIAN	148,636.48	-	-	75,374.49	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	162,912.00	18,871.82	-	1,907.12	982.25
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	126,460.69	12,427.13	-	750.00	2,310.84
		ELEC OPS FOREMAN	120,083.10	-	-	100,879.86	-
		ELEC OPS LINEWORKER/LINEMAN	139,623.20	-	-	162,867.37	-
		GAS ENG MANAGER/SR MANAGER	187,398.76	31,036.91	-	1,000.00	320.95
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,980.88	-	-	129,717.61	-
		OPERATIONS SUPERVISOR	134,922.54	18,146.40	-	10,808.76	4,772.43
		OPERATIONS SUPERVISOR	174,444.90	23,290.87	-	37,899.17	-
		GAS OPS SUPERVISOR	154,965.74	20,274.75	-	-	1,865.01
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	153,317.65	-	-	47,418.32	424.44
		HR ECO MANAGER/SR MANAGER	179,100.84	29,977.11	11,504.57	7,821.13	474.75
		GAS ENG ENGINEER	145,989.48	-	-	55,832.19	1,152.19
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,588.91	-	-	152,439.54	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,787.20	-	-	32,680.36	102.86
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	180,816.00	20,359.16	-	9,784.56	651.30
		ENG PLNG & STRAT CONST/RELST/DB MNGR EXP/PRN	120,581.89	15,580.15	-	900.00	375.82
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	135,418.67	16,582.67	-	15,933.20	1,084.80
		GAS ENG ESTIMATOR/SCHEDULER	128,628.46	-	-	49,695.46	105.00
		GAS ENG ENGINEER	149,752.16	-	-	133,559.56	70.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	195,086.10	21,933.64	-	24,021.44	-
		ELEC OPS CREW LEAD/LEADER	142,377.93	-	-	62,342.50	-
		GAS ENG ENGINEER	154,270.93	16,935.00	-	697.02	1,645.44
		GAS OPS TECHNICIAN	132,031.92	-	-	94,628.68	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	134,174.81	5,387.01	-	14,685.51	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	516.02	15,971.97	-	3,234.55	-
		GAS OPS ENGINEER	144,564.34	-	-	27,783.35	2,144.38
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	120,456.72	-	-	-	982.80
		GAS OPS OPERATOR	132,715.18	-	-	27,164.20	-
		GAS ENG SENIOR BUSINESS REP	145,573.16	-	-	22,358.04	1,800.98
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	168,007.78	-	-	155,801.65	-

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		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	165,241.56	30,312.78	-	1,600.00	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	138,957.84	16,495.49	-	17,734.12	18,035.31
		ELEC OPS SUPERVISOR	50,371.65	27,790.66	-	44,271.30	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,153.10	-	-	253,818.72	-
		OPERATIONS DATA ENGINEER/SCIENTIST	-	-	-	33,663.01	-
		ELEC OPS ELECTRICIAN	127,974.99	-	-	14,395.08	-
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	163,485.90	18,367.89	-	17,613.72	144.22
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	107,248.56	-	-	15,532.41	1,147.32
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	151,578.18	28,368.19	-	114,593.04	1,497.35
		ELEC OPS WORKING LEADER	134,327.12	-	-	44,742.28	-
		GAS ENG TECHNICIAN	29,187.96	-	-	33.00	-
		GAS ENG TECHNICIAN	119,151.07	-	-	31,099.35	720.00
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	142,283.70	-	-	8,091.75	-
		ELEC OPS CREW LEAD/LEADER	161,178.31	-	-	121,305.54	-
		GAS ENG SUPERVISOR	199,639.90	28,193.76	-	500.00	4,588.66
		GAS OPS ENGINEER	132,915.58	-	-	35,593.33	218.78
		ELEC OPS LINEWORKER/LINEMAN	188,053.76	-	-	145,052.77	-
		ELEC ENG MANAGER/SR MANAGER	178,819.76	24,513.88	-	-	2,271.10
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	188,461.40	31,763.76	-	5,146.00	528.15
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	158,879.10	24,489.62	-	-	470.07
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,474.22	15,937.56	-	-	967.20
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,303.60	27,587.42	-	2,500.00	21,815.65
		GENERATION TECHNICIAN	14,786.70	-	-	22,133.44	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	141,472.65	20,732.62	-	23,243.32	3,812.87
		ENVIRONMENTAL HEALTH & SAFETY SUPERVISOR/REP	146,692.46	18,925.03	-	-	2,052.59
		ELEC OPS CABLE SPLICER/CABLEMAN	152,293.60	-	-	316,104.95	-
		ELEC OPS LINEWORKER/LINEMAN	122,806.44	-	-	79,205.46	-
		ELEC OPS LINEWORKER/LINEMAN	183,155.07	-	-	288,531.45	-
		SHARED SVS PERMIT FACILITATOR	116,956.70	-	-	13,069.44	650.02
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	125,181.48	-	-	4,177.03	420.00
		GAS ENG ENGINEER	137,208.10	14,957.37	-	1,000.00	2,205.96
		ELEC OPS FOREMAN	149,177.85	-	-	60,641.80	-
		SHARED SVS LAND AGENT/CONSLT	134,991.13	-	-	26,951.58	2,225.62
		ELEC ENG ENGINEER	169,942.80	19,154.41	-	2,000.00	3,059.81
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,413.54	-	-	167,892.21	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,617.60	-	-	87,052.20	-
		ELEC ENG ENGINEER	55,140.00	17,614.30	-	5,892.76	971.94
		GAS OPS PRGM/PROJ MANAGER	163,041.75	19,809.51	-	29,876.91	3,072.36
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	136,825.16	14,787.63	-	-	1,860.99
		IT MANAGER/SR MANAGER	100,570.45	-	-	20.00	1,168.58
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	183,600.00	20,288.81	-	453.08	7,065.95
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	175,068.46	30,669.03	-	3,150.00	2,064.49
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,452.10	16,525.79	-	-	455.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,933.96	17,829.43	-	43,903.54	-
		OPERATIONS SUPERVISOR	155,610.31	18,979.03	-	-	-
		GAS ENG ESTIMATOR/SCHEDULER	147,475.81	-	-	67,608.16	310.00
		GAS OPS MANAGER/SR MANAGER	176,420.98	29,337.32	-	-	21,237.75
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	105,606.52	-	-	284,076.20	-
		ELEC OPS SUPERVISOR	173,862.69	-	-	261,682.35	-
		ELEC ENG ENGINEER	120,449.10	-	-	39,223.35	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	107,313.53	-	-	29,835.69	31.44
		ELEC OPS LINEWORKER/LINEMAN	113,788.82	-	-	111,690.18	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	131,449.90	14,486.04	-	-	532.00
		ELEC OPS CREW LEAD/LEADER	162,538.10	-	-	183,812.54	-
		ELEC OPS CREW LEAD/LEADER	20,071.04	-	-	33,079.55	-
		GENERATION TECHNICIAN	25,430.40	-	-	29,757.10	208.55
		ELEC OPS LINEWORKER/LINEMAN	148,022.82	-	-	233,032.08	-
		OPERATIONS DATA ENGINEER/SCIENTIST	211,358.30	34,741.44	-	-	628.64
		SHARED SVS LAND PLANNER	166,920.00	18,415.43	-	2,255.40	594.07
		ELEC OPS CREW LEAD/LEADER	149,059.56	-	-	113,816.99	-
		GAS OPS FITTER	125,105.46	-	-	72,032.83	149.34
		SHARED SVS CONT/PGRM/PROJ MANAGER	122,453.32	12,731.20	-	1,257.60	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,449.20	-	-	36,977.51	-
		SHARED SVS LAND AGENT/CONSLT	164,509.80	18,311.67	-	2,000.00	13,786.09
		ELEC OPS ELECTRICIAN	119,377.02	-	-	57,530.07	469.64
		ELEC OPS ELECTRICIAN	130,221.56	-	-	48,385.28	-



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		GAS OPS CONST/PRGM/PRJCT MANAGER	141,908.57	16,085.80	-	1,645.44	385.00
		GENERATION OPERATOR	144,736.95	-	-	137,347.47	-
		GENERATION TECHNICIAN	16,953.60	-	-	32,918.66	-
		GAS ENG SENIOR BUSINESS REP	129,663.92	-	-	61,049.43	2,540.27
		OPERATIONS MANGER/SR MANAGER	162,734.66	21,678.08	-	4,668.66	6,240.90
		ELEC ENG ESTIMATOR	151,339.57	-	-	85,933.08	3,854.30
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	148,977.22	16,375.45	-	2,994.92	350.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,275.60	13,233.44	-	-	-
		ELEC OPS LINEWORKER/LINEMAN	145,998.63	-	-	111,524.07	-
		GAS OPS SUPERVISOR	143,969.04	-	-	61,177.37	166.63
		SHARED SVS SUPERVISOR/CHIEF/EX AST	163,518.80	19,300.03	-	2,500.00	241.99
		ELEC OPS SUPERVISOR	173,633.30	22,547.80	-	39,037.28	5,058.85
		OPERATIONS SUPERVISOR	130,501.74	13,371.72	-	3,119.73	8,296.66
		ELEC ENG ENGINEER	196,625.19	24,805.76	-	8,320.49	6,253.15
		ENERGY PLCY & PROC PRGM/ASSET MNGR SR/EXP/PRN	201,874.30	37,160.00	32,796.61	4,500.00	2,330.15
		OPERATIONS INSPECTOR/LEAD INSPECTOR	138,447.54	-	-	76,585.84	769.29
		GAS OPS TECHNICIAN	61,840.41	-	-	782.19	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,358.07	-	-	65,850.62	-
		ELEC OPS LINEWORKER/LINEMAN	148,559.09	-	-	121,624.55	-
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	135,364.60	13,454.43	-	-	767.46
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,781.69	-	-	60,214.98	-
		ELEC OPS ELECTRICIAN	135,911.15	-	-	41,400.20	894.08
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	158,021.14	-	-	496,675.29	1,411.83
		GAS ENG SUPERVISOR	205,335.92	27,733.62	-	1,000.00	6,204.20
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,499.93	-	-	229,710.75	-
		GAS OPS TECHNICIAN	133,412.88	-	-	87,602.30	524.02
		GENERATION SUPERVISOR	116,331.00	-	-	51,472.01	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,978.07	-	-	52,429.85	-
		GAS ENG MANAGER/SR MANAGER	203,279.68	35,785.02	-	16,149.31	2,692.61
		GAS OPS TECHNICIAN	134,164.38	-	-	53,866.02	11,211.07
		ELEC OPS LINEWORKER/LINEMAN	162,236.22	-	-	348,151.00	126.61
		GAS OPS MECHANIC/WELDER	83,144.16	-	-	9,308.24	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	152,302.88	-	-	26,809.22	-
		CUSTOMER & COMMS SUPERVISOR	115,054.12	17,959.74	-	16,910.00	2,794.68
		ELEC OPS LINEWORKER/LINEMAN	99,553.55	-	-	86,184.08	-
		SHARED SVS LAND AGENT/CONSLT	149,967.24	16,597.72	-	100.00	5,192.74
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	162,660.00	17,923.69	-	19,071.24	757.19
		ELEC OPS SUPERVISOR	165,693.56	-	-	164,495.07	-
		GAS OPS SUPERVISOR	153,605.40	21,445.44	-	2,497.18	1,016.77
		ELEC OPS ELECTRICIAN	131,378.88	-	-	52,018.33	-
		ELEC OPS BUSINESS LIAISON	132,291.20	-	-	764.32	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,689.14	-	-	115,757.37	275.10
		GAS OPS SUPERVISOR	209,886.32	28,740.85	-	7,756.31	359.11
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	174,999.96	22,747.40	-	-	6,095.01
		OPERATIONS MANGER/SR MANAGER	146,191.66	17,814.63	-	1,239.97	6,238.82
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	228,116.84	51,238.55	431,161.10	50.00	504.58
		OPERATIONS ENGINEER/CREW LEADER	213,686.40	36,795.57	-	17,311.25	1,538.64
		GAS OPS OPERATOR	122,026.07	-	-	109,488.35	-
		SHARED SVS LAND PLANNER	141,561.43	14,567.89	-	1,171.23	1,901.11
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,816.12	14,180.84	-	1,500.00	-
		ELEC OPS LINEWORKER/LINEMAN	140,736.29	-	-	148,909.76	54.02
		GAS ENG SUPERVISOR	151,350.20	8,128.11	-	71,530.14	952.53
		GAS OPS MECHANIC/WELDER	120,528.73	-	-	22,686.94	5,450.62
		ELEC OPS TECHNICIAN	190,658.40	-	-	31,416.10	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	178,817.64	28,895.55	-	-	-
		ELEC OPS TECHNICIAN	158,147.87	-	-	193,367.41	-
		ELEC OPS LINEWORKER/LINEMAN	145,241.41	-	-	80,194.55	211.57
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,967.17	-	-	336,498.80	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	54,100.92	-	-	1,900.80	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	128,238.12	-	-	87,881.58	-
		ELEC OPS SUPERVISOR	195,640.00	22,330.32	-	14,170.92	1,411.22
		SHARED SVS LAND AGENT/CONSLT	150,072.00	13,797.49	-	400.00	2,619.01
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,585.53	-	-	128,414.35	-
		ELEC OPS SYSTEM OPERATOR/LEAD	165,797.42	-	-	78,083.69	54.16
		ELEC OPS LINEWORKER/LINEMAN	62,457.07	-	-	78,841.17	-
		GAS ENG TRADER/REP EX/PRN	126,515.43	-	-	85,947.39	1,828.17

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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/OUTG MANAGER SR/EX/PRN	140,597.14	14,650.16	-	2,253.01	3,872.51
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	124,881.84	13,767.75	-	-	540.00
		GAS OPS MANAGER/SR MANAGER	153,476.90	26,669.19	-	3,000.00	2,876.86
		ELEC ENG ENGINEER	65,188.71	-	-	-	1,161.86
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	-	-	-	105,975.90	-
		ELEC OPS LINEMAN/LINEMAN	49,074.64	-	-	88,538.41	486.91
		ELEC OPS SYSTEM OPERATOR/LEAD	153,182.86	-	-	83,163.25	4,722.90
		OPERATIONS DATA ENGINEER/SCIENTIST	24,784.82	-	-	-	-
		ELEC ENG ENGINEER	177,385.45	20,047.23	-	7.56	5,428.83
		GAS OPS OPERATOR	130,482.90	-	-	63,686.56	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	172,635.28	4,963.11	-	-	211.78
		GENERATION OPERATOR	120,566.45	-	-	80,936.90	-
		GAS OPS MECHANIC/WELDER	130,048.92	-	-	23,887.47	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	176,137.24	-	-	139,994.17	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,949.60	-	-	28,827.48	-
		GENERATION ENGINEER	130,822.00	15,619.45	-	35,805.91	1,303.30
		IT ARCHITECT EXP/PRN	207,845.32	38,366.61	79,446.79	6,019.46	29,868.28
		ELEC OPS SYSTEM OPERATOR/LEAD	121,651.84	-	-	207,608.22	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	187,850.99	30,625.08	-	3,461.56	1,535.50
		ELEC OPS ELECTRICIAN	115,699.10	-	-	37,490.58	-
		ELEC OPS ELECTRICIAN	130,088.69	-	-	83,770.10	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	132,447.13	-	-	37,049.23	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,204.55	-	-	6,250.00	793.23
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	119,586.60	-	-	9,647.04	3,893.19
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	82,949.80	18,034.97	-	55,581.94	2,418.59
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,796.00	29,419.39	-	-	2,912.98
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	166,061.60	-	-	194,964.76	-
		ELEC ENG TECHNICIAN	129,994.52	-	-	35,197.30	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	149,002.96	17,430.32	-	-	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	176,285.26	29,018.15	-	7,500.00	498.23
		ELEC ENG TECHNICIAN	118,789.13	-	-	5,582.03	-
		GENERATION SUPERVISOR	167,945.39	18,623.74	-	36,659.43	-
		GAS ENG ENGINEER	164,630.41	18,638.32	-	7,786.80	888.90
		ELEC ENG ENGINEER	198,468.00	23,418.71	-	36,360.03	1,215.41
		GAS ENG SUPERVISOR	140,226.07	-	-	15,863.36	2,435.17
		GAS OPS MECHANIC/WELDER	125,470.89	-	-	83,616.33	1,101.15
		ELEC ENG ESTIMATOR	133,899.12	-	-	15,136.09	601.81
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,768.00	21,266.95	-	3,030.76	2,196.50
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	123,878.72	16,800.30	-	2,000.00	495.98
		ELEC ENG MANAGER/SR MANAGER	180,346.41	28,763.46	-	-	1,532.78
		GAS OPS TECHNICIAN	139,115.46	-	-	32,418.08	843.68
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	163,453.59	29,128.77	-	2,500.00	-
		GENERATION SUPERVISOR	177,541.60	25,894.08	-	77,319.72	2,449.30
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	172,259.18	22,848.88	-	1,000.00	2,767.84
		ELEC OPS LINEMAN/LINEMAN	126,536.24	-	-	228,951.91	565.93
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	105,113.21	-	-	31,832.91	-
		ELEC ENG SUPERVISOR	172,744.00	24,557.92	-	76,100.30	3,104.53
		ELEC OPS ELECTRICIAN	131,952.00	-	-	115,896.05	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,549.83	-	-	157,797.64	2,816.54
		SHARED SVS SUPERVISOR/CHIEF/EX AST	144,179.50	19,112.61	-	100.00	5,532.01
		ELEC OPS DIRECTOR/SR DIRECTOR	206,000.04	44,439.12	28,051.17	20,566.05	1,558.97
		ELEC OPS SUPERVISOR	188,876.42	30,615.33	-	28,783.31	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	146,447.36	15,563.76	-	-	4,100.48
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,491.62	-	-	58,428.38	-
		GAS ENG SUPERVISOR	167,882.90	23,632.31	-	40,598.76	5,473.45
		SHARED SVS SUPERVISOR/CHIEF/EX AST	159,090.31	11,158.38	-	-	3,678.69
		ELEC OPS SUPERVISOR	168,461.54	26,379.74	14,236.32	73,636.87	-
		GENERATION PLANNER	153,419.50	-	-	141,030.53	1,441.80
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,775.97	-	-	173,413.76	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,932.94	15,126.24	-	-	595.00
		GAS ENG ENGINEER	171,469.85	-	-	216,140.00	32,124.92
		ELEC OPS LINEMAN/LINEMAN	126,380.53	-	-	152,437.36	191.26
		ELEC OPS DIRECTOR/SR DIRECTOR	228,339.42	39,485.03	17,153.51	12,200.00	10,564.87
		GAS ENG SENIOR BUSINESS REP	140,247.69	-	-	71,236.06	1,591.38
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	152,291.43	-	-	81,635.25	-
		GENERATION SUPERVISOR	189,972.30	25,674.15	-	89,680.62	-

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		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	178,250.00	30,222.00	-	500.00	1,093.96
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	167,495.52	18,117.23	-	5,000.00	1,165.91
		ELEC OPS MANAGER/SR MANAGER	190,827.96	31,080.89	-	1,000.00	1,936.00
		FINANCE DIRECTOR	238,333.34	55,229.27	84,137.90	2,132.24	336.00
		GAS OPS OPERATOR	105,498.37	-	-	53,849.20	9,381.58
		IT MANAGER/SR MANAGER	213,530.70	35,873.16	98,428.55	-	6,434.89
		ELEC OPS MANAGER/SR MANAGER	213,753.52	37,501.39	-	27,000.00	14,998.28
		GAS OPS CONST/PRGM/PRCT MANAGER	174,817.66	19,703.82	-	33,251.65	7,328.94
		GAS OPS TECHNICIAN	133,431.33	-	-	50,067.48	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	78,546.11	13,840.24	-	2,049.75	560.00
		SHARED SVS CRANE SURVEYOR	139,282.80	-	-	16,808.77	-
		GAS ENG ENGINEER	149,289.76	16,928.45	-	230.76	420.00
		ELEC OPS ELECTRICIAN	130,540.64	-	-	21,137.69	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	165,224.90	19,346.76	-	4,046.32	420.00
		OPERATIONS MACHINIST	116,819.60	-	-	42,978.57	-
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	178,218.88	22,502.26	-	22,883.95	6,699.50
		GAS ENG SENIOR BUSINESS REP	143,937.24	-	-	31,459.89	2,665.88
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,121.28	-	-	159,256.36	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	133,042.06	8,963.24	-	1,500.00	765.56
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	164,648.75	-	-	262,943.03	155.90
		GAS OPS PRGM/PROJ MANAGER	201,958.00	23,657.62	-	7,466.45	3,556.06
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	161,544.00	17,822.04	-	2,601.61	3,405.62
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	154,769.42	17,399.43	-	5,889.93	570.36
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	153,790.76	18,157.94	-	571.28	689.24
		GAS ENG ENGINEER	146,021.12	15,337.46	-	711.77	1,826.18
		IT TECHNICIAN	152,624.34	-	-	35,885.93	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	58,555.32	-	-	-	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	85,108.70	-	-	324.50	3,158.86
		ELEC OPS ELECTRICIAN	119,671.47	-	-	104,443.58	45.85
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	169,405.46	28,640.74	-	400.00	420.00
		GAS OPS COOR/REP/STRAT SR/EX/PRN	34,212.59	-	-	29,740.61	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	134,101.24	30,413.47	-	37,648.58	7,709.97
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	178,529.52	31,302.30	11,504.57	1,250.00	2,668.82
		ENG PLNG & STRAT MANGER/SR MANAGER	173,670.74	-	-	2,000.00	3,387.30
		ELEC ENG ENGINEER	153,380.56	-	-	146,720.97	385.00
		HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	122,770.77	13,099.05	-	47,551.81	501.52
		ELEC OPS LINEWORKER/LINEMAN	23,030.40	-	-	56,600.34	392.22
		HEALTH & SAFETY HYGNS/DSNG/CONST/DS SR/EXP/PRN	131,490.84	14,762.19	-	-	1,329.89
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	124,500.00	14,716.80	-	24,803.27	763.41
		OPERATIONS CONST/NOTE/PRGRM/PRCT MANAGER	11,315.79	13,026.55	-	17,886.72	98.91
		IT PROJECT PROGRAM MANGER SR/EX/PRN/CHIEF	167,842.02	28,262.70	-	2,847.60	11,507.12
		GAS ENG ENGINEER	125,713.91	15,461.38	-	4,270.90	3,900.51
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	145,167.80	15,924.15	-	9,789.01	2,804.30
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	124,691.04	16,594.58	-	14,125.88	13,997.42
		ELEC OPS FOREMAN	148,733.95	-	-	65,147.13	-
		IT PROJECT PROGRAM MANGER SR/EX/PRN/CHIEF	196,667.34	35,751.56	16,609.04	50.00	8,871.55
		ELEC ENG ENGINEER	142,160.89	-	-	61,558.78	508.60
		ELEC ENG TECHNICIAN	180,022.50	-	-	28,093.40	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	150,276.96	-	-	88,267.90	-
		GENERATION SUPERVISOR	145,460.53	-	-	130,541.05	-
		ELEC OPS OPERATOR	31,301.21	-	-	72,989.75	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,949.60	-	-	30,774.43	-
		ELEC ENG MANAGER/SR MANAGER	81,965.03	20,841.32	-	-	273.00
		ELEC OPS MANAGER/SR MANAGER	128,845.69	33,589.48	26,493.45	28,523.73	414.37
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	128,803.58	13,819.59	-	-	1,768.63
		ELEC ENG ENGINEER	200,687.46	25,352.90	-	61,992.98	16,260.76
		ELEC OPS SUPERVISOR	164,484.34	18,070.71	-	-	2,557.02
		ELEC ENG SUPERVISOR	152,081.18	15,463.27	-	3,712.12	10,671.00
		IT PROJECT PROGRAM MANGER SR/EX/PRN/CHIEF	182,101.20	33,500.90	-	-	2,326.63
		HR CO MANAGER/SR MANAGER/SUPERVISOR	71,813.91	17,649.31	-	504.56	280.00
		GAS OPS OPERATOR	131,710.08	-	-	63,877.45	284.47
		GAS OPS SUPERVISOR	167,811.14	21,129.26	-	21,797.26	-
		GAS OPS DISPATCHER	116,896.82	-	-	26,699.27	1,040.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	106,130.82	-	-	34,270.44	761.66
		CUSTOMER & COMMS SUPERVISOR	142,341.60	20,734.73	-	4,625.74	5,731.94
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	172,212.00	18,999.19	-	-	2,020.39

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		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	209,931.62	37,923.33	-	5,398.11	559.48
		ELEC OPS LINEWORKER/LINEMAN	141,735.05	-	-	148,558.81	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	77,696.69	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	175,284.00	20,719.78	-	3,221.46	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	50,659.40	-	-	101,913.86	808.16
		GAS OPS FOREMAN/LEADER/CREW LEADER	157,819.20	-	-	31,645.68	-
		ELEC OPS LINEWORKER/LINEMAN	136,880.98	-	-	157,696.23	1,912.03
		ELEC OPS LINEWORKER/LINEMAN	147,425.65	-	-	333,453.72	100.00
		OPERATIONS SUPERVISOR	126,048.02	16,462.21	-	-	2,828.72
		HR ECO DIRECTOR/SR DIRECTOR	229,200.00	53,533.34	104,999.86	5,200.20	2,358.17
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	140,335.69	-	-	55,801.84	-
		ELEC ENG INTERCONNECTION MANAGER	136,844.85	-	-	812.41	420.00
		ELEC OPS LINEWORKER/LINEMAN	42,890.16	-	-	36,179.65	-
		ELEC ENG ENGINEER	119,050.85	-	-	7,243.54	1,139.82
		ELEC OPS FOREMAN	153,824.27	-	-	211,857.18	-
		GAS OPS DISPATCHER	111,365.63	-	-	147,318.04	1,200.00
		ELEC ENG ENGINEER	129,454.05	13,940.38	-	3,943.23	2,445.96
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	209,091.07	41,316.91	13,814.85	6,034.80	21,394.49
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	189,091.14	32,550.57	-	-	2,741.75
		ENERGY PLCY & PROC MANAGER/SR MANAGER	184,608.32	29,861.52	-	1,500.00	1,695.56
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,730.80	-	-	72,677.64	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	102,528.39	-	-	9,444.32	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	152,845.50	18,628.57	-	2,000.00	615.79
		ELEC OPS ELECTRICIAN	22,928.40	-	-	12,964.66	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	79,551.81	14,339.78	-	9.60	778.84
		ELEC ENG ESTIMATOR	136,993.03	-	-	85,326.80	-
		GAS OPS ENGINEER	136,472.38	-	-	20,533.74	404.80
		ELEC OPS CREW LEAD/LEADER	149,908.97	-	-	175,877.45	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	22,711.50	-	-	40,574.91	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	164,985.14	27,949.85	-	1,650.00	1,915.00
		ENERGY PLCY & PROC PRGM/ASSET MNGR SR/EXP/PRN	132,104.48	17,553.05	-	18,416.94	251.20
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,470.88	-	-	29,592.78	217.18
		ELEC ENG ENGINEER	154,006.09	17,386.40	-	-	12.13
		GAS ENG ENGINEER	152,155.52	-	-	67,536.10	-
		ENVIRONMENTAL HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	149,330.40	-	-	41,695.39	-
		ELEC OPS ENGINEER	145,418.85	-	-	46,912.66	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,522.69	-	-	16,390.22	16.91
		GAS ENG ESTIMATOR/SCHEDULER	139,368.68	-	-	26,147.08	1,458.36
		GENERATION SUPERVISOR	25,470.32	-	-	9,536.21	376.19
		ELEC OPS ENGINEER	132,247.07	13,712.56	-	19,011.73	5,152.32
		IT ANALYST/SPECIALIST SR/EXP/PRN	164,942.94	22,417.86	-	-	465.00
		ELEC OPS MANAGER/SR MANAGER	211,868.28	27,693.44	56,979.78	27,168.68	1,100.11
		CUSTOMER & COMMS SUPERVISOR	133,571.80	16,813.05	-	500.00	374.99
		ELEC OPS LINEWORKER/LINEMAN	140,692.43	-	-	420,964.59	-
		ELEC ENG ENGINEER	118,134.26	-	-	18,854.69	455.00
		GENERATION TECHNICIAN	23,787.30	-	-	20,672.58	-
		GAS OPS TECHNICIAN	135,440.30	-	-	98,123.63	544.60
		GENERATION TECHNICIAN	24,457.00	-	-	21,111.03	-
		OPERATIONS SUPERVISOR	125,987.58	16,891.97	-	-	7,836.84
		ELEC ENG ENGINEER	149,119.19	-	-	71,149.95	280.00
		GAS ENG ENGINEER	61,182.00	-	-	3,461.48	238.03
		ELEC OPS CONSLT/PLANNER	135,476.86	14,777.05	-	2,020.04	1,124.39
		ELEC OPS LINEWORKER/LINEMAN	129,205.81	-	-	194,292.21	8,741.19
		GAS OPS TECHNICIAN	143,882.51	-	-	116,524.17	-
		GAS ENG ENGINEER	136,943.18	-	-	36,721.89	1,542.50
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	125,392.00	14,053.10	-	2,624.60	5,354.78
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	172,233.42	34,232.27	11,504.57	22,996.45	805.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,165.32	16,778.65	-	-	63.00
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EXP/PR/CHF	137,756.36	13,663.25	-	5,923.36	1,938.74
		ELEC OPS SUPERVISOR	154,562.50	8,760.00	-	7,264.91	3,204.95
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,592.16	-	-	20,715.56	-
		GENERATION ENGINEER	148,851.00	21,896.05	-	47,900.44	7,571.27
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,023.64	-	-	33,141.30	-
		GAS ENG ENGINEER	147,257.70	-	-	-	350.00
		ELEC OPS LINEWORKER/LINEMAN	138,750.39	-	-	177,764.81	394.32
		ELEC OPS ENGINEER	26,515.16	-	-	-	1,893.22

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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	194,447.52	24,066.11	-	-	4,861.88
		ELEC OPS OPERATOR	127,790.16	-	-	114,367.24	-
		GENERATION FIRE CAPTAIN	117,128.00	-	-	48,309.36	-
		ELEC ENG TECHNICIAN	156,982.80	-	-	43,382.28	-
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	158,689.64	33,533.28	-	73,001.36	1,708.52
		OPERATIONS METEOROLOGIST/BUS/MAINT PLNR	137,652.00	16,241.71	-	9,199.02	2,167.42
		ELEC OPS SUPERVISOR	172,461.32	-	-	93,073.43	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,660.57	-	-	195,252.96	-
		ELEC ENG ENGINEER	128,836.78	-	-	17,238.03	3,429.74
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	166,932.78	16,968.35	-	500.00	1,266.03
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,259.38	-	-	14,555.51	-
		GENERATION WRITER	130,079.29	14,605.61	-	8,296.64	-
		ELEC ENG ENGINEER	205,939.50	23,581.03	-	5,452.88	1,835.47
		GAS ENG ENGINEER	161,345.24	18,903.69	-	600.00	2,625.02
		IT SUPERVISOR	133,271.52	14,554.09	-	38,291.46	534.65
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	170,477.16	29,854.59	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	141,904.87	-	-	113,988.15	698.45
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	159,228.00	17,566.56	-	19,191.46	2,735.39
		ELEC OPS LINEWORKER/LINEMAN	135,952.01	-	-	161,114.84	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	-	-
		ELEC ENG CHEMIST/CARPENTER/WELDER	125,129.32	-	-	57,662.74	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	137,395.22	17,402.17	-	3,000.00	-
		ELEC OPS ENGINEER	174,738.00	19,806.63	-	38,590.38	4,676.40
		ELEC OPS LINEWORKER/LINEMAN	51,005.11	-	-	123,845.92	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,894.80	22,566.33	-	5,413.82	7,270.04
		ELEC OPS SYSTEM OPERATOR/LEAD	127,496.07	-	-	89,457.28	337.87
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	142,252.80	25,838.38	-	87,745.00	28,304.90
		ELEC OPS LINEWORKER/LINEMAN	54,885.48	-	-	109,165.46	-
		ELEC OPS LINEWORKER/LINEMAN	135,199.90	-	-	234,302.79	223.04
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	184,383.44	31,124.26	-	2,000.00	2,727.74
		GENERATION ELECTRICIAN	49,365.40	-	-	45,523.47	-
		ELEC OPS LINEWORKER/LINEMAN	125,276.56	-	-	104,802.36	31.38
		ELEC ENG SUPERVISOR	199,030.66	26,590.48	-	12,965.32	12,461.30
		ELEC OPS SUPERVISOR	221,706.14	28,024.44	-	8,613.81	1,925.97
		ELEC ENG SUPERVISOR	130,310.24	-	-	5,701.29	1,132.63
		GAS ENG SUPERVISOR	116,418.62	27,722.11	-	11,062.53	175.00
		GAS OPS MANAGER/SR MANAGER	175,312.54	30,110.88	-	-	202.46
		IT ANALYST/SPECIALIST SR/EXP/PRN	2,391.77	18,291.35	-	11,098.91	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	177,884.20	31,579.53	-	-	-
		ELEC OPS LINEWORKER/LINEMAN	144,621.65	-	-	85,472.38	388.76
		ELEC OPS SUPERVISOR	48,750.00	-	-	25,525.00	7,674.08
		GAS ENG SENIOR BUSINESS REP	155,210.92	-	-	105,340.61	1,130.28
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	138,858.00	15,632.19	-	-	566.86
		ELEC OPS FOREMAN	129,171.63	-	-	147,666.83	1,602.98
		FINANCE DIRECTOR	214,631.56	46,541.33	55,946.24	-	9,198.70
		HR ECO DIRECTOR/SR DIRECTOR	194,457.74	32,521.91	37,401.56	-	1,825.10
		ELEC OPS CREW LEAD/LEADER	130,428.43	-	-	70,388.97	3,061.96
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,899.36	-	-	135,075.05	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	84,582.78	16,407.55	-	17,243.71	245.00
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	58,362.51	53,654.34	79,033.43	14,365.18	651.50
		IT SERVICE MNGR/ADMINSTRTR	143,632.78	-	-	10,000.00	529.92
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	135,323.91	-	-	117,819.16	6,155.09
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	88,312.50	-	-	50.00	-
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	225,831.92	37,905.76	37,261.07	1,000.00	-
		ELEC ENG ENGINEER	183,600.00	13,607.42	-	-	951.12
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,480.03	-	19,169.83	14,378.18
		OPERATIONS DATA ENGINEER/SCIENTIST	154,050.70	16,669.13	-	-	618.41
		GAS ENG SENIOR BUSINESS REP	128,617.54	-	-	37,186.59	3,738.42
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	29,200.50	-	-	34,904.33	-
		ELEC ENG ENGINEER	163,911.94	17,227.36	-	15,547.85	6,002.19
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	171,911.30	28,973.70	-	-	599.91
		ELEC OPS OPERATOR	112,226.47	-	-	29,330.02	1,016.71
		FINANCE SUPERVISOR	133,249.60	13,417.61	-	5,923.03	224.00
		SHARED SVS PROJ/PROG/OPS MANAGER	156,184.18	26,448.50	-	3,382.94	4,024.85
		CUSTOMER & COMMS DB/ACCT MNGR SR/EXP/PRN	124,446.50	13,699.49	-	-	730.39
		ELEC OPS ELECTRICIAN	126,348.16	-	-	89,664.36	-

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		ELEC OPS SYSTEM OPERATOR/LEAD	159,956.09	-	-	51,265.52	5,953.09
		GAS ENG SUPERVISOR	170,275.58	22,482.50	-	36,932.45	1,068.95
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	152,662.19	-	-	47,613.03	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	123,327.05	-	-	66,210.86	-
		ELEC ENG TECHNICIAN	128,654.64	-	-	29,470.17	10,092.45
		ELEC OPS FOREMAN	144,159.07	-	-	182,906.03	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	122,877.13	-	-	25,810.13	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHIDL SR/EXP/PRN	153,612.52	17,348.84	-	-	5,352.28
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,766.37	-	-	28,878.67	12,976.65
		ELEC OPS ENGINEER	192,780.00	21,268.33	-	11,633.24	1,065.72
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	142,909.62	17,290.80	-	-	1,207.64
		ELEC OPS WORKING LEADER	123,106.83	-	-	37,682.02	-
		GAS ENG SUPERVISOR	147,878.02	18,605.82	-	-	752.21
		GAS OPS MECHANIC/WELDER	116,660.85	-	-	28,238.74	-
		ELEC OPS SYSTEM OPERATOR/LEAD	153,321.86	-	-	129,335.77	-
		GAS OPS SUPERVISOR	143,295.99	18,752.24	-	134,040.57	10,744.46
		GAS OPS MANAGER/SR MANAGER	206,557.06	36,565.23	18,981.76	4,518.94	2,045.36
		ELEC OPS SUPERVISOR	162,030.44	22,259.26	-	56,665.20	5,231.56
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,360.41	-	-	177,534.04	-
		ELEC ENG MANAGER/SR MANAGER	195,541.66	35,884.51	20,714.47	4,750.00	2,974.81
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	147,013.66	16,183.77	-	4,748.76	6,253.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,860.37	-	-	223,810.53	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	144,636.75	-	-	99,985.50	1,945.70
		ELEC OPS OPERATOR	136,926.36	-	-	97,286.37	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	123,954.72	5,228.13	-	18,677.01	580.10
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	184,047.83	30,540.65	37,526.44	9,500.00	1,211.06
		GENERATION PLANNER	156,577.24	-	-	61,311.63	-
		GAS OPS PRGM/PROJ MANAGER	195,096.00	21,397.71	-	21,778.58	1,787.58
		GAS ENG TECHNICIAN	123,681.61	-	-	-	1,050.40
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	124,937.94	13,120.31	-	50.00	806.00
		GAS OPS PRGM/PROJ MANAGER	172,212.00	18,844.92	-	4,557.50	3,163.52
		GAS ENG MANAGER/SR MANAGER	215,463.00	40,749.20	35,216.16	500.00	12,195.02
		GAS OPS STATION OPERATOR	133,854.88	-	-	22,261.02	-
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	77,502.00	-	-	-	1,336.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,041.14	20,544.05	-	20,000.00	400.00
		ELEC OPS DIRECTOR/SR DIRECTOR	246,137.14	57,841.93	75,764.91	67,902.85	16,530.57
		ELEC OPS SUPERVISOR	143,960.57	21,101.37	-	51,526.68	5,502.39
		ELEC OPS SUPERVISOR	150,624.40	17,165.51	-	14,254.16	100.22
		GAS OPS ENGINEER	141,381.70	-	-	67,735.83	-
		GAS OPS DISPATCHER	122,030.08	-	-	166,735.42	175.00
		GENERATION SUPERVISOR	146,102.44	20,092.72	-	88,744.47	-
		ELEC OPS SUPERVISOR	198,238.28	25,974.71	-	-	1,354.08
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	105,000.00	-	-	-	-
		ELEC OPS SUPERVISOR	150,960.08	15,655.20	-	33,042.58	2,072.92
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	173,737.50	28,263.87	-	1,250.00	1,032.68
		ELEC OPS MANAGER/SR MANAGER	204,010.20	35,640.84	-	10,500.00	3,906.40
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	201,193.02	34,425.92	11,504.57	15,250.00	827.28
		ELEC OPS LINeworker/LINEMAN	135,079.08	-	-	92,280.06	1,815.07
		GENERATION TECHNICIAN	23,787.30	-	-	27,323.47	-
		CUSTOMER & COMMS SUPERVISOR	148,610.86	20,238.64	-	4,797.28	2,460.77
		GAS OPS PRGM/PROJ MANAGER	192,686.00	21,064.12	-	2,745.86	1,569.40
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	139,522.10	-	-	110,308.57	13,646.75
		CUSTOMER & COMMS MANAGER/SR MANAGER	174,413.99	27,200.57	-	150.00	5,606.70
		CUSTOMER & COMMS MANAGER/SR MANAGER	193,837.42	35,062.99	-	4,700.00	6,838.02
		GAS ENG ENGINEER	184,644.42	20,811.42	-	1,000.00	2,900.12
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	81,736.57	14,566.69	-	25,001.00	1,173.14
		GAS ENG ENGINEER	155,954.20	16,896.83	-	603.12	3,230.19
		SHARED SVS SCIENTIST/TECHNICIAN	109,448.38	12,513.40	-	1,743.04	621.96
		GAS ENG TECHNICIAN	116,519.36	-	-	12,498.68	481.94
		ELEC OPS TECHNICIAN	120,190.85	-	-	77,142.07	-
		HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	175,588.78	31,019.20	-	10,066.32	782.22
		GENERATION ENGINEER	139,803.96	-	-	65,209.41	94.07
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	161,316.86	17,387.22	-	1,500.00	555.10
		ELEC OPS CONSLT/PLANNER	138,475.48	13,495.71	-	18,622.57	14,491.18
		IT INVESTIGATOR SR/EXP	150,153.84	15,495.51	-	750.00	1,589.63
		ELEC ENG ESTIMATOR	125,770.93	-	-	4,194.82	420.00

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		ENT HEALTH & SAFETY HYGNST/DSNG/CONST/DS SR/EXP/PRN	157,042.18	18,547.90	-	-	1,334.26
		ELEC ENG ENGINEER	192,768.00	21,266.95	-	8,525.64	1,966.53
		GAS OPS MECHANIC/WELDER	125,956.00	-	-	66,229.08	-
		ELEC OPS LINEWORKER/LINEMAN	134,128.68	-	-	167,131.09	399.16
		GAS OPS MECHANIC/WELDER	128,449.93	-	-	86,539.36	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	41,775.90	-	-	10,436.21	15.00
		ELEC OPS ENGINEER	185,343.54	21,507.40	-	3,490.98	-
		ELEC OPS SYSTEM OPERATOR/LEAD	138,677.28	-	-	115,875.32	-
		GAS OPS SUPERVISOR	144,375.04	6,540.80	-	86,096.87	11,009.89
		ELEC OPS SUPERVISOR	166,004.41	-	-	165,338.79	-
		CUSTOMER & COMMS SUPERVISOR	150,689.44	18,222.65	-	600.00	2,490.68
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	33,409.64	-	-	20,000.00	249.23
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,253.80	-	-	43,531.20	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	129,278.36	14,401.24	-	14,600.48	420.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	149,878.84	16,910.42	-	966.83	2,901.97
		GAS OPS SCHEDULER	137,865.92	-	-	66,858.94	-
		ELEC OPS SUPERVISOR	131,128.56	12,731.32	-	5,670.64	3,234.30
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	180,912.48	30,280.34	-	2,261.76	447.84
		GAS OPS TECHNICIAN	131,843.76	-	-	39,055.50	4,580.69
		ELEC ENG MAPPING TECH	127,307.61	-	-	92,360.36	1,157.16
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	123,386.93	-	-	36,786.18	168.58
		ELEC OPS LINEWORKER/LINEMAN	163,737.94	-	-	246,641.38	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	24,635.23	-	-	401,057.11	-
		ELEC OPS ELECTRICIAN	118,382.33	-	-	69,439.27	858.06
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,537.04	16,912.56	-	727.53	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	159,190.44	17,633.23	-	-	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	153,153.88	-	-	33,343.05	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	174,344.48	30,423.48	11,504.57	10,100.00	4,254.18
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	198,114.54	32,896.36	18,981.76	603.14	3,347.91
		IT TECHNICIAN	132,995.42	-	-	43,826.12	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	134,912.56	-	-	25,645.30	-
		GAS ENG ENGINEER	201,845.28	21,896.95	-	9,778.90	6,512.91
		ELEC ENG INTERCONNECTION MANAGER	167,689.62	-	-	33,476.55	-
		ELEC OPS OPERATOR	138,463.60	-	-	60,227.38	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	62,254.16	20,685.81	-	15,633.46	3,570.18
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	147,691.55	16,701.30	-	-	6,475.94
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	155,282.36	17,369.48	-	-	7,280.73
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	145,045.14	15,278.92	-	2,694.09	-
		ELEC OPS CREW LEAD/LEADER	157,570.75	-	-	171,419.56	-
		ELEC OPS ELECTRICIAN	128,907.12	-	-	17,743.27	6,230.05
		GAS OPS SUPERVISOR	135,354.90	7,222.09	-	64,805.20	760.77
		ELEC OPS ELECTRICIAN	103,974.37	-	-	12,815.90	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	156,497.71	16,841.70	-	19,846.64	-
		GAS ENG ENGINEER	107,704.06	13,777.21	-	-	866.32
		ELEC OPS CREW LEAD/LEADER	182,900.44	-	-	318,981.83	-
		SHARED SVS CREW LEAD/LEADER	126,645.69	-	-	52,762.15	542.34
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	99,645.99	-	-	18,871.14	370.00
		GAS ENG SENIOR BUSINESS REP	138,771.14	-	-	62,801.11	1,587.10
		ELEC ENG ENGINEER	192,732.00	21,961.04	-	7,085.23	1,251.95
		GENERATION SUPERVISOR	93,478.09	28,448.64	-	95,683.29	-
		ELEC OPS MANAGER/SR MANAGER	197,097.40	33,265.85	-	3,000.00	1,532.78
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,622.79	-	-	259,539.73	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	134,559.24	-	-	3,612.45	326.90
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	190,397.68	30,312.69	-	2,000.00	4,703.34
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	160,924.96	27,278.57	-	2,650.00	632.73
		GAS OPS TECHNICIAN	132,096.11	-	-	54,560.01	-
		GAS ENG ESTIMATOR/SCHEDULER	149,225.08	-	-	108,534.92	385.00
		GAS OPS ENGINEER	147,673.44	-	-	109,652.26	1,922.99
		GAS ENG ENGINEER	140,008.24	19,417.62	-	1,804.40	827.92
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	204,714.70	37,038.93	11,504.57	3,600.00	2,748.35
		GAS ENG ESTIMATOR/SCHEDULER	140,596.05	-	-	87,156.99	895.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,101.60	17,094.80	-	774.38	2,934.00
		ENG PLNG & STRAT MANGER/SR MANAGER	224,035.34	37,876.80	25,678.45	-	8,829.09
		GAS ENG PRGM/PROJ MANAGER	163,304.34	21,794.46	-	30,348.64	2,295.38
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	141,589.56	15,975.09	-	750.00	1,250.18
		ELEC OPS FOREMAN	162,740.17	-	-	112,121.11	-

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)
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PRN/CHF	136,875.96	12,458.96	-	1,500.00	573.48
		ELEC OPS ENGINEER	104,206.13	-	-	35,039.96	-
		GAS OPS TECHNICIAN	140,422.34	-	-	69,888.29	-
		GAS OPS MECHANIC/WELDER	47,460.80	-	-	2,172.47	4,537.40
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	125,982.55	18,660.83	-	18,229.86	2,167.81
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,020.70	-	-	134,838.45	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,714.44	16,159.14	-	10,306.38	28,259.60
		ELEC OPS LINeworker/LINEMAN	130,099.75	-	-	332,356.10	1,893.08
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	30,208.74	27,326.77	-	4,576.03	-
		ELEC OPS WORKING LEADER	136,501.20	-	-	71,630.95	-
		GAS ENG ENGINEER	84,837.09	20,876.47	-	500.00	234.02
		ELEC OPS CREW LEAD/LEADER	140,939.65	-	-	49,881.58	-
		ELEC ENG ENGINEER	163,179.54	18,566.52	-	6,747.00	1,199.02
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	123,784.96	14,251.84	-	4,207.22	2,003.83
		ELEC OPS ELECTRICIAN	102,726.12	-	-	42,867.51	575.51
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	138,020.02	14,520.37	-	-	265.65
		GAS OPS TECHNICIAN	136,073.56	-	-	22,720.68	22,003.54
		ELEC OPS ENGINEER	194,799.65	21,738.85	-	29,129.23	6,186.24
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	143,640.00	15,846.85	-	634.52	300.43
		GAS OPS SUPERVISOR	144,235.72	19,483.74	-	73,552.43	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,577.96	-	-	194,299.84	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,477.60	-	-	44,431.48	-
		GAS OPS SUPERVISOR	164,282.03	-	-	41,871.56	4,297.81
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	164,993.98	19,589.22	-	3,653.87	22,314.41
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	163,924.97	-	-	10,500.00	11,851.93
		ELEC OPS ELECTRICIAN	51,907.36	-	-	1,910.80	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	124,653.74	13,802.22	-	8,575.15	6,788.25
		GAS OPS SUPERVISOR	145,790.38	20,598.54	-	11,096.81	7,816.76
		OPERATIONS INSPECTOR/LEAD INSPECTOR	138,040.61	-	-	173,008.14	205.68
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,648.00	18,221.97	-	-	2,107.31
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,224.66	16,676.31	-	-	487.35
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	189,590.42	32,636.80	-	3,000.00	6,048.24
		SHARED SVS SCIENTIST/TECHNICIAN	159,228.00	18,821.32	-	21,025.47	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	143,475.76	16,142.50	-	3,509.09	29,415.33
		GAS OPS SUPERVISOR	160,936.10	21,269.72	-	45,484.78	19,038.29
		ELEC OPS MANAGER/SR MANAGER	237,324.02	33,921.99	-	27,880.00	466.42
		ELEC OPS SUPERVISOR	9,401.76	-	-	-	-
		ELEC ENG TECHNICIAN	172,732.00	-	-	27,086.84	-
		ELEC OPS SUPERVISOR	138,845.59	14,014.97	-	61,562.12	7,452.91
		ELEC OPS SYSTEM OPERATOR/LEAD	137,949.12	-	-	126,733.38	-
		GAS OPS SUPERVISOR	166,477.38	22,454.74	-	57,275.19	12,268.69
		GAS ENG PRGM/PROJ MANAGER	146,698.90	22,939.64	-	1,000.00	302.75
		GAS ENG DIRECTOR/CHIEF	223,409.46	55,976.92	65,437.12	892.50	25,798.39
		ELEC OPS CREW LEAD/LEADER	120,204.54	-	-	89,430.77	-
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	164,820.00	18,058.53	-	4,029.79	44,915.27
		OPERATIONS INSPECTOR/LEAD INSPECTOR	116,380.94	-	-	93,995.64	241.98
		ELEC ENG SUPERVISOR	11,848.23	-	-	5,648.17	-
		GAS ENG ESTIMATOR/SCHEDULER	67,353.36	-	-	46,127.16	245.00
		GAS ENG MANAGER/SR MANAGER	184,479.16	23,232.02	-	1,000.00	2,200.79
		ELEC OPS FOREMAN	110,848.50	-	-	88,373.88	-
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	143,361.86	-	-	6,971.89	15.32
		ELEC ENG ENGINEER	126,976.00	14,303.99	-	11,008.42	1,739.20
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	66,513.18	-	-	-	1,063.62
		IT MANAGER/SR MANAGER	190,050.05	36,376.40	28,051.17	3,000.00	16,487.60
		ELEC OPS MANAGER/SR MANAGER	185,701.70	34,307.26	11,504.57	22,398.50	35,634.91
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR EXP/PRN	161,765.34	19,607.23	-	-	9,228.97
		OPERATIONS MANGER/SR MANAGER	154,043.42	28,169.93	-	750.00	896.23
		GAS OPS FOREMAN/LEADER/CREW LEADER	122,844.09	-	-	39,251.45	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	137,209.63	14,085.57	-	4,228.68	4,430.23
		SHARED SVS SUPERVISOR/CHIEF/EX AST	171,295.08	23,748.29	-	-	3,132.75
		GENERATION DIRECTOR/SR DIRECTOR	212,655.04	39,725.16	42,459.20	495.58	4,028.43
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	139,792.95	25,435.91	-	64,042.12	18,842.25
		ELEC ENG SUPERVISOR	169,725.12	22,900.51	-	1,400.00	13,474.50
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	216,875.00	37,457.87	18,419.80	8,500.00	219.77
		ELEC OPS FOREMAN	147,448.76	-	-	105,802.95	94.32
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	140,249.96	15,870.50	-	1,886.99	782.14



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		GAS OPS TECHNICIAN	137,055.26	-	-	140,483.55	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	135,361.92	-	-	49,192.99	1,794.51
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	149,536.76	15,924.34	-	-	810.63
		GAS OPS CONST/PRGM/PRJCT MANAGER	142,725.80	16,041.72	-	51,858.98	39,467.03
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	127,632.00	14,070.83	-	11,873.16	775.93
		GENERATION OPERATOR	143,440.96	-	-	146,653.97	54.36
		GAS OPS DISPATCHER	119,201.54	-	-	89,050.13	960.00
		ELEC OPS FOREMAN/SUBFOREMAN	65,563.56	-	-	2,605.80	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	132,873.82	7,602.18	-	50.00	892.93
		GAS ENG SENIOR BUSINESS REP	146,736.51	-	-	7,880.34	74.02
		ELEC OPS FOREMAN	140,707.36	-	-	339,453.64	-
		GAS OPS MECHANIC/WELDER	121,901.90	-	-	19,078.80	100.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	105,786.12	-	-	-	-
		SHARED SVS CREW LEAD/LEADER	119,558.11	-	-	24,449.55	-
		GAS OPS TECHNICIAN	111,423.93	-	-	52,598.39	-
		ELEC OPS LINEWORKER/LINEMAN	142,567.69	-	-	63,744.04	267.24
		GAS ENG ESTIMATOR/SCHEDULER	137,267.50	-	-	18,582.77	2,212.81
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,479.55	-	-	46,594.27	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	129,410.64	-	-	-	-
		ELEC OPS CREW LEAD/LEADER	140,864.63	-	-	77,246.32	-
		GAS ENG ENGINEER	199,248.00	32,973.87	-	158.40	2,695.66
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,280.00	-	-	6,167.59	-
		ELEC OPS SYSTEM OPERATOR/LEAD	144,298.59	-	-	123,529.38	353.59
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	160,146.96	18,784.24	-	2,000.00	599.01
		ELEC ENG TECHNICIAN	132,747.20	-	-	60,928.17	960.00
		GENERATION SUPERVISOR	37,414.62	12,174.89	-	20,777.41	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	130,288.80	14,690.40	-	-	193.65
		ELEC OPS ELECTRICIAN	100,714.10	-	-	58,476.87	1,404.00
		GAS ENG ESTIMATOR/SCHEDULER	117,428.10	-	-	73,626.33	1,349.20
		CUSTOMER & COMMS MANAGER/SR MANAGER	171,260.98	29,835.80	-	9,400.00	4,716.67
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	243,831.28	54,943.19	79,808.27	3,050.00	3,682.33
		GAS OPS SUPERVISOR	158,229.14	19,440.19	-	54,757.86	19,419.49
		GENERATION PLANNER	148,508.57	-	-	127,353.36	1,765.60
		ELEC ENG ENGINEER	209,438.28	21,796.21	-	1,417.14	4,889.15
		GAS ENG PRGM/PROJ MANAGER	145,312.48	16,335.93	-	351.30	1,290.21
		OPERATIONS TECHNICIAN	124,949.10	-	-	73,444.28	-
		SHARED SVS LAND PLANNER	127,081.29	15,425.45	-	58,195.48	1,711.85
		ELEC OPS ENGINEER	155,786.00	17,242.98	-	7,080.76	6,127.75
		OPERATIONS MANGER/SR MANAGER	183,551.00	30,236.62	11,504.57	12,700.00	1,405.55
		ELEC OPS ENGINEER	183,600.00	20,256.01	-	1,004.57	1,669.93
		GENERATION TECHNICIAN	-	-	-	-	-
		OPERATIONS SUPERVISOR	126,773.00	16,440.18	-	4,500.00	4,587.85
		ELEC ENG SUPERVISOR	169,048.24	21,252.72	-	-	-
		IT MANAGER/SR MANAGER	209,056.64	33,699.73	13,814.85	2,000.00	5,155.86
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,358.00	12,497.04	-	4,236.91	515.00
		GENERATION SUPERVISOR	191,097.66	22,143.94	-	60,101.40	12,356.60
		GAS OPS ENGINEER	133,442.29	17,660.16	-	20,623.73	16,661.34
		GAS OPS TECHNICIAN	133,741.83	-	-	108,028.10	35.71
		GENERATION SUPERVISOR	210,490.00	26,916.56	-	91,009.89	2,337.83
		GAS ENG SENIOR BUSINESS REP	134,686.67	-	-	47,546.33	-
		ELEC OPS MANAGER/SR MANAGER	172,271.37	21,094.60	-	25,283.33	2,201.27
		MENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	173,424.50	29,274.40	-	-	518.74
		GAS OPS OPERATOR	133,950.40	-	-	91,468.40	-
		ELEC OPS LINEWORKER/LINEMAN	148,997.66	-	-	100,257.36	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	131,042.56	-	-	36,737.37	219.81
		ELEC ENG ENGINEER	152,533.95	-	-	43,570.68	-
		GAS OPS ENGINEER	121,752.44	-	-	43,966.47	3,869.24
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	112,607.61	17,257.31	-	13,506.45	-
		GAS OPS MECHANIC/WELDER	63,636.80	-	-	2,047.89	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	127,279.12	15,687.21	-	382.88	2,559.52
		MENT HEALTH & SAFETY INSTRCTOR/LRN STRAT SR/EXP/PRN	128,000.04	-	-	17,532.71	69.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	148,415.22	-	-	285,014.37	-
		GAS OPS OPERATOR	106,556.30	-	-	81,124.24	-
		GENERATION TECHNICIAN	26,136.80	-	-	45,295.35	-
		GENERATION SUPERVISOR	198,593.28	26,595.93	-	72,706.49	1,852.45
		GAS ENG ENGINEER	192,154.70	20,320.35	-	750.00	651.27

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		GAS OPS FOREMAN/LEADER/CREW LEADER	61,398.32	-	-	12,394.28	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	11,900.60	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,576.17	-	-	25,756.57	131.66
		ELEC OPS CREW LEAD/LEADER	153,934.41	-	-	39,037.68	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,789.52	14,895.40	-	2,000.00	15.97
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	164,306.44	18,313.22	-	1,000.00	-
		ELEC OPS ENGINEER	157,078.88	17,553.25	-	911.28	519.86
		SHARED SVS MANAGER/SR MANAGER	205,923.34	35,012.94	23,024.75	10,500.00	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,200.60	-	-	69,791.32	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	51,393.40	16,760.80	-	-	1,837.57
		ELEC OPS ELECTRICIAN	125,285.61	-	-	36,782.57	2,643.71
		GAS OPS PRGM/PROJ MANAGER	172,212.00	18,999.19	-	400.00	4,219.43
		GAS OPS SUPERVISOR	151,089.84	20,158.65	-	40,194.68	-
		ELEC ENG ENGINEER	194,790.00	21,787.17	-	53,500.90	10,000.26
		GAS OPS PRGM/PROJ MANAGER	192,732.00	21,253.68	-	-	1,121.04
		ELEC OPS SYSTEM OPERATOR/LEAD	144,964.65	-	-	124,347.08	245.65
		ELEC ENG ESTIMATOR	98,553.25	-	-	33,317.59	1,606.80
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,189.49	19,563.26	-	24,107.85	1,846.41
		ELEC OPS CONSULTANT EXP/PRN	135,391.78	15,223.36	-	500.00	480.92
		ELEC OPS FOREMAN	150,043.75	-	-	112,468.80	-
		ELEC OPS FOREMAN	141,976.62	-	-	159,238.14	518.02
		GENERATION TECHNICIAN	18,001.20	-	-	19,937.10	-
		ELEC OPS ELECTRICIAN	81,343.44	-	-	20,825.84	-
		GAS OPS MECHANIC/WELDER	125,410.25	-	-	72,723.52	-
		CUSTOMER & COMMS SUPERVISOR	148,689.24	21,057.09	-	10,500.00	492.24
		ELEC ENG ENGINEER	189,154.00	19,922.68	-	38,172.64	1,466.67
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	187,628.28	-	-	500.00	835.57
		ELEC OPS CREW LEAD/LEADER	168,084.77	-	-	134,762.67	-
		IT MANAGER/SR MANAGER	216,804.70	36,109.16	16,609.04	4,200.00	2,626.03
		FINANCE DIRECTOR	217,526.71	35,733.64	39,696.23	13,000.00	1,987.93
		ELEC OPS FOREMAN/SUBFOREMAN	155,402.82	-	-	210,197.70	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	12,310.60	-	-	3,004.50	81.88
		GAS OPS SUPERVISOR	143,713.98	14,909.63	-	1,856.28	163.68
		OPERATIONS MANGER/SR MANAGER	199,875.00	8,728.65	-	27,579.50	15,281.35
		ELEC OPS SUPERVISOR	166,649.50	22,284.97	-	20,704.95	1,415.52
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	138,240.04	14,759.55	-	250.00	2,027.34
		ELEC OPS INSPECTOR/LEAD INSPECTOR	139,625.88	12,440.45	-	51,145.67	917.66
		ELEC ENG ENGINEER	148,512.67	-	-	33,173.89	880.00
		ELEC ENG ENGINEER	134,843.58	11,565.38	-	22,320.89	10,145.19
		FINANCE AUDITOR SR/EX/PRN	151,854.42	16,292.77	-	-	120.75
		ELEC OPS LINEMAN	157,628.81	-	-	169,195.26	-
		IT TECHNICIAN	132,972.23	-	-	9,888.90	-
		ELEC OPS LINEMAN	136,813.70	-	-	169,040.22	-
		GAS OPS TECHNICIAN	153,204.72	19,402.87	-	5,442.04	2,655.70
		ELEC OPS ENGINEER	185,452.00	19,486.12	-	23,734.21	385.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,470.88	-	-	57,725.89	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	133,410.72	13,049.85	-	2,776.24	1,218.16
		GENERATION TECHNICIAN	26,454.68	-	-	42,451.25	-
		GENERATION MANAGER	219,350.11	31,892.29	-	92,185.91	10,838.31
		ELEC OPS OPERATOR	119,693.89	-	-	40,131.88	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	135,071.55	15,909.34	-	19,815.27	-
		ELEC ENG MAPPING TECH	129,752.95	-	-	59,965.16	1,097.90
		ELEC OPS SYSTEM OPERATOR/LEAD	46,369.25	-	-	461,919.44	662.51
		ELEC OPS LINEMAN	137,371.72	-	-	94,031.66	1,648.58
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,105.13	-	-	67,266.62	71.28
		ELEC OPS SUPERVISOR	180,928.40	23,528.94	-	19,963.50	3,505.72
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	90,038.71	-	-	365,391.41	-
		ELEC OPS LINEMAN	137,078.73	-	-	122,149.21	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	127,343.65	-	-	26,759.34	1,148.23
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	238,369.88	55,790.53	431,379.64	12,076.00	13,744.34
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,631.74	-	-	151,297.89	-
		SHARED SVS CHIEF OF PARTY	144,978.56	-	-	46,622.19	22,155.63
		GAS OPS TECHNICIAN	136,188.97	-	-	20,477.17	-
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	163,805.28	17,525.72	-	2,500.00	911.08
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	189,717.22	33,080.94	-	-	4,560.22
		ELEC OPS SYSTEM OPERATOR/LEAD	148,295.04	-	-	122,202.93	-

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 PRGM/PROJ/PERF MANAGER SR/EXP/PRN	192,732.00	23,866.44	-	9,451.32	1,995.14
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	177,687.38	31,227.57	-	1,350.00	2,100.43
		FINANCE AUDITOR SR/EX/PRN	166,579.96	12,672.80	-	-	4,655.51
		ELEC ENG SHOP LEADER/TESTER/MACHINIST	134,639.09	-	-	48,351.34	-
		ELEC ENG ENGINEER	140,714.00	14,641.58	-	1,052.38	8,011.83
		ELEC OPS LINeworker/LINEMAN	140,289.25	-	-	106,097.36	120.59
		GAS OPS PLANNER SR/EX/PRN	148,798.20	16,239.29	-	4,988.99	1,497.43
		ELEC OPS ELECTRICIAN	130,653.96	-	-	25,772.66	-
		GAS OPS FITTER	123,398.54	-	-	21,911.79	-
		ELEC OPS ENGINEER	159,418.00	6,531.91	-	-	7,845.25
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	120,727.61	8,212.41	-	11,907.22	3,280.86
		GAS ENG ESTIMATOR/SCHEDULER	113,488.21	-	-	7,621.98	1,485.52
		ELEC ENG ENGINEER	140,441.78	-	-	234,795.17	1,149.33
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	143,274.05	-	-	93,882.80	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	117,907.82	-	-	8,214.56	-
		ELEC OPS SUPERVISOR	176,560.86	31,854.88	-	160,592.78	-
		ELEC OPS SUPERVISOR	143,465.88	13,994.89	-	58,377.06	1,059.80
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	150,925.06	17,473.05	-	7,876.19	3,824.23
		ELEC OPS ENGINEER	96,321.14	12,433.22	-	385.23	809.31
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,474.46	-	-	105,132.30	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	131,361.24	-	-	50,053.95	4,428.92
		ELEC OPS LINeworker/LINEMAN	164,708.41	-	-	403,253.43	14,100.44
		GAS OPS MECHANIC/WELDER	126,113.86	-	-	76,967.74	-
		CUSTOMER & COMMS SUPERVISOR	129,812.90	17,121.23	-	550.00	5,355.26
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	129,291.87	14,519.98	-	1,000.00	2,243.12
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	237,424.00	61,760.34	61,696.10	16,000.00	7,757.61
		ELEC OPS DIRECTOR/SR DIRECTOR	226,132.99	29,085.24	-	30,088.43	1,500.78
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	175,116.00	19,217.75	-	26,699.85	960.00
		ELEC OPS SYSTEM OPERATOR/LEAD	158,861.97	-	-	132,400.68	74.67
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	166,838.72	18,848.54	-	-	-
		GAS ENG ENGINEER	176,517.30	18,999.19	-	434.65	532.47
		GAS OPS PRGM/PROJ MANAGER	180,919.69	21,057.50	-	8,743.75	420.00
		ELEC OPS LINeworker/LINEMAN	122,909.19	-	-	100,547.21	445.07
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	167,906.62	18,024.49	-	-	420.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,834.73	-	-	9,994.12	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.40	-	-	19,853.83	-
		ELEC ENG COOR/CONS/PLNR EXP/PRN	122,031.75	30,315.26	11,504.57	8,479.34	1,500.02
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	170,881.06	19,399.15	-	49,989.74	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	131,280.00	15,465.00	-	-	980.85
		GAS OPS SCHEDULER	98,926.67	-	-	6,349.32	960.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	140,070.08	-	-	13,051.87	385.00
		ENG PLNG & STRAT MANGER/SR MANAGER	163,112.04	18,398.24	-	2,000.00	588.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,596.75	-	-	332,924.77	-
		OPERATIONS SUPERVISOR	135,999.96	17,813.69	-	2,000.00	2,034.33
		SHARED SVS LAND PLANNER	181,800.00	19,936.65	-	3,371.60	4,132.30
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,587.32	-	-	39,052.58	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	20,903.79	-	-	-	-
		GAS OPS PRGM/PROJ MANAGER	145,048.05	15,098.91	-	3,375.34	2,404.89
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	135,321.18	14,733.19	-	3,618.67	420.00
		ELEC OPS SUPERVISOR	172,136.30	19,496.26	-	71,032.91	-
		ELEC OPS ENGINEER	183,600.00	20,256.01	-	6,263.63	1,730.03
		IT ENGINEER SR/EX/PRN	146,141.66	15,756.32	-	-	698.98
		GAS OPS MECHANIC/WELDER	125,561.84	-	-	80,014.57	-
		GAS OPS FITTER	34,160.41	-	-	83,993.90	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	190,927.66	21,157.98	-	-	24,931.27
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	157,388.32	13,463.55	-	3,750.00	7,476.63
		GAS OPS DISPATCHER	104,628.00	-	-	2,959.80	640.00
		ELEC ENG ENGINEER	129,982.38	-	-	24,574.78	586.80
		SHARED SVS LAND AGENT/CONSLT	150,953.11	18,584.38	-	15,460.89	665.49
		SAFETY RISK SUPERVISOR	145,215.24	-	-	296.37	6,088.05
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	143,729.61	16,453.25	-	5,151.09	1,304.72
		ELEC OPS SUPERVISOR	154,966.32	18,436.88	-	5,945.52	976.83
		ELEC OPS MACHINIST/WELDER	111,106.30	-	-	41,578.48	189.30
		GAS OPS SUPERVISOR	152,966.88	18,268.02	-	26,001.59	4,335.24
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	176,306.70	19,668.30	-	5,860.05	890.11
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	133,074.98	15,126.06	-	500.00	420.00

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		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	105,442.50	9,856.75	-	3,152.28	2,663.78
		IT MANAGER/SR MANAGER	188,833.04	31,860.91	-	3,300.00	2,862.06
		IT MANAGER/SR MANAGER	188,293.72	29,145.04	-	4,000.00	4,906.96
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	133,198.30	14,712.63	-	900.00	1,319.43
		GENERATION SUPERVISOR	170,165.60	10,646.88	-	62,714.25	-
		ENG PLNG & STRAT MANGER/SR MANAGER	189,269.04	32,024.38	-	-	2,080.89
		ELEC ENG TECHNICIAN	156,149.44	-	-	35,992.00	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	130,685.78	14,347.29	-	-	3,066.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	179,280.08	23,818.29	-	6,700.00	914.08
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,227.60	-	-	7,062.45	-
		OPERATIONS DATA ENGINEER/SCIENTIST	154,771.00	17,437.49	-	-	-
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	135,410.87	-	-	250.00	1,966.51
		ELEC OPS SUPERVISOR	126,250.02	11,860.02	-	93,851.72	258.14
		ELEC OPS ENGINEER	142,952.20	-	-	85,808.85	-
		ELEC ENG MANAGER/SR MANAGER	209,384.20	37,686.78	13,814.85	1,000.00	2,207.58
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	149,706.02	16,866.94	-	2,800.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	76,788.54	-	-	146,507.10	-
		ELEC OPS ENGINEER	128,359.56	-	-	124,133.55	-
		IT MANAGER/SR MANAGER	48,249.00	-	-	-	2,904.58
		GAS ENG ENGINEER	155,270.23	-	-	145,893.80	390.04
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	52,347.36	-	-	87,217.03	-
		ELEC OPS ELECTRICIAN	104,601.41	-	-	63,054.82	-
		ELEC OPS ELECTRICIAN	120,849.93	-	-	70,144.09	-
		GAS ENG ENGINEER	187,482.14	20,911.71	-	18,410.56	11,520.11
		ELEC OPS FOREMAN	138,027.27	-	-	123,739.82	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	73,802.40	-	-	36,387.26	589.18
		ELEC OPS ELECTRICIAN	132,143.04	-	-	33,753.33	-
		FINANCE AUDITOR SR/EX/PRN	143,395.30	15,354.09	-	-	-
		ELEC ENG ELECTRICIAN	122,234.66	-	-	30,535.16	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	105,195.82	-	-	9,241.39	510.92
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	26,406.83	16,118.05	-	20,478.49	576.66
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	160,632.38	24,590.77	-	1,000.00	346.50
		GENERATION TECHNICIAN	21,898.40	-	-	31,610.76	-
		ELEC OPS SUPERVISOR	177,437.84	24,260.05	-	76,431.64	288.24
		GAS OPS SUPERVISOR	143,222.85	-	-	4,648.37	4,227.70
		ELEC OPS SYSTEM OPERATOR/LEAD	156,310.71	-	-	96,107.26	-
		OPERATIONS METEOROLOGIST/BUS/MAINT PLNR	147,896.35	-	-	125,661.22	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,673.00	-	-	402,666.33	7,315.19
		CUSTOMER & COMMS MANAGER/SR MANAGER	170,413.88	28,628.39	-	7,900.00	6,667.05
		GENERATION TECHNICIAN	16,715.40	-	-	26,527.88	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	15,752.66	-	-	3,268.25	-
		ELEC OPS LINEMAN/LINEMAN	155,816.26	-	-	123,195.23	-
		ELEC OPS FOREMAN	150,814.91	-	-	110,431.42	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	198,372.84	32,256.92	13,814.85	3,850.00	1,674.65
		ELEC OPS LINEMAN/LINEMAN	8,636.40	-	-	3,022.88	-
		SHARED SVS CREW LEAD/LEADER	130,047.36	-	-	30,797.59	-
		SHARED SVS LAND PLANNER	181,800.00	13,098.34	-	10,490.37	1,046.54
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	147,061.66	-	-	84,992.88	-
		ELEC OPS LINEMAN/LINEMAN	138,628.67	-	-	166,541.83	2,072.14
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,076.60	-	-	57,172.50	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	142,384.80	-	-	2,012.49	2,967.89
		GAS ENG ENGINEER	149,099.49	-	-	46,181.39	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	224,287.60	24,845.10	-	7,194.55	4,323.44
		OPERATIONS SUPERVISOR	155,603.66	21,669.16	-	62,071.46	16,856.29
		ELEC OPS ENGINEER	40,665.00	-	-	44,855.07	1,505.26
		ELEC OPS SUPERVISOR	178,723.54	23,301.94	-	9,804.64	11,350.99
		ELEC OPS DIRECTOR/SR DIRECTOR	242,176.64	59,767.35	53,635.96	22,500.00	4,710.77
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	130,892.54	16,205.36	-	-	2,687.55
		GAS OPS MECHANIC/WELDER	121,890.92	-	-	71,448.57	4,105.68
		SHARED SVS SUPERVISOR/CHIEF/EX AST	183,084.94	26,567.06	-	2,031.48	3,223.73
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	156,913.98	-	-	57,242.29	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	146,623.42	16,532.60	-	20,305.61	225.98
		ELEC OPS LINEMAN/LINEMAN	41,672.32	-	-	36,587.02	-
		GAS ENG ENGINEER	150,957.87	-	-	18,704.60	538.93
		ELEC OPS INSPECTOR/LEAD INSPECTOR	121,284.62	11,167.34	-	54,780.58	5,299.92
		ELEC OPS OPERATOR	118,833.79	-	-	41,748.52	7,270.61

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		ELEC ENG ENGINEER	172,212.00	18,999.19	-	2,814.86	350.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	177,798.62	19,037.83	-	400.00	10,604.47
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	221,057.13	23,626.97	-	19,379.78	5,483.54
		ELEC ENG ENGINEER	121,041.35	-	-	12,366.16	720.02
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	151,015.24	-	-	46,753.37	-
		GAS OPS PLANNER SR/EX/PRN	160,284.12	18,548.58	-	2,601.66	652.71
		ELEC ENG SHOP LEADER/TESTER/MACHINIST/INSP	135,319.35	-	-	70,243.68	-
		GENERATION TECHNICIAN	86,061.70	-	-	58,012.11	555.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,116.68	14,664.93	-	-	-
		GAS OPS MECHANIC/WELDER	120,360.81	-	-	37,764.41	1,769.82
		SUPPLY CHAIN MATERIALS DIRECTOR	230,081.14	38,706.39	46,736.34	47,050.00	25,302.15
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,003.28	-	-	20,642.56	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	157,787.74	16,976.78	-	-	1,951.29
		ELEC ENG ENGINEER	214,488.00	26,505.42	-	819.20	560.60
		ELEC OPS CREW LEAD/LEADER	118,011.92	-	-	19,534.52	-
		IT INVESTIGATOR SR/EXP	122,545.60	13,855.01	-	750.00	695.41
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	164,342.00	17,725.67	-	-	7,655.08
		FINANCE AUDITOR SR/EX/PRN	176,305.04	28,316.86	-	2,000.00	6,738.42
		ELEC OPS LINEWORKER/LINEMAN	146,461.20	-	-	126,652.13	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,328.20	-	-	105,139.06	54.42
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	168,313.90	30,621.33	-	500.00	70.00
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	144,481.68	17,602.69	-	29,493.96	745.51
		FINANCE MANAGER/SR MANAGER	197,691.64	32,307.84	13,814.85	7,200.00	2,110.54
		GAS OPS TECHNICIAN	14,991.87	-	-	7,193.46	-
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	57,500.99	-	-	10,000.00	680.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	131,699.98	15,417.60	-	-	495.34
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,045.59	-	-	4,596.48	-
		IT ENGINEER SR/EX/PRN	155,266.54	17,045.50	-	-	6,692.06
		ELEC OPS INSPECTOR/LEAD INSPECTOR	158,868.26	-	-	71,256.09	-
		ELEC OPS WORKING LEADER	133,503.68	-	-	33,920.21	-
		GENERATION SUPERVISOR	218,760.66	31,420.55	-	88,588.79	3,331.34
		ELEC OPS CABLE SPLICER/CABLEMAN	118,618.22	-	-	188,304.83	-
		CUSTOMER & COMMS SUPERVISOR	156,675.54	22,821.26	-	-	522.80
		GAS ENG ENGINEER	122,257.36	-	-	200.00	-
		ELEC OPS SUPERVISOR	150,393.28	21,072.83	-	97,528.59	-
		ELEC OPS LINEWORKER/LINEMAN	146,134.28	-	-	119,125.71	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,978.64	-	-	76,956.27	-
		IT TECHNICIAN	140,589.58	-	-	144,629.26	1,479.02
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	13,280.16	-
		GAS OPS ENGINEER	130,329.90	-	-	55,261.26	-
		ELEC OPS LINEWORKER/LINEMAN	148,428.03	-	-	87,846.38	-
		ELEC OPS CABLE SPLICER/CABLEMAN	154,437.37	-	-	285,886.85	643.19
		GAS OPS ENGINEER	146,487.00	-	-	43,635.79	2,119.62
		ELEC OPS LINEWORKER/LINEMAN	155,339.69	-	-	285,473.53	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	14,772.73	-	-	10,000.00	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	127,392.65	14,832.73	-	-	648.28
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	183,861.96	33,795.09	-	6,278.21	15,794.09
		OPERATIONS MANGER/SR MANAGER	159,112.48	20,249.44	-	2,500.00	3,844.03
		ELEC OPS TECHNICIAN	154,066.80	-	-	128,598.82	-
		GAS OPS INVESTIGATOR	149,570.62	16,858.21	-	57,730.71	171.24
		ELEC ENG ELECTRICIAN	129,269.76	-	-	53,892.06	-
		ELEC OPS SYSTEM OPERATOR/LEAD	171,607.85	-	-	15,836.90	-
		ELEC OPS SUPERVISOR	161,621.87	23,476.37	-	28,768.09	489.00
		IT DIRECTOR/SR DIRECTOR	246,113.48	44,050.19	44,160.69	1,000.00	1,572.42
		GAS ENG ENGINEER	123,549.72	15,712.67	-	-	1,658.95
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	127,006.98	-	-	4,950.96	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	136,216.05	17,940.48	-	1,500.00	9,684.93
		ELEC OPS ENGINEER	208,392.00	24,632.98	-	11,594.92	1,151.40
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,363.39	-	-	55,227.05	88.43
		OPERATIONS INSPECTOR/LEAD INSPECTOR	175,952.92	-	-	159,719.52	1,184.91
		GENERATION TECHNICIAN	26,136.80	-	-	45,150.82	-
		ELEC OPS LINEWORKER/LINEMAN	122,165.97	-	-	144,755.63	154.45
		ELEC ENG ESTIMATOR	116,734.95	-	-	33,161.18	455.00
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,813.37	-	-	67,354.20	-
		ELEC OPS CREW LEAD/LEADER	138,493.06	-	-	73,077.37	-
		GAS OPS OPERATOR	139,217.06	-	-	87,073.20	-

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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)
		ENG PLNG & STRAT SUPERVISOR/LIAISON	148,696.70	16,079.54	-	500.00	1,026.70
		GAS OPS FOREMAN/LEADER/CREW LEADER	127,908.73	-	-	16,495.38	425.12
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	166,971.65	18,256.35	-	750.00	4,395.10
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	124,214.10	13,183.60	-	1,431.13	420.00
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	129,121.42	14,521.73	-	3,420.78	2,014.70
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	197,972.40	33,403.66	-	28,916.48	3,787.73
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	55,668.60	-	-	6,169.68	-
		ELEC ENG MANAGER/SR MANAGER	235,817.36	42,532.33	36,449.35	1,500.00	9,424.36
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	169,481.51	28,373.66	-	2,833.33	10,548.47
		ELEC OPS WORKING LEADER	118,872.15	-	-	53,739.50	-
		ELEC OPS SUPERVISOR	164,264.44	21,405.94	-	85,505.59	-
		GAS OPS FITTER	121,825.06	-	-	74,926.85	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,576.87	-	-	56,651.59	-
		ELEC OPS SUPERVISOR	7,671.96	-	-	28,419.31	6,288.64
		ELEC OPS SYSTEM OPERATOR/LEAD	145,063.18	-	-	216,643.31	11,332.17
		ELEC OPS ELECTRICIAN	135,929.85	-	-	28,387.50	-
		ELEC OPS ELECTRICIAN	132,174.88	-	-	74,138.20	-
		ELEC OPS CREW LEAD/LEADER	143,863.36	-	-	31,955.86	-
		IT DEVELOPER SR/EX	169,711.68	16,718.83	13,512.96	-	536.85
		GAS OPS SUPERVISOR	155,667.98	21,835.13	-	905.28	1,148.05
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	143,540.35	-	-	41,712.85	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	122,406.30	9,696.29	-	16,298.54	54,672.63
		GAS ENG SENIOR BUSINESS REP	129,886.02	-	-	70,274.58	2,481.02
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	127,568.60	-	-	16,837.99	210.00
		GAS OPS TECHNICIAN	140,863.06	-	-	50,955.21	104.80
		ELEC ENG SUPERVISOR	195,410.90	26,631.00	-	2,277.84	600.00
		IT MANAGER/SR MANAGER	239,041.72	41,964.05	46,736.34	2,000.00	1,784.97
		ELEC OPS ENGINEER	183,600.00	20,161.69	-	4,766.58	3,658.89
		GAS ENG ENGINEER	141,716.00	9,500.51	-	26,551.79	4,098.31
		GAS ENG ENGINEER	164,649.70	18,101.58	-	3,522.20	3,136.97
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	78,088.24	-	-	-	210.00
		OPERATIONS SUPERVISOR	172,480.42	24,193.70	-	46,272.59	6,173.82
		GAS OPS PRGM/PROJ MANAGER	166,256.32	20,950.59	-	800.00	-
		ELEC OPS LINEMAN/LINEMAN	62,816.91	-	-	83,201.58	1,148.37
		GAS ENG ENGINEER	193,823.40	21,524.07	-	1,750.00	726.21
		GAS OPS DISPATCHER	80,654.39	-	-	48,763.31	560.00
		ELEC OPS SUPERVISOR	169,418.94	24,060.13	-	202,343.71	6,245.64
		GAS OPS FOREMAN/LEADER/CREW LEADER	101,150.00	-	-	13,160.49	-
		SHARED SVS CREW LEAD/LEADER	132,822.72	-	-	41,679.99	-
		SHARED SVS LAND PLANNER/SURVEYOR	148,904.00	15,737.43	-	23,372.72	6,087.52
		ELEC OPS LINEMAN/LINEMAN	138,358.33	-	-	134,503.28	114.66
		ENG PLNG & STRAT MANGER/SR MANAGER	166,434.78	21,560.23	-	-	2,935.38
		GAS OPS SUPERVISOR	133,490.04	19,258.83	-	42,082.38	-
		SHARED SVS SCIENTIST/TECHNICIAN	159,228.00	17,566.56	-	1,378.08	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	128,333.34	14,560.18	-	750.00	-
		GAS ENG ENGINEER	144,302.19	17,304.65	-	1,000.00	552.31
		GAS OPS OPERATOR	120,148.57	-	-	91,322.02	-
		ELEC OPS CREW LEAD/LEADER	161,785.07	-	-	141,937.76	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	164,467.92	28,652.36	-	-	1,183.57
		ELEC ENG SUPERVISOR	194,872.50	25,295.94	-	38,456.56	4,143.88
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,807.02	12,565.55	-	2,250.00	1,630.35
		GAS ENG ENGINEER	160,144.92	17,826.50	-	500.00	610.00
		ELEC OPS MACHINIST/WELDER	125,956.00	-	-	57,560.00	109.74
		ELEC OPS MACHINIST/WELDER	125,956.00	-	-	68,940.10	-
		ELEC OPS CREW LEAD/LEADER	93,786.83	-	-	37,107.13	-
		GAS OPS STATION OPERATOR	122,500.03	-	-	77,236.66	906.26
		ELEC OPS LINEMAN/LINEMAN	122,752.84	-	-	79,174.45	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	166,710.75	-	-	15,718.75	-
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	180,541.28	29,889.47	-	4,500.00	1,512.53
		GAS ENG ENGINEER	166,713.64	-	-	136,380.32	558.58
		GAS ENG ENGINEER	149,789.98	-	-	49,000.54	1,722.88
		GENERATION SUPERVISOR	173,313.00	25,265.64	-	34,693.03	7,441.66
		GAS OPS OPERATOR	137,405.20	-	-	52,750.87	60.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,811.38	17,220.46	-	19,000.62	758.40
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	98,848.32	-	-	48,939.84	639.29
		SHARED SVS PERMIT FACILITATOR	123,846.74	-	-	13,699.07	1,339.03

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		ELEC ENG TECHNICIAN	156,679.76	-	-	33,531.51	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	137,330.57	-	-	104,514.60	-
		T TECHNICIAN	134,147.37	-	-	6,136.24	-
		ELEC OPS SUPERVISOR	170,148.24	-	-	125,907.95	1,858.90
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	98,437.50	-	-	-	2,586.16
		GAS ENG SENIOR BUSINESS REP	144,991.47	-	-	76,987.13	4,527.22
		GENERATION TECHNICIAN	146,020.80	-	-	49,641.45	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	135,839.18	-	-	77,613.94	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	37,701.60	-	-	5,228.63	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	173,048.67	-	-	11,811.88	9,149.29
		FINANCE MANAGER/SR MANAGER	195,307.26	32,766.01	-	-	4,687.16
		ELEC ENG MANAGER/SR MANAGER	211,029.86	26,164.37	-	750.00	3,611.32
		GAS OPS PRGM/PROJ MANAGER	50,087.00	20,273.42	-	1,253.46	265.83
		ELEC OPS LINEWORKER/LINEMAN	8,636.40	-	-	12,527.76	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	156,385.60	-	-	111,791.34	-
		GAS OPS ENGINEER	135,154.17	-	-	38,670.32	1,577.94
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	134,143.00	14,278.86	-	400.00	7,732.61
		ELEC OPS SUPERVISOR	171,630.94	23,326.83	-	46,813.97	7,005.22
		OPERATIONS PRJ MNGR/PLNR/REPAIR PRSN/OP	23,623.60	-	-	7,050.52	-
		GAS OPS MECHANIC/WELDER	138,407.18	-	-	56,663.44	-
		SUPPLY CHAIN MATERIALS SUPPLIER RESPON	129,862.04	14,432.75	-	1,129.12	12,566.23
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	126,997.80	12,821.41	-	488.40	371.00
		ELEC OPS SUPERVISOR	165,295.18	21,348.61	-	3,555.24	5,772.16
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	109,400.95	-	-	131,805.90	-
		ELEC OPS SYSTEM OPERATOR/LEAD	130,237.93	-	-	157,922.91	265.94
		SHARED SVS LAND PLANNER	179,105.34	21,360.70	-	19,372.72	4,013.87
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	162,912.00	19,256.93	-	7,474.68	1,967.88
		GAS ENG ENGINEER	132,833.14	14,605.84	-	500.00	2,081.03
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	132,266.64	14,501.89	-	1,000.00	15,262.23
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	192,732.00	21,262.83	-	2,217.88	4,035.19
		ELEC OPS ENGINEER	197,488.00	22,364.63	-	36,165.36	1,283.82
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	125,088.48	12,909.90	-	72,180.00	175.00
		GAS ENG TECHNICIAN	104,715.47	-	-	32,793.33	800.00
		ELEC OPS SUPERVISOR	178,215.40	24,290.14	-	42,173.53	2,958.46
		ELEC OPS CREW LEAD/LEADER	136,224.88	-	-	16,080.87	1,101.54
		GAS ENG ENGINEER	186,958.84	19,510.21	-	750.00	427.00
		GAS OPS DISPATCHER	100,939.70	-	-	221,939.63	640.00
		ELEC OPS SUPERVISOR	166,817.24	22,520.16	-	84,609.67	256.23
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	175,219.64	30,399.40	-	7,200.00	2,012.71
		ELEC OPS LINEWORKER/LINEMAN	108,610.73	-	-	215,860.29	1,629.71
		GENERATION SUPERVISOR	60,549.77	-	-	36,340.11	1,346.98
		GAS ENG ENGINEER	194,790.00	21,793.30	-	-	1,647.95
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	137,444.78	16,716.72	-	55,905.94	11,386.46
		GAS ENG ENGINEER	142,605.55	-	-	672.24	682.66
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	136,546.24	26,277.24	-	111,019.54	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	181,848.00	20,027.18	-	24,359.77	1,353.39
		ELEC OPS ELECTRICIAN	73,782.21	-	-	63,964.26	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	28,991.87	17,132.76	-	4,484.89	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,752.77	-	-	263,338.49	268.56
		ELEC OPS SUPERVISOR	167,617.60	21,024.00	-	17,001.83	2,884.62
		ELEC OPS ENGINEER	171,975.50	20,747.34	-	74,983.26	4,988.97
		ELEC ENG TECHNICIAN	110,974.94	-	-	94,145.28	13,108.39
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	107,238.67	12,905.38	-	2,000.00	1,879.27
		GAS OPS MECHANIC/WELDER	132,476.17	-	-	83,106.77	683.20
		ELEC OPS SUPERVISOR	152,162.72	11,253.00	-	4,120.62	605.86
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	125,916.06	-	-	85,607.90	14,896.88
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,603.73	-	-	116,961.74	33.58
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	82,494.10	15,699.79	-	-	245.00
		HR ECO MANAGER/SR MANAGER	170,147.13	22,262.22	-	3,250.00	833.05
		T TECHNICIAN	-	-	-	-	-
		FINANCE DIRECTOR	240,457.70	58,018.23	433,284.91	7,000.00	1,766.38
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	167,167.92	27,274.41	-	-	1,068.61
		GENERATION TECHNICIAN	142,545.39	-	-	122,439.38	378.16
		OPERATIONS PRJ MNGR/PLNR/REPAIR PRSN/OP	126,245.85	-	-	23,923.25	50.36
		GAS ENG ENGINEER	146,728.96	16,139.59	-	-	2,639.00
		ELEC OPS LINEWORKER/LINEMAN	142,606.56	-	-	74,980.57	314.85

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		ELEC OPS SYSTEM OPERATOR/LEAD	118,218.39	-	-	259,809.25	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	139,966.66	13,999.86	-	5,339.06	620.46
		ENERGY PLCY & PROC MANAGER/SR MANAGER	169,241.37	34,849.15	23,368.17	-	2,681.07
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,764.82	17,074.38	-	-	50.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,170.99	16,442.06	-	-	420.00
		ENG PLNG & STRAT EX AST/SR EX AST/CHF/CONT ADMIN	126,778.54	14,478.76	-	150.00	588.79
		GAS ENG ENGINEER	221,883.70	37,811.78	-	1,500.00	6,522.28
		ELEC OPS MANAGER/SR MANAGER	155,475.86	17,463.61	-	-	2,787.60
		GAS OPS MECHANIC/WELDER	125,181.26	-	-	5,108.92	444.98
		GAS ENG PRGM/PROJ MANAGER	190,554.04	24,711.32	-	2,582.86	1,113.49
		GAS OPS CONST/PRGM/PRJCT MANAGER	129,478.04	-	-	15,072.66	1,747.38
		ELEC OPS SYSTEM OPERATOR/LEAD	130,958.36	-	-	111,313.50	2,663.70
		ELEC ENG SUPERVISOR	168,126.60	7,726.72	-	40,445.24	469.00
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	129,707.13	13,079.28	-	500.00	3,451.68
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	162,099.56	21,781.16	-	20,846.71	-
		GAS ENG ESTIMATOR/SCHEDULER	119,193.50	-	-	77,977.17	1,680.70
		ELEC OPS SUPERVISOR	195,365.72	28,719.39	-	43,193.89	207.60
		ELEC OPS FOREMAN	144,385.14	-	-	183,666.44	357.42
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	124,022.34	-	-	294,535.42	-
		OPERATIONS SUPERVISOR	144,783.00	18,889.28	-	4,216.42	11,457.18
		GENERATION SUPERVISOR	163,910.14	22,949.13	-	35,578.11	-
		SHARED SVS PERMIT FACILITATOR	120,730.41	-	-	6,194.71	851.11
		ELEC OPS WORKING LEADER	138,591.33	-	-	30,910.72	-
		SHARED SVS LAND PLANNER	166,920.00	20,670.38	-	46,582.44	4,306.84
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	183,600.00	20,145.89	-	10,510.04	3,299.68
		GENERATION SUPERVISOR	56,239.56	-	-	-	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	122,457.60	-	-	29,091.40	-
		IT ENGINEER SR/EX/PRN	178,785.64	28,784.26	-	5,200.00	3,589.13
		OPERATIONS INSPECTOR/LEAD INSPECTOR	144,632.59	-	-	44,066.22	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	191,278.56	33,537.66	11,863.60	750.00	16,509.35
		GAS OPS SUPERVISOR	155,700.00	19,364.47	-	67,196.96	9,682.70
		GENERATION ENGINEER	198,468.00	21,896.05	-	42,260.02	495.00
		ELEC OPS MANAGER/SR MANAGER	189,875.00	34,122.17	-	3,500.00	-
		ELEC OPS FOREMAN	3,231.60	-	-	96,914.77	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	175,534.86	19,951.41	11,863.60	750.00	-
		ELEC OPS ELECTRICIAN	131,484.68	-	-	108,572.96	-
		ELEC OPS TECHNICIAN	132,176.44	-	-	16,041.88	-
		SHARED SVS CRANE SURVEYOR	133,033.84	-	-	11,985.73	275.26
		ELEC ENG ENGINEER	172,171.74	20,587.03	-	768.24	65.61
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,230.37	-	-	207,849.08	-
		CUSTOMER & COMMS SUPERVISOR	133,783.00	15,069.33	-	1,953.16	-
		SHARED SVS LAND PLANNER/SURVEYOR	180,825.83	19,269.18	-	38,683.54	976.16
		ELEC OPS SYSTEM OPERATOR/LEAD	156,945.58	-	-	78,023.89	20,252.06
		GENERATION TECHNICIAN	137,185.95	-	-	80,453.66	-
		GAS ENG ESTIMATOR/SCHEDULER	134,876.89	-	-	34,447.87	1,289.84
		ELEC OPS LINEWORKER/LINEMAN	121,644.20	-	-	198,006.81	693.94
		GAS OPS MECHANIC/WELDER	133,087.01	-	-	72,117.86	152.63
		ELEC OPS OPERATOR	118,452.35	-	-	49,933.08	-
		GAS OPS ENGINEER	130,456.48	-	-	14,802.20	2,305.89
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,470.88	-	-	53,737.63	-
		GAS OPS ENGINEER	127,960.91	-	-	11,423.77	420.00
		IT ENGINEER SR/EX/PRN	143,485.48	15,445.30	-	-	420.00
		GAS OPS TECHNICIAN	71,013.37	-	-	7,327.97	-
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	177,447.32	27,143.59	16,109.52	-	2,621.19
		GAS OPS TECHNICIAN	133,985.54	-	-	29,662.58	127.08
		SHARED SVS LAND AGENT/CONSLT	112,376.05	-	-	2,654.89	197.17
		ELEC ENG ENGINEER	220,121.30	36,538.33	-	800.00	6,147.15
		GAS ENG ENGINEER	148,845.32	-	-	244,077.31	846.83
		ELEC OPS TECHNICIAN	157,092.00	-	-	115,349.40	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	206,461.78	34,917.49	13,814.85	1,550.00	2,451.14
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	133,193.65	14,377.45	-	-	199.43
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,250.65	-	-	195,058.45	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,402.02	17,145.22	-	5,626.01	1,400.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	180,833.36	27,507.01	-	-	2,594.88
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	137,205.82	-	-	41,942.40	-
		ELEC OPS CREW LEAD/LEADER	114,577.84	-	-	45,102.55	-



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		GAS OPS MECHANIC/WELDER	125,667.89	-	-	76,667.38	-
		GENERATION SUPERVISOR	217,419.34	29,347.34	-	73,860.61	675.00
		GENERATION ENGINEER	150,046.32	17,945.67	-	5,750.12	7.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,454.08	-	-	100,274.40	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,828.21	-	-	153,128.72	-
		SHARED SVS PERMIT FACILITATOR	124,244.71	-	-	1,531.52	980.05
		OPERATIONS TECHNICIAN	126,766.00	-	-	284,510.32	1,421.36
		GEN CNSL & ETHICS COMP INVESTIGATOR SR/EX/PRN	126,736.26	14,297.30	-	1,801.60	1,204.67
		OPERATIONS TECHNICIAN	64,615.70	-	-	52,289.85	68.78
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	143,533.24	15,788.10	-	7,863.84	12,131.05
		CUSTOMER & COMMS MANAGER/SR MANAGER	170,890.19	19,889.66	-	-	3,367.55
		GENERATION TECHNICIAN	16,953.60	-	-	25,748.28	-
		FINANCE MANAGER/SR MANAGER	170,841.66	27,919.87	-	2,020.00	362.46
		GAS OPS SUPERVISOR	153,480.40	14,990.81	-	1,000.00	1,354.24
		OPERATIONS DATA ENGINEER/SCIENTIST	187,901.26	21,086.48	-	-	649.47
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	38,980.63	16,139.42	-	5,478.78	-
		IT DIRECTOR/SR DIRECTOR	245,971.56	53,039.06	67,450.81	2,056.52	6,334.05
		ENG PLNG & STRAT MANGER/SR MANAGER	219,135.20	39,488.53	37,261.07	6,535.29	5,020.76
		GAS OPS MECHANIC/WELDER	130,736.99	-	-	151,849.64	-
		GAS ENG ESTIMATOR/SCHEDULER	108,003.67	-	-	8,855.14	3,887.41
		OPERATIONS SUPERVISOR	169,512.88	22,950.62	-	-	2,575.96
		GAS OPS MANAGER/SR MANAGER	175,877.86	29,687.68	11,504.57	-	14,113.98
		GAS OPS FOREMAN/LEADER/CREW LEADER	103,884.67	-	-	30,968.42	-
		ELEC OPS TECHNICIAN	132,006.76	-	-	55,022.56	-
		GENERATION TECHNICIAN	25,430.40	-	-	36,963.91	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	162,517.86	-	-	120,196.70	1,433.24
		ELEC OPS LINEMAN/LINEMAN	148,496.33	-	-	117,951.36	-
		ELEC ENG ENGINEER	115,995.01	-	-	18,778.52	385.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	113,328.86	13,414.24	-	54,757.30	1,149.21
		GAS OPS FOREMAN/LEADER/CREW LEADER	91,980.43	-	-	11,752.49	181.59
		ELEC OPS MANAGER/SR MANAGER	204,001.44	31,148.38	11,504.57	4,000.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,831.34	11,734.05	-	-	497.01
		ELEC ENG SUPERVISOR	187,301.65	22,975.64	-	2,200.00	6,764.08
		GAS OPS MECHANIC/WELDER	128,705.39	-	-	24,068.26	-
		IT SUPERVISOR	156,733.02	19,151.17	-	12,718.47	5,432.81
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	128,700.00	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,448.80	11,542.83	-	-	468.63
		GAS OPS CONST/PRGM/PRJCT MANAGER	131,123.12	14,733.21	-	13,998.49	1,204.26
		GAS ENG SUPERVISOR	196,370.78	28,728.46	-	4,381.58	1,085.66
		GAS ENG ENGINEER	160,785.13	20,244.90	-	-	426.06
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,368.06	14,337.20	-	-	-
		ELEC OPS SUPERVISOR	169,753.92	24,993.28	-	55,851.55	1,283.28
		ELEC OPS LINEMAN/LINEMAN	135,989.02	-	-	86,300.74	-
		ELEC ENG ESTIMATOR	114,948.46	-	-	7,245.12	737.69
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	179,377.61	29,991.03	-	10,800.00	12,339.30
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	201,921.78	32,774.92	-	-	2,147.87
		SHARED SVS CREW LEAD/LEADER	51,990.20	-	-	2,564.15	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	142,980.36	17,261.81	-	4,801.06	420.00
		GENERATION TECHNICIAN	146,727.20	-	-	29,039.45	1,829.58
		GAS ENG ENGINEER	150,915.82	-	-	111,201.53	553.23
		GAS OPS SCHEDULER	135,918.44	-	-	4,860.68	420.00
		ELEC ENG ESTIMATOR	145,362.49	-	-	162,537.67	-
		OPERATIONS TECHNICIAN	149,520.52	-	-	98,545.01	598.20
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	162,975.00	27,021.10	-	3,900.00	420.00
		SHARED SVS LAND TECH/LEAD LAND TECH	127,495.52	-	-	12.60	828.48
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	126,610.02	5,763.05	-	40,732.58	5,140.55
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	160,124.54	24,537.43	-	4,000.00	5,126.16
		ELEC OPS LINEMAN/LINEMAN	56,476.96	-	-	123,266.37	466.36
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	160,378.52	27,718.38	-	2,000.00	2,678.68
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	116,110.20	-	-	90,593.71	-
		GENERATION TECHNICIAN	27,549.60	-	-	43,983.69	-
		GAS ENG ESTIMATOR/SCHEDULER	114,252.48	-	-	6,112.86	739.23
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	157,908.90	16,512.32	-	4,669.94	992.42
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	169,801.51	-	-	117,613.16	754.56
		ELEC ENG ENGINEER	57,391.30	-	-	1,308.78	1,318.41
		SAFETY RISK SUPERVISOR	119,785.79	16,290.67	-	23,795.69	1,227.25

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		GENERATION ADMINSTR/LICENSING/ARMORER SR EX AST	152,042.89	20,896.07	-	32,004.48	5,358.10
		OPERATIONS SUPERVISOR	90,822.12	-	-	13,894.90	217.46
		GAS OPS CONST/PRGM/PRJCT MANAGER	155,041.97	17,074.81	-	292.52	1,146.66
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	25,778.56	-	-	39,962.41	-
		ELEC OPS DIRECTOR/SR DIRECTOR	87,163.38	44,154.89	422,029.25	90,868.47	-
		ELEC OPS SUPERVISOR	202,200.04	23,468.62	-	1,500.00	11,026.62
		SHARED SVS PERMIT FACILITATOR	123,340.43	-	-	20,602.43	595.00
		GAS ENG SENIOR BUSINESS REP	118,534.72	-	-	22,664.02	4,053.53
		IT TECHNICIAN	139,224.79	-	-	81,126.06	103.78
		IT ENGINEER SR/EX/PRN	136,350.00	12,641.14	-	1,000.00	-
		ELEC ENG TECHNICIAN	162,025.99	-	-	45,922.72	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	146,029.44	28,325.60	-	179,595.68	2,502.25
		ELEC OPS LINEWORKER/LINEMAN	142,364.80	-	-	18,362.92	-
		GENERATION ENGINEER	97,719.91	-	-	17,381.79	-
		ELEC OPS LINEWORKER/LINEMAN	139,028.74	-	-	100,426.69	810.41
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,982.28	-	-	50,861.41	406.76
		SHARED SVS SCIENTIST/TECHNICIAN	116,600.48	-	-	80,948.51	-
		ELEC ENG ESTIMATOR	113,358.39	-	-	94,187.16	385.00
		ELEC OPS LINEWORKER/LINEMAN	125,685.84	-	-	109,855.82	-
		ELEC OPS CREW LEAD/LEADER	147,379.71	-	-	19,718.46	-
		SHARED SVS LAND AGENT/CONSLT	128,705.01	-	-	1,160.62	1,388.39
		GAS ENG ENGINEER	102,487.59	-	-	27,710.19	794.11
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,562.69	-	-	125,603.47	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	157,826.10	17,704.72	-	16,911.31	4,204.39
		GENERATION SUPERVISOR	175,312.98	27,351.43	-	73,577.23	87.88
		ELEC ENG ESTIMATOR	119,668.08	-	-	31,930.21	-
		SHARED SVS CONT/PRGM/PROJ MANAGER	195,300.00	34,768.44	51,216.41	403.00	2,806.65
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	116,828.50	16,630.28	-	12,497.15	648.19
		GENERATION TECHNICIAN	146,727.20	-	-	66,437.93	2,477.36
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	164,647.60	18,609.70	-	-	8,507.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	115,282.83	-	-	287,420.92	-
		SHARED SVS LAND PLANNER/SURVEYOR	180,832.00	19,269.05	-	9,011.48	608.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	106,078.67	-	-	18,517.89	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	123,275.15	-	-	13,667.35	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	209,667.87	44,272.69	32,796.61	12,650.00	1,878.35
		GENERATION ENGINEER	198,468.00	21,896.05	-	33,457.26	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	14,359.45	210.41
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	122,715.20	13,633.44	-	33,976.12	9,267.40
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,180.44	-	-	92,680.52	-
		GAS ENG DIRECTOR/CHIEF	224,595.00	76,267.21	435,523.90	25.00	618.60
		GAS OPS OPERATOR	132,518.53	-	-	63,090.91	-
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	101,399.16	-	-	-	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	152,047.74	17,857.93	-	-	3,624.01
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,344.82	-	-	21,718.39	-
		ELEC OPS MANAGER/SR MANAGER	190,625.74	23,393.45	-	2,793.02	11,198.53
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	120,396.72	13,487.45	-	7,754.58	1,545.16
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	167,026.46	18,772.96	-	25,478.47	16,742.52
		GAS ENG ENGINEER	170,538.88	18,607.34	-	5,148.36	604.99
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	147,155.40	16,170.20	-	36,262.28	757.71
		GENERATION ADMINSTR/LICENSING/ARMORER SR EX AST	111,956.30	14,096.73	-	9,565.22	2,950.71
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	154,017.26	17,437.31	-	1,500.00	1,000.11
		ELEC OPS ENGINEER	134,813.60	-	-	121,027.23	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,738.36	-	-	87,651.73	3,745.38
		GAS OPS SUPERVISOR	168,159.02	21,685.77	-	-	5,302.37
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	230,000.04	52,095.83	44,301.18	10,200.00	30,014.67
		GAS OPS SUPERVISOR	181,609.42	24,553.53	-	74,849.21	1,930.27
		ELEC OPS MACHINIST/WELDER	70,094.78	-	-	29,920.96	-
		ELEC OPS CREW LEAD/LEADER	114,600.37	-	-	67,351.70	203.71
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	138,215.96	15,045.43	-	250.00	2,232.25
		ELEC OPS FOREMAN	152,410.40	-	-	152,929.62	2,682.88
		GENERATION SUPERVISOR	178,648.34	24,129.27	-	42,074.67	300.00
		GENERATION TECHNICIAN	144,608.00	-	-	68,326.00	966.96
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	185,883.04	31,093.49	-	-	931.83
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	101,032.61	-	-	-	1,353.53
		OPERATIONS METEOROLOGIST/BUS/MAINT PLNR	143,600.84	16,676.51	-	12,635.67	673.24
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	136,439.02	16,034.96	-	500.00	3,389.90

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		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	123,829.58	13,713.97	-	-	829.28
		GAS OPS PLANNER SR/EX/PRN	132,298.22	15,278.59	-	1,500.00	1,632.34
		ELEC OPS INSPECTOR/LEAD INSPECTOR	132,404.40	12,906.02	-	61,166.37	248.02
		ELEC OPS SUPERVISOR	165,951.60	22,582.31	-	77,889.91	338.27
		GAS ENG TECHNICIAN	126,921.25	-	-	27,823.48	1,080.00
		OPERATIONS TECH WRITER/CREW LEADER	129,141.62	-	-	13,777.39	650.95
		SHARED SVS LAND AGENT/CONSLT	141,657.32	-	-	3,282.53	3,375.90
		GAS OPS MECHANIC/WELDER	138,139.74	-	-	79,931.34	-
		ELEC OPS ELECTRICIAN	117,161.58	-	-	12,893.03	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	190,740.76	-	-	126.39	-
		GAS OPS MECHANIC/WELDER	134,890.13	-	-	153,485.68	1,562.95
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,181.68	-	-	115,399.26	469.57
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	163,937.54	19,766.53	-	1,250.00	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	241,021.66	56,411.20	440,811.60	7,400.00	6,971.22
		ELEC OPS SUPERVISOR	206,270.58	26,056.01	-	14,331.83	10,077.92
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	185,870.90	32,083.11	-	-	960.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,687.20	-	-	92,724.60	-
		GAS OPS ENGINEER	157,900.98	-	-	4,353.27	420.00
		ELEC OPS MANAGER/SR MANAGER	189,825.50	32,568.13	11,504.57	2,000.00	2,362.37
		GENERATION SUPERVISOR	192,433.32	26,027.17	-	54,529.22	5,814.72
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	173,035.68	21,052.66	-	12,421.43	373.44
		ELEC ENG ENGINEER	149,580.95	-	-	68,662.60	-
		GAS OPS TECHNICIAN	139,605.37	-	-	113,848.92	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	137,760.43	-	-	57,302.55	502.69
		GAS ENG SUPERVISOR	171,722.67	21,633.30	-	250.00	4,009.62
		GAS ENG ENGINEER	173,365.82	16,582.45	-	500.00	620.96
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	110,449.68	-	-	9,110.72	253.49
		GAS ENG ENGINEER	169,699.62	18,590.73	-	14,235.68	440.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,148.00	-	-	129,450.20	-
		GAS OPS OPERATOR	132,084.57	-	-	85,615.50	-
		ELEC OPS LINEMAN/LINEMAN	140,545.70	-	-	231,939.50	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	135,850.38	14,514.32	-	5,090.83	18,514.51
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	121,549.35	-	-	78,646.85	450.76
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	98,467.91	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	100,406.25	-	-	1,000.00	240.00
		ELEC OPS BUSINESS LIAISON	20,380.80	-	-	6,974.42	-
		GENERATION ENGINEER	160,409.30	-	-	9,495.81	720.00
		IT ENGINEER SR/EX/PRN	154,495.00	19,524.61	-	1,866.66	250.87
		ELEC ENG ANALYST/SPEC SR/EX/PRN	177,768.80	24,540.87	-	1,000.00	20,609.30
		IT SUPERVISOR	166,084.90	15,003.78	-	-	4,737.16
		GAS ENG SENIOR BUSINESS REP	53,434.94	-	-	47,021.60	2,322.03
		GAS ENG ENGINEER	146,305.08	-	-	93,732.73	951.43
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,755.20	-	-	111,552.75	-
		ELEC OPS LINEMAN/LINEMAN	117,227.40	-	-	99,448.62	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	140,076.25	-	-	34,110.12	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	72,949.92	-	-	10,187.52	287.55
		GAS ENG ENGINEER	165,750.15	-	-	15,206.73	280.00
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EX/PRN	130,036.54	14,578.68	-	266.28	2,176.09
		GAS ENG ENGINEER	32,142.40	-	-	75,265.11	759.73
		ELEC OPS LINEMAN/LINEMAN	54,420.76	-	-	110,618.86	712.29
		GAS ENG SUPERVISOR	163,531.15	-	-	30,081.07	448.00
		ELEC OPS CREW LEAD/LEADER	183,596.68	-	-	407,651.92	213.50
		ELEC OPS LINEMAN/LINEMAN	139,032.14	-	-	125,557.86	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	168,972.38	27,854.22	-	-	4,675.66
		GAS OPS TECHNICIAN	141,525.21	-	-	22,433.09	753.25
		OPERATIONS TECHNICIAN	133,477.10	-	-	29,683.67	-
		GEN CNSL & ETHICS COMP SUPERVISOR	167,589.94	20,773.62	-	200.00	240.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	119,805.06	10,824.72	-	37,040.01	1,142.28
		HR ECO MANAGER/SR MANAGER	203,616.06	36,257.68	44,504.11	5,850.00	5,905.34
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	149,715.24	19,934.23	-	-	721.33
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	147,478.40	22,749.16	-	-	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	116,922.60	23,670.29	-	85,289.12	419.20
		GAS OPS OPERATOR	129,267.58	-	-	55,365.76	-
		GEN CNSL & ETHICS COMP DIRECTOR/CHIEF	228,000.00	52,730.34	39,134.27	4,000.00	4,200.33
		ELEC OPS ELECTRICIAN	129,343.77	-	-	49,001.07	-
		GENERATION SUPERVISOR	214,613.24	28,129.60	-	64,250.37	195.99

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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	172,712.70	29,283.16	-	-	315.00
		GENERATION SUPERVISOR	186,035.32	27,038.51	-	85,759.82	472.68
		OPERATIONS MANGER/SR MANAGER	181,404.00	30,701.97	-	8,000.00	9,519.66
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	124,053.20	8,812.14	-	-	1,073.23
		GAS ENG ENGINEER	157,897.74	19,090.66	-	5,151.61	1,061.39
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,698.28	19,531.87	-	1,250.00	915.03
		GENERATION SUPERVISOR	191,425.50	27,971.38	-	4,223.93	1,941.82
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	95,081.75	-	-	199,334.15	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,378.36	17,885.54	-	1,500.00	420.00
		GAS ENG ENGINEER	171,404.00	18,660.56	-	300.00	796.54
		IT ANALYST/SPECIALIST SR/EXP/PRN	121,518.80	15,651.98	-	12,826.22	1,587.53
		GENERATION TECHNICIAN	138,046.89	-	-	106,430.35	274.60
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	143,641.94	16,476.21	-	13,497.14	979.40
		ELEC ENG TECHNICIAN	134,571.17	-	-	18,439.26	4,223.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	192,015.18	41,847.45	28,113.61	-	150.00
		SHARED SVS LAND PLANNER/SURVEYOR	166,262.00	17,844.19	-	2,097.08	739.22
		IT MANAGER/SR MANAGER	214,435.48	34,733.50	37,526.44	3,200.00	1,543.08
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,977.60	17,658.54	-	-	960.00
		GAS ENG ENGINEER	65,539.10	-	-	28,064.80	267.04
		ELEC ENG ENGINEER	152,772.24	17,253.95	-	-	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	172,212.00	18,999.19	-	2,087.16	300.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	166,426.56	27,066.28	-	50.00	420.00
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	166,324.42	17,831.26	-	250.00	569.00
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	139,438.90	15,904.37	-	1,033.36	2,276.11
		GAS ENG ENGINEER	156,938.25	-	-	1,750.84	1,017.60
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	133,291.52	15,658.50	-	-	777.31
		ELEC OPS LINEWORKER/LINEMAN	129,143.21	-	-	115,751.97	-
		ELEC OPS LINEWORKER/LINEMAN	116,384.77	-	-	191,570.17	121.39
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	15,846.85	-	5,508.53	274.36
		ELEC OPS ENGINEER	171,798.00	19,340.57	-	3,743.50	1,050.53
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	152,330.15	21,985.22	-	43,352.24	2,427.86
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	115,744.11	13,533.27	-	-	491.23
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.40	-	-	26,749.64	-
		GAS ENG ENGINEER	147,292.96	-	-	113,487.48	1,204.90
		GENERATION ENGINEER	198,468.00	21,893.19	-	33,957.05	1,479.00
		GAS OPS MECHANIC/WELDER	130,891.48	-	-	131,877.46	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	138,389.89	-	-	65,097.59	-
		ELEC ENG TECHNICIAN	123,280.91	-	-	21,768.04	-
		GAS ENG SUPERVISOR	129,978.09	-	-	33,836.65	2,636.27
		FINANCE AUDITOR SR/EX/PRN	172,605.92	30,168.73	23,368.17	-	9,337.93
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	23,295.46	-	-	61,820.00	379.99
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	121,069.57	11,972.73	-	-	443.36
		ELEC ENG TECHNICIAN	132,901.98	-	-	22,306.55	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,602.46	-	-	138,045.12	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	153,060.00	16,082.19	-	5,942.48	3,975.63
		ENT HEALTH & SAFETY HYGNS/DSNG/CONST/DS SR/EXP/PRN	182,371.94	30,722.67	-	-	8,177.46
		ELEC OPS SUPERVISOR	170,837.96	27,043.49	-	64,379.68	15.22
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,902.70	-	-	32,537.92	-
		ELEC OPS FOREMAN	103,975.45	-	-	99,450.17	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,297.60	-	-	42,332.50	-
		GAS OPS TECHNICIAN	134,144.02	-	-	55,428.02	275.35
		GAS ENG ENGINEER	218,045.76	36,243.66	-	1,500.00	2,442.67
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	29,849.40	-	-	35,556.25	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	135,932.34	15,328.05	-	27,174.76	16,464.46
		ELEC OPS CREW LEAD/LEADER	145,265.70	-	-	26,416.49	-
		GAS OPS OPERATOR	131,929.76	-	-	10,829.81	-
		GENERATION ENGINEER	28,008.52	22,980.11	-	4,894.12	348.46
		SHARED SVS LAND AGENT/CONSLT	139,175.51	-	-	341.53	467.87
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	186,047.54	51,811.36	53,585.02	1,500.00	927.75
		ELEC ENG ENGINEER	119,067.23	11,759.32	-	3,000.00	810.78
		ELEC OPS SUPERVISOR	200,288.68	-	-	34,620.32	341.10
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,859.20	-	-	49,497.16	-
		GAS OPS ENGINEER	160,202.41	17,240.51	-	800.00	4,876.53
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	144,226.00	16,387.86	-	1,106.06	3,747.19
		ELEC ENG CHEMIST/CARPENTER/WELDER	120,452.03	-	-	55,134.59	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	118,724.69	-	-	52,193.86	112.02

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		GAS OPS SCHEDULER	125,150.25	-	-	13,610.03	525.00
		GAS OPS MECHANIC/WELDER	128,848.74	-	-	24,489.89	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	170,209.40	29,701.90	-	5,000.00	6,928.70
		ELEC ENG ENGINEER	130,567.73	-	-	16,221.97	35.00
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	119,693.33	20,241.63	-	34,081.32	88.37
		IT TECHNICIAN	135,792.18	-	-	4,383.19	284.93
		ELEC OPS INSPECTOR/LEAD INSPECTOR	164,059.40	-	-	170,840.94	724.10
		ELEC OPS INSPECTOR/LEAD INSPECTOR	161,777.96	-	-	271,182.85	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	194,668.80	36,748.74	-	-	18,305.80
		ELEC OPS LINEMAN/LINEMAN	138,302.68	-	-	148,056.73	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	132,926.00	16,412.98	-	10,922.23	1,459.30
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	128,506.78	14,378.30	-	-	960.00
		IT TECHNICIAN	120,759.61	-	-	178,238.82	220.74
		ELEC ENG ENGINEER	146,530.75	-	-	47,857.78	617.64
		GAS OPS SUPERVISOR	157,622.44	-	-	32,671.03	1,463.94
		ELEC OPS ENGINEER	132,365.61	-	-	8,152.62	1,174.54
		GENERATION OPERATOR	139,333.25	-	-	165,354.71	-
		ELEC ENG MANAGER/SR MANAGER	180,345.84	29,867.88	13,814.85	3,006.80	851.68
		ELEC OPS LINEMAN/LINEMAN	140,161.73	-	-	72,407.91	-
		GENERATION TECHNICIAN	18,001.20	-	-	21,990.51	-
		GAS OPS SUPERVISOR	152,831.30	21,862.43	-	16,828.03	5,954.08
		GAS OPS MECHANIC/WELDER	108,323.97	-	-	16,903.72	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	155,662.20	16,924.32	-	2,470.73	2,772.83
		ELEC OPS LINEMAN/LINEMAN	118,535.98	-	-	247,727.39	27.13
		ELEC OPS LINEMAN/LINEMAN	162,726.35	-	-	195,441.18	-
		IT ENGINEER SR/EXP/PRN	183,600.00	21,702.87	-	-	1,910.39
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	16,222.50	-	-	34,960.74	-
		IT ENGINEER SR/EXP/PRN	130,606.23	13,931.53	-	324.10	2,231.40
		OPERATIONS SUPERVISOR	187,601.64	25,982.45	-	68,657.34	19,868.50
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	131,210.24	14,248.71	-	-	921.02
		GAS ENG ENGINEER	176,517.30	18,999.19	-	1,131.16	436.45
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	119,318.79	-	-	63,837.98	-
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	118,445.12	-	-	6,013.57	-
		ELEC OPS FOREMAN	149,891.24	-	-	146,772.62	-
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	213,342.76	34,864.58	35,169.33	10,500.00	5,892.80
		GAS OPS FOREMAN/LEADER/CREW LEADER	148,554.01	-	-	13,494.77	-
		GAS ENG ESTIMATOR/SCHEDULER	140,889.76	-	-	43,322.99	1,019.11
		ELEC OPS DIRECTOR/SR DIRECTOR	230,380.32	60,556.19	51,341.29	3,805.72	5,046.72
		ELEC OPS SUPERVISOR	118,589.36	21,498.82	-	36,703.93	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	175,611.36	30,643.55	-	-	2,331.09
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	148,138.68	16,184.50	-	1,200.00	420.00
		ELEC OPS TECHNICIAN	134,593.74	-	-	34,081.04	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	96,000.00	-	-	1,178.18	2,467.11
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR EXP/PRN	124,461.54	14,831.15	-	1,214.26	1,685.67
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	183,924.48	31,901.01	-	1,000.00	1,701.26
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	212,952.00	37,624.60	-	26,547.23	2,458.08
		SHARED SVS CREW LEAD/LEADER	119,079.64	-	-	21,479.18	-
		ELEC OPS SUPERVISOR	175,202.60	24,730.09	-	123,612.63	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,896.80	-	-	52,327.40	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	95,280.96	12,813.68	-	38,018.78	1,589.38
		GAS OPS MECHANIC/WELDER	106,332.04	-	-	36,063.36	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,669.76	-	-	49,230.84	50.44
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	169,751.63	-	-	166,968.18	-
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	139,624.56	14,828.11	-	-	92.82
		GAS OPS ENGINEER	145,501.77	-	-	61,372.05	-
		ELEC OPS MANAGER/SR MANAGER	199,785.66	34,694.86	-	18,100.00	12,284.52
		OPERATIONS SUPERVISOR	129,000.00	-	-	11,039.56	1,637.26
		ELEC OPS OPERATOR	136,815.81	-	-	142,743.92	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	132,961.46	14,251.53	-	2,000.00	7,211.68
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	152,330.48	17,246.98	-	26,089.08	136.00
		ELEC ENG SUPERVISOR	110,990.97	19,351.37	-	53,867.02	815.00
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	192,068.14	34,757.95	23,368.17	36,000.00	10,542.59
		ELEC OPS MANAGER/SR MANAGER	192,552.08	35,737.26	-	3,000.00	10,893.75
		ELEC OPS EX AST/SR EX AST/ENG AST	125,504.14	14,444.48	-	9,335.33	1,821.16
		ELEC OPS FOREMAN	179,731.37	-	-	147,508.86	2,296.68
		ELEC ENG TECHNICIAN	136,673.72	-	-	250.00	-

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		SHARED SVS BIOLOGIST	159,228.00	18,821.32	-	1,607.55	1,608.18
		GENERATION MANAGER	236,694.20	39,722.39	-	46,284.00	1,316.59
		ELEC OPS SYSTEM OPERATOR/LEAD	127,824.61	-	-	156,231.74	2,348.65
		ELEC OPS CONSLT/PLANNER	138,140.62	23,660.48	-	41,360.38	14,798.85
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	132,088.00	16,927.53	-	36,726.98	478.02
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	120,330.00	15,774.28	-	-	-
		SHARED SVS LAND AGENT/CONSLT	2,124.59	28,128.78	-	5,295.68	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	144,000.00	16,252.67	-	2,000.00	683.98
		OPERATIONS SUPERVISOR	119,964.34	11,278.30	-	1,848.14	1,769.61
		ELEC OPS LINEWORKER/LINEMAN	173,047.42	-	-	270,981.58	240.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	96,764.00	-	-	77,200.46	945.28
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	126,482.34	17,198.77	-	37,623.49	9,330.09
		ELEC OPS LINEWORKER/LINEMAN	149,465.78	-	-	98,358.22	-
		ELEC OPS CREW LEAD/LEADER	133,050.33	-	-	57,305.82	-
		ELEC OPS ELECTRICIAN	128,426.63	-	-	50,258.11	1,250.41
		GENERATION PLANNER	56,906.20	-	-	44,671.17	131.00
		GAS OPS CONST/PRGM/PRJCT MANAGER	130,842.64	14,985.45	-	1,000.00	745.12
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	149,496.00	17,671.93	-	2,587.32	565.25
		OPERATIONS SUPERVISOR	132,163.94	16,697.82	-	1,261.00	5,014.01
		GENERATION TECHNICIAN	29,668.80	-	-	35,223.78	-
		GAS OPS SUPERVISOR	141,013.74	-	-	10,894.27	136.24
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	188,554.77	33,270.50	-	5,812.00	1,024.45
		GAS ENG PRGM/PROJ MANAGER	171,331.18	22,895.53	-	-	13,569.57
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	162,666.66	4,774.52	-	-	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	149,450.80	-	-	151,207.01	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	127,262.46	13,195.95	-	4,062.50	14,254.57
		GAS OPS INVESTIGATOR	62,485.44	-	-	875.84	4,100.04
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	146,595.32	-	-	55,011.04	373.35
		GAS OPS OPERATOR	128,097.60	-	-	14,270.53	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,404.61	15,961.97	-	9,949.56	649.25
		ELEC OPS LINEWORKER/LINEMAN	126,009.11	-	-	157,584.01	-
		GENERATION WRITER	151,737.69	16,676.47	-	1,717.67	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	132,955.46	-	-	74,900.56	1,295.08
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	331.16	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,612.80	15,733.99	-	-	420.00
		ELEC OPS ENGINEER	188,995.68	21,899.50	-	10,131.24	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	188,891.96	-	-	91,741.57	1,428.31
		ELEC OPS ENGINEER	119,564.60	-	-	75,651.91	462.00
		GENERATION TECHNICIAN	29,668.80	-	-	33,272.32	108.45
		GAS OPS SUPERVISOR	165,724.64	19,657.90	-	125,617.62	31,663.34
		SHARED SVS LAND TECH/LEAD LAND TECH	131,904.64	-	-	32,947.83	5,980.44
		GAS ENG ENGINEER	144,802.00	-	-	70,522.75	520.32
		ELEC ENG ENGINEER	147,036.00	16,553.46	-	5,577.01	6,266.33
		ELEC OPS TECHNICIAN	93,998.52	-	-	27,923.90	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	117,899.45	14,340.40	-	73,196.99	11,544.09
		ELEC OPS SUPERVISOR	142,058.19	-	-	36,413.71	424.22
		ELEC OPS LINEWORKER/LINEMAN	137,659.73	-	-	217,623.14	-
		ELEC OPS LINEWORKER/LINEMAN	137,359.06	-	-	238,374.31	1,257.65
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,492.60	-	-	137,839.73	-
		ELEC OPS LINEWORKER/LINEMAN	142,926.71	-	-	192,868.13	6,373.42
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	144,084.06	17,678.22	-	66,134.22	27,519.55
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,508.41	-	-	116,249.22	395.62
		ELEC OPS INSPECTOR/LEAD INSPECTOR	128,154.54	17,707.98	-	80,245.52	45,152.23
		IT ARCHITECH EXP/PRN	208,755.12	37,647.81	11,504.57	7,128.22	1,178.38
		GENERATION OPERATOR	135,430.76	-	-	53,583.27	-
		GAS OPS SUPERVISOR	166,138.06	20,354.18	-	55,064.48	1,868.01
		GAS OPS FOREMAN/LEADER/CREW LEADER	148,365.14	-	-	15,463.10	409.38
		IT SUPERVISOR	167,496.90	17,108.28	-	2,204.04	2,904.27
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	109,182.10	19,572.43	-	-	2,687.84
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	128,956.90	17,204.00	-	15,471.54	13,430.53
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,873.18	15,739.05	-	-	-
		GAS OPS SUPERVISOR	161,822.76	22,302.05	-	123,492.67	10,399.14
		GENERATION SUPERVISOR	177,218.00	23,969.25	-	52,836.33	-
		ELEC ENG SUPERVISOR	164,041.71	21,386.24	-	74,091.71	1,421.51
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,434.44	-	20,036.30	10,910.19
		ELEC ENG INTERCONNECTION MANAGER	136,739.36	-	-	15,734.92	349.57

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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/LINEMAN	152,176.72	-	-	123,770.14	-
		ELEC ENG SHOP LEADER/TESTER/MACHINIST/INSP	175,977.88	20,538.52	-	-	378.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	118,497.30	10,369.22	-	15,629.44	6,705.59
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	21,788.56	19,903.10	-	109,689.02	5,750.75
		ELEC OPS TECHNICIAN	132,133.40	-	-	22,307.63	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,747.13	-	-	145,296.19	-
		OPERATIONS MANGER/SR MANAGER	185,512.30	30,587.00	23,368.17	-	-
		GAS OPS ENGINEER	157,365.74	17,744.93	-	68,531.70	23,690.56
		CUSTOMER & COMMS MANAGER/SR MANAGER	162,235.80	27,505.93	-	3,127.52	11.75
		ELEC ENG ESTIMATOR	128,942.65	-	-	27,120.80	490.00
		SHARED SVS LAND TECH/LEAD LAND TECH	127,127.76	-	-	145.44	800.00
		GAS ENG ENGINEER	137,680.52	-	-	3,270.59	880.00
		ELEC ENG ENGINEER	141,613.64	-	-	49,845.75	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	134,245.35	-	-	163,943.91	-
		ELEC OPS ENGINEER	133,334.00	14,009.48	-	1,033.76	3,437.46
		IT MANAGER/SR MANAGER	203,205.00	34,586.37	25,740.89	2,500.00	846.78
		GENERATION TECHNICIAN	140,924.90	-	-	103,838.36	-
		ELEC OPS SYSTEM OPERATOR/LEAD	130,775.14	-	-	203,496.50	2,804.34
		ELEC OPS CONSLT/PLANNER	137,652.00	15,251.81	-	6,445.91	6,189.07
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	130,968.21	21,092.62	-	2,900.00	363.25
		GAS OPS COOR/REP/STRAT SR/EX/PRN	76,285.46	19,910.51	-	41,446.28	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	135,222.36	14,649.47	-	-	1,145.96
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	175,849.90	31,153.85	-	4,877.24	1,164.00
		FINANCE AUDITOR SR/EX/PRN	150,774.26	25,615.17	-	4,397.14	511.00
		GENERATION ENGINEER	154,178.82	-	-	1,245.28	-
		ELEC OPS OPERATOR	127,889.20	-	-	38,325.68	48.33
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	132,454.00	14,471.95	-	4,300.70	6,165.02
		GAS ENG SUPERVISOR	160,999.66	21,080.41	-	32,073.61	4,196.12
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	190,945.98	33,801.72	37,401.56	1,847.86	1,973.25
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	-	-	-	-	-
		ELEC ENG ENGINEER	177,916.00	18,629.33	-	400.00	2,707.27
		ELEC OPS LINEWORKER/LINEMAN	159,126.88	-	-	177,105.74	-
		GAS OPS FITTER	128,246.43	-	-	43,070.96	518.49
		OPERATIONS INSPECTOR/LEAD INSPECTOR	133,548.44	-	-	68,053.74	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	107,415.24	-	-	732,065.36	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	127,559.52	-	-	7,135.74	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	147,375.44	21,994.23	-	44,750.06	315.00
		ELEC OPS LINEWORKER/LINEMAN	143,618.63	-	-	106,686.35	-
		GAS OPS MANAGER/SR MANAGER	177,716.22	30,960.41	-	1,000.00	2,198.34
		ELEC OPS SYSTEM OPERATOR/LEAD	181,580.80	-	-	18,839.01	-
		OPERATIONS MANAGER/SR MANAGER	201,946.12	35,143.80	28,051.17	3,986.36	1,022.49
		IT DEVELOPER SR/EX	156,246.78	16,832.19	-	-	417.18
		GAS ENG ENGINEER	151,528.54	-	-	178,881.01	210.00
		ELEC OPS SUPERVISOR	190,811.68	25,741.61	-	5,447.18	5,779.39
		GAS ENG SUPERVISOR	128,000.04	-	-	53,505.15	492.56
		GAS OPS CONST/PRGM/PRJCT MANAGER	152,564.28	17,244.14	-	13,018.07	6,414.64
		GENERATION SUPERVISOR	125,360.28	11,822.81	-	37,128.25	-
		ELEC OPS SUPERVISOR	134,917.17	19,568.13	-	69,703.92	1,064.82
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	33,888.40	-	-	49,333.49	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	156,385.60	-	-	6,626.26	-
		ELEC OPS LINEWORKER/LINEMAN	138,171.56	-	-	223,024.48	106.11
		FINANCE MANAGER/SR MANAGER	158,296.84	22,124.95	-	3,250.00	986.60
		IT TECHNICIAN	133,155.99	-	-	5,929.32	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	136,880.00	14,381.49	-	-	508.86
		GAS OPS DISPATCHER	59,233.41	-	-	41,442.07	-
		GENERATION AUDITOR/INVESTIGATOR SR/EX	176,209.84	20,194.36	-	39,753.70	40,823.56
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	128,892.66	14,166.54	-	1,859.94	911.86
		GAS ENG SUPERVISOR	192,171.66	22,975.41	-	1,250.00	2,547.96
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EX/PRN	187,135.76	30,993.37	-	2,252.55	1,634.46
		GENERATION SUPERVISOR	154,294.01	-	-	112,790.90	-
		GAS ENG ENGINEER	147,390.15	-	-	1,840.64	-
		ELEC ENG ENGINEER	30,479.34	-	-	82,372.07	160.00
		ELEC OPS LINEWORKER/LINEMAN	65,024.34	-	-	227,270.02	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	134,400.04	15,697.92	-	10,056.63	8,254.75
		GENERATION PLANNER	59,552.87	-	-	65,766.39	334.71
		ELEC ENG SUPERVISOR	174,720.76	20,784.83	-	7,153.36	6,621.61

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		IT ANALYST/SPECIALIST SR/EXP/PRN	174,250.00	30,088.03	-	-	420.00
		ENVIRONMENTAL HEALTH & SAFETY MANAGER/SR MANAGER	163,264.10	28,341.33	-	1,600.00	2,093.86
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	124,420.67	-	-	60,397.92	805.96
		GAS ENG SUPERVISOR	164,628.01	-	-	26,972.17	2,760.42
		GAS ENG ENGINEER	(2,920.04)	16,685.86	-	4,029.46	35.00
		ELEC OPS TECHNICIAN	135,162.40	-	-	67,255.77	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	165,086.68	27,967.06	-	1,000.00	3,566.58
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,679.97	-	-	37,862.29	-
		SHARED SVS CREW LEAD/LEADER	126,756.80	-	-	23,519.24	-
		OPERATIONS SUPERVISOR	135,793.78	13,384.68	-	8,794.99	694.13
		ELEC ENG ENGINEER	214,488.00	23,611.18	-	11,328.24	8,627.10
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	192,768.00	21,266.95	-	550.00	1,004.27
		SHARED SVS CRANE SURVEYOR	135,464.00	-	-	13,382.46	-
		SHARED SVS CREW LEAD/LEADER	105,895.40	-	-	29,155.88	-
		FINANCE MANAGER/SR MANAGER	169,915.46	27,768.50	-	-	1,547.62
		GAS ENG SENIOR BUSINESS REP	156,432.24	-	-	4,932.53	3,165.46
		ELEC OPS SUPERVISOR	147,455.92	23,514.23	-	60,509.83	-
		ELEC OPS ELECTRICIAN	113,961.03	-	-	52,233.32	501.09
		OPERATIONS INSPECTOR/LEAD INSPECTOR	35,840.86	-	-	31,940.63	-
		GAS ENG ENGINEER	153,002.53	-	-	98,884.04	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	154,700.86	21,925.67	-	2,900.00	2,509.27
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	143,116.76	-	-	27,905.22	96.23
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	139,380.00	14,644.52	-	-	-
		GAS OPS MECHANIC/WELDER	120,262.75	-	-	17,549.80	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	106,196.06	-	-	167,359.75	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,675.15	-	-	64,413.27	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	149,373.13	-	-	151,485.67	-
		ENG PLNG & STRAT CONST/RELST/DB MNGR EX/PRN	140,999.42	15,605.85	-	1,000.00	876.89
		GENERATION OPERATOR	134,164.18	-	-	57,932.12	-
		ELEC OPS LINEWORKER/LINEMAN	149,021.03	-	-	245,263.70	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,614.67	-	-	202,958.97	-
		ELEC ENG ELECTRICIAN	127,039.56	-	-	59,180.50	-
		GENERATION SUPERVISOR	174,999.97	17,677.86	-	39,731.83	224.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,501.20	-	-	50,598.90	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	179,564.44	-	-	194,909.85	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	147,270.06	16,042.31	-	1,300.00	493.00
		SHARED SVS CONT/PGRM/PROJ MANAGER	156,623.56	18,478.71	-	875.00	560.00
		GENERATION OPERATOR	117,156.88	-	-	57,339.17	-
		ELEC OPS SUPERVISOR	180,796.90	26,619.17	-	36,928.80	5,055.98
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	146,318.97	-	-	136,593.60	90.75
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,933.47	-	-	65,136.31	-
		SHARED SVS LAND PLANNER	166,920.00	19,730.81	-	2,265.53	2,137.63
		GENERATION MANAGER	224,583.26	39,700.32	-	36,984.00	2,311.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	122,560.32	-	-	78,732.82	563.64
		GAS OPS SUPERVISOR	155,646.46	21,019.90	-	58,811.74	7,715.40
		ELEC OPS LINEWORKER/LINEMAN	9,199.90	-	-	25,969.58	-
		SHARED SVS LAND AGENT/CONSLT	137,956.02	-	-	2,715.72	1,172.29
		GAS OPS TECHNICIAN	140,107.26	-	-	32,249.90	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	8,541.60	-	-	3,185.33	-
		OPERATIONS SUPERVISOR	161,711.81	8,878.94	-	1,742.58	1,888.94
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	154,459.04	-	-	50,200.00	471.63
		GAS ENG SUPERVISOR	200,085.38	27,850.43	-	4,362.25	2,319.27
		GAS OPS MANAGER/SR MANAGER	98,904.47	20,561.17	-	16,705.83	10,772.25
		GAS ENG ENGINEER	153,701.78	-	-	94,060.01	385.00
		GAS ENG ESTIMATOR/SCHEDULER	146,653.40	-	-	48,505.80	2,053.03
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	155,144.22	17,353.03	-	10,026.72	234.92
		GAS OPS MANAGER/SR MANAGER	213,819.10	41,055.45	11,504.57	3,000.00	12,476.11
		IT ARCHITECT EXP/PRN	191,274.02	34,406.26	22,521.60	1,305.19	2,711.53
		ELEC ENG ENGINEER	106,602.00	-	-	54,630.75	420.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	129,725.00	9,113.50	-	52,345.64	7,042.25
		IT ANALYST/SPECIALIST SR/EXP/PRN	120,238.46	13,102.54	-	-	1,090.00
		IT MANAGER/SR MANAGER	43,484.84	-	-	-	105.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,076.72	-	-	40,954.07	238.42
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	39,518.18	-	-	20,000.00	542.48
		ELEC ENG ENGINEER	198,468.00	21,589.60	-	6,697.06	4,432.26
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,927.48	-	-	86,742.01	-



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		GENERATION TECHNICIAN	21,192.00	-	-	42,384.72	-
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	131,751.37	15,015.42	-	-	420.00
		ELEC ENG ENGINEER	147,979.95	-	-	51,127.08	473.34
		GAS ENG ENGINEER	134,211.50	14,780.35	-	-	1,049.17
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	25,631.55	-	-	37,725.23	-
		SHARED SVS LAND PLANNER	139,688.00	15,047.88	-	100.00	1,570.98
		GAS OPS PRGM/PROJ MANAGER	192,732.00	21,262.83	-	4,503.57	-
		GAS OPS OPERATOR	131,129.27	-	-	86,975.63	-
		ELEC ENG SUPERVISOR	191,620.40	-	-	136,836.14	2,745.20
		ELEC ENG ENGINEER	138,943.62	-	-	12,008.83	244.97
		ELEC OPS SYSTEM OPERATOR/LEAD	126,609.65	-	-	92,399.95	131.00
		ELEC ENG ELECTRICIAN	123,292.80	-	-	138,882.28	145.00
		ELEC OPS CREW LEAD/LEADER	181,491.89	-	-	409,488.05	710.68
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	161,609.38	18,432.87	-	20,731.58	5,565.16
		ELEC OPS ENGINEER	44,900.81	-	-	-	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	125,648.50	12,915.89	-	-	4,350.84
		GAS ENG ESTIMATOR/SCHEDULER	114,368.29	-	-	18,738.10	1,568.29
		ELEC OPS LINEWORKER/LINEMAN	148,048.89	-	-	122,954.10	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	140,150.82	15,299.62	-	2,550.00	140.00
		GAS ENG ENGINEER	187,632.00	20,701.04	-	6,539.50	1,036.94
		IT SERVICE MNGR/ADMINSTRTR	119,984.84	14,563.84	-	188.93	183.88
		ELEC OPS SYSTEM OPERATOR/LEAD	94,292.06	-	-	88,004.54	1,620.44
		IT ANALYST/SPECIALIST SR/EXP/PRN	122,903.20	16,662.97	-	8,865.96	420.00
		IT SUPERVISOR	151,625.80	16,934.97	-	-	101.74
		ELEC OPS ELECTRICIAN	128,176.46	-	-	70,183.53	-
		GAS OPS TECHNICIAN	134,603.98	-	-	87,996.03	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	150,071.00	16,880.52	-	5,381.91	23,351.56
		ELEC OPS LINEWORKER/LINEMAN	167,988.06	-	-	258,150.18	-
		ELEC OPS SYSTEM OPERATOR/LEAD	141,571.79	-	-	120,858.04	571.27
		ELEC ENG TECHNICIAN	135,681.85	-	-	26,088.19	1,027.83
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	485.12	-	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,657.86	-	-	145,522.54	73.36
		GAS OPS DISPATCHER	104,621.92	-	-	48,659.04	1,200.00
		ELEC OPS FOREMAN	80,366.44	-	-	63,605.37	29.97
		GAS ENG TECHNICIAN	126,079.11	-	-	40,719.89	1,150.27
		ELEC OPS FOREMAN	148,494.79	-	-	163,592.71	-
		ELEC ENG ENGINEER	154,417.48	-	-	20,724.03	5,905.15
		HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	129,612.49	18,569.87	-	22,405.25	-
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	236,365.06	51,508.80	41,444.55	41.30	4,227.68
		GENERATION OPERATOR	135,868.14	-	-	75,497.61	-
		ELEC OPS LINEWORKER/LINEMAN	160,693.21	-	-	153,935.50	99.76
		GAS ENG ENGINEER	137,192.42	13,895.67	-	-	-
		ELEC OPS LINEWORKER/LINEMAN	158,404.48	-	-	301,163.35	-
		SHARED SVS LAND AGENT/CONSLT	150,072.00	13,797.49	-	1,649.35	286.62
		GAS OPS TECHNICIAN	141,050.85	-	-	77,509.48	-
		ELEC OPS LINEWORKER/LINEMAN	143,973.69	-	-	233,253.04	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	133,041.96	-	-	45,556.76	-
		ELEC OPS LINEWORKER/LINEMAN	149,202.80	-	-	174,169.16	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	139,345.58	-	-	63,781.01	-
		OPERATIONS MACHINIST	126,652.42	-	-	8,558.34	144.10
		GAS OPS SUPERVISOR	149,538.30	19,825.63	-	7,438.35	-
		ELEC OPS LINEWORKER/LINEMAN	118,885.52	-	-	92,461.62	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	201,348.46	35,162.45	-	6,000.00	855.20
		GAS OPS TECHNICIAN	122,207.20	-	-	52,418.61	-
		GAS ENG ESTIMATOR/SCHEDULER	108,306.43	-	-	15,632.75	350.00
		SHARED SVS CONT/PRGM/PROJ MANAGER	146,414.14	16,278.89	-	10,166.56	601.89
		ELEC OPS LINEWORKER/LINEMAN	102,792.40	-	-	106,528.46	13,435.84
		GAS OPS ELEC LOCATOR	7,216.16	-	-	136.44	-
		OPERATIONS SUPERVISOR	139,711.46	14,344.54	-	117,022.35	3,274.23
		SHARED SVS PERMIT FACILITATOR	129,604.74	-	-	1,052.94	-
		ELEC OPS CABLE SPLICER/CABLEMAN	117,064.39	-	-	127,140.43	-
		GAS OPS SUPERVISOR	152,910.46	20,153.84	-	37,848.18	5,219.97
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,363.50	-	-	67,501.38	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	102,310.01	-	-	22,685.62	280.00
		GAS OPS OPERATOR	123,382.81	-	-	47,242.72	511.72
		GAS ENG ENGINEER	158,350.68	-	-	60,766.45	7,372.16

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)
		T TECHNICIAN	140,088.68	-	-	119,913.09	-
		ELEC OPS FOREMAN	82,521.75	-	-	138,481.19	51.08
		GAS OPS SUPERVISOR	151,154.16	20,412.07	-	2,874.23	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	107,160.00	-	-	86,316.00	2,175.36
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	155,531.10	-	-	215,438.69	-
		ELEC OPS SUPERVISOR	124,435.70	13,480.76	-	11,361.77	3,876.25
		GAS ENG ENGINEER	163,851.07	-	-	69,077.67	992.82
		ELEC OPS LINeworker/LINEMAN	43,177.01	-	-	105,490.63	-
		ELEC OPS ENGINEER	155,422.00	17,783.35	-	50,909.90	918.41
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	127,248.85	-	-	68,138.12	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	126,185.72	13,165.68	-	3,500.00	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	164,432.10	23,038.52	-	6,124.40	8,888.50
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	124,405.40	15,104.86	-	22,063.68	13,983.50
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	138,933.88	15,445.84	-	-	1,218.25
		GAS OPS TECHNICIAN	133,380.77	-	-	47,601.25	-
		ELEC OPS LINeworker/LINEMAN	129,599.27	-	-	107,396.12	-
		ELEC OPS MANAGER/SR MANAGER	176,731.53	23,801.43	-	20,767.76	5,883.50
		ELEC ENG TECHNICIAN	134,663.89	-	-	52,500.96	24,115.12
		T ANALYST/SPECIALIST SR/EXP/PRN	129,857.08	16,344.66	-	-	316.03
		GAS OPS TECHNICIAN	104,334.82	-	-	54,867.74	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	134,308.00	14,279.68	-	6,362.41	1,598.88
		ELEC OPS CREW LEAD/LEADER	193,258.41	-	-	218,559.71	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	132,933.76	-	-	24,569.86	2,962.10
		ELEC OPS TECHNICIAN	146,417.92	-	-	70,813.05	5,013.37
		ELEC ENG SCHEDULER	139,302.10	-	-	18,001.89	549.69
		GAS ENG SENIOR BUSINESS REP	133,805.20	-	-	77,527.12	2,416.72
		GAS OPS FOREMAN/LEADER/CREW LEADER	156,647.89	-	-	36,958.63	-
		SHARED SVS MANAGER/SR MANAGER	189,228.32	32,121.88	-	11,700.00	6,491.59
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,830.98	-	-	26,321.31	262.04
		ELEC ENG ENGINEER	174,012.00	18,284.25	-	1,551.54	1,426.47
		GAS OPS SCHEDULER	121,694.29	-	-	29,519.67	140.24
		GAS OPS DISPATCHER	121,745.43	-	-	7,827.67	800.00
		ELEC OPS FOREMAN	144,566.17	-	-	436,576.49	-
		ELEC OPS MANAGER/SR MANAGER	209,048.92	35,508.51	-	9,400.00	3,624.23
		OPERATIONS INSPECTOR/LEAD INSPECTOR	122,813.01	-	-	47,529.43	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	139,534.02	-	-	30,921.03	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	180,931.80	31,914.43	-	5,100.00	3,939.16
		T ANALYST/SPECIALIST SR/EXP/PRN	125,667.88	18,187.01	-	16,877.74	8,127.33
		GAS OPS TECHNICIAN	138,898.72	-	-	39,279.09	-
		ELEC OPS LINeworker/LINEMAN	139,134.24	-	-	205,864.97	-
		ELEC OPS ELECTRICIAN	131,713.20	-	-	26,215.67	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,176.00	15,147.07	-	6,064.86	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	23,916.05	-	-	-	183.98
		T TECHNICIAN	96,525.93	-	-	36,099.01	-
		ELEC ENG SHOP LEADER/TESTER/MACHINIST/INSP	133,557.89	-	-	84,582.42	-
		OPERATIONS SUPERVISOR	150,778.84	22,573.24	-	-	4,938.36
		ELEC OPS SUPERVISOR	95,395.19	21,983.96	-	60,423.10	5,600.66
		ELEC OPS SYSTEM OPERATOR/LEAD	140,090.88	-	-	78,581.16	68.57
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	147,520.80	21,846.78	-	66,350.47	15,414.71
		GAS OPS MECHANIC/WELDER	130,703.43	-	-	36,053.26	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	208,249.86	38,934.36	-	7,110.97	4,011.82
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,069.29	-	-	195,022.16	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	132,634.15	-	-	92,118.71	47.32
		ELEC OPS ELECTRICIAN	129,477.93	-	-	71,736.47	-
		OPERATIONS SUPERVISOR	160,166.64	19,380.12	-	1,798.08	6,035.45
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	97,310.58	18,373.53	-	37,219.85	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	112,186.14	-	-	75,445.37	79.51
		ELEC OPS ELECTRICIAN	100,719.57	-	-	83,699.18	341.38
		T ARCHITECT EXP/PRN	177,942.96	30,097.90	11,504.57	-	3,160.60
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	131,569.01	-	-	-	2,752.97
		ELEC OPS CREW LEAD/LEADER	142,487.12	-	-	147,289.73	-
		ELEC OPS LINeworker/LINEMAN	154,824.33	-	-	94,506.13	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	104,125.60	-	-	9,865.50	47.16
		GAS ENG ENGINEER	149,094.56	-	-	70,598.86	2,502.62
		GAS OPS MECHANIC/WELDER	126,605.12	-	-	23,999.59	-
		GAS ENG ESTIMATOR/SCHEDULER	132,048.28	-	-	8,747.81	-

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		ELEC OPS LINEWORKER/LINEMAN	121,360.30	-	-	100,647.81	169.73
		GAS OPS CONST/PRGM/PRJCT MANAGER	173,258.34	27,963.25	-	6,800.00	5,239.50
		GAS OPS ELEC LOCATOR	125,790.88	-	-	31,838.60	392.35
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,488.88	-	-	28,949.16	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	141,310.00	14,807.49	-	808.40	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	191,394.61	19,839.58	-	3,834.60	704.30
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	201,760.36	34,683.29	-	6,272.92	540.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	134,886.12	-	-	14,593.59	6,805.16
		ELEC ENG ENGINEER	152,080.40	-	-	20,277.92	560.00
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	120,414.52	-	-	158,537.99	-
		MENT HEALTH & SAFETY SUPERVISOR/REP	128,062.70	15,275.89	-	13,176.90	6,620.30
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	170,246.88	28,886.32	-	8,409.88	1,701.62
		GENERATION MANAGER	175,666.64	30,069.76	-	12,045.00	1,391.95
		SHARED SVS CREW LEAD/LEADER	131,834.41	-	-	88,360.57	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,449.47	-	-	18,245.10	93.02
		ELEC OPS LINEWORKER/LINEMAN	137,631.40	-	-	205,722.16	780.79
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	136,634.70	13,899.49	-	9,718.06	-
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	185,581.38	31,943.71	-	1,000.00	960.00
		ELEC OPS MANAGER/SR MANAGER	175,795.39	29,295.78	-	6,500.00	6,754.54
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	137,509.80	14,955.62	-	500.00	792.14
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	26,864.46	-	-	43,879.27	-
		GAS OPS OPERATOR	127,028.10	-	-	56,126.22	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,006.08	20,861.82	-	2,500.00	17,876.55
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,424.43	-	-	67,647.77	-
		ELEC ENG SHOP LEADER/TESTER/MACHINIST	125,347.99	-	-	55,797.03	-
		GAS ENG ENGINEER	167,893.57	21,241.78	-	20,009.27	3,846.62
		IT MANAGER/SR MANAGER	194,335.88	33,540.53	13,814.85	4,700.00	1,507.18
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	160,313.49	21,390.39	-	61,250.32	18,979.25
		GAS OPS FOREMAN/LEADER/CREW LEADER	127,688.55	-	-	69,475.60	-
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	147,953.18	15,861.89	-	7,996.95	3,887.68
		GAS OPS SUPERVISOR	166,654.78	19,708.47	-	81,777.75	34,813.33
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	180,752.64	19,582.81	-	935.32	455.00
		ELEC OPS LINEWORKER/LINEMAN	137,714.99	-	-	360,957.16	7,752.61
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	151,894.02	16,886.67	-	-	1,640.38
		GAS ENG PRGM/PROJ MANAGER	144,391.51	16,826.69	-	250.00	-
		GAS ENG SENIOR BUSINESS REP	121,560.24	-	-	60,681.87	6,170.34
		SHARED SVS CONT/PRGM/PROJ MANAGER	180,626.64	30,624.96	-	-	888.46
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,338.40	-	-	22,573.44	-
		SHARED SVS ANALYST/COORD/CONSULT/SPEC	144,416.00	15,163.09	-	8,444.37	5,785.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,972.82	17,757.10	-	-	960.00
		ELEC OPS ENGINEER	134,677.25	13,657.98	-	14,168.08	3,031.81
		ELEC OPS SUPERVISOR	163,789.64	22,488.79	-	43,980.43	3,210.59
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	99,856.59	-	-	1,059.96	1,467.03
		ELEC ENG SUPERVISOR	187,245.78	25,279.05	-	69,757.36	2,054.19
		SHARED SVS LAND PLANNER/SURVEYOR	166,920.00	18,661.42	-	-	2,795.72
		SHARED SVS MANAGER/SR MANAGER	194,614.94	32,160.83	-	1,600.00	790.29
		SHARED SVS SUPERVISOR/CHIEF/EX AST	119,622.55	-	-	13,244.92	418.41
		ELEC ENG TECHNICIAN	173,603.52	-	-	91,547.12	-
		ENERGY PLCY & PROC PRGM/ASSET MNGR SR/EXP/PRN	122,106.82	13,780.99	-	13,687.63	119.65
		ELEC OPS EX AST/SR EX AST/ENG AST	72,293.28	8,348.93	-	16,778.93	283.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,297.60	-	-	56,970.00	-
		ELEC OPS LINEWORKER/LINEMAN	8,224.80	-	-	3,675.49	840.20
		ELEC OPS CONSULTANT EXP/PRN	166,876.90	18,975.23	-	-	7,335.64
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	156,205.40	14,897.16	-	48,210.05	9,260.68
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,265.28	18,804.73	-	6,338.97	585.57
		ELEC OPS MANAGER/SR MANAGER	53,401.65	23,839.26	-	45,259.45	-
		ELEC OPS LINEWORKER/LINEMAN	133,594.54	-	-	451,630.79	112.01
		GAS ENG ENGINEER	210,657.46	34,993.53	-	-	180.00
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	141,116.52	15,490.47	-	6,123.89	598.98
		MENT HEALTH & SAFETY MANAGER/SR MANAGER	191,401.62	32,425.06	18,981.76	4,300.00	5,254.94
		GAS ENG ENGINEER	159,139.70	17,803.20	-	1,200.00	80.69
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	147,736.90	16,766.64	-	1,000.00	5,735.92
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	179,464.00	18,856.57	-	60,493.51	636.77
		ENG PLNG & STRAT MANGER/SR MANAGER	187,535.10	32,040.33	-	3,000.00	831.16
		ELEC OPS ENGINEER	180,816.00	19,989.26	-	27,312.41	181.32
		ELEC OPS CREW LEAD/LEADER	165,831.81	-	-	177,153.99	-

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		ELEC OPS LINEMAN/LINEMAN	110,869.79	-	-	91,036.39	968.54
		GENERATION PLANNER	158,292.30	-	-	54,338.28	-
		ELEC OPS LINEMAN/LINEMAN	139,145.21	-	-	106,148.86	-
		ELEC OPS SUPERVISOR	178,501.94	24,075.33	-	21,924.75	1,050.51
		GAS ENG ESTIMATOR/SCHEDULER	137,782.31	-	-	3,397.38	907.71
		GAS ENG ENGINEER	177,366.00	21,121.33	-	3,945.43	6,655.00
		GAS OPS OPERATOR	108,496.33	-	-	47,436.84	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	194,309.90	31,826.68	28,051.17	4,100.00	4,084.41
		SHARED SVS LAND PLANNER	166,920.00	18,415.43	-	4,193.07	2,402.84
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	224,358.00	24,100.17	-	2,244.66	6,538.85
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,738.87	-	-	162,797.02	-
		ELEC OPS CONSLT/PLANNER	126,977.60	15,149.87	-	588.96	1,213.75
		CUSTOMER & COMMS SUPERVISOR	119,871.50	-	-	3.20	3,278.55
		ELEC OPS SUPERVISOR	171,740.96	21,639.82	-	49,193.00	4,671.74
		GAS OPS PRGM/PROJ MANAGER	169,022.89	20,521.67	-	11,893.71	2,832.98
		IT SERVICE MNGR/ADMINSTRTR	141,596.10	16,592.54	-	4,410.13	385.00
		ELEC ENG SUPERVISOR	211,619.54	25,163.09	-	9,554.72	2,062.18
		GAS ENG ENGINEER	185,813.24	20,413.46	-	8,379.06	420.00
		GAS ENG SUPERVISOR	131,516.45	26,207.21	-	1,962.56	175.00
		GAS ENG ENGINEER	172,212.00	19,018.04	-	2,448.36	627.11
		GAS OPS MANAGER/SR MANAGER	190,599.74	32,173.38	-	2,500.00	19,957.29
		ELEC OPS SUPERVISOR	138,926.08	29,144.37	15,892.60	78,351.54	5,944.64
		GAS ENG ENGINEER	132,198.49	15,025.17	-	-	280.00
		ELEC ENG SUPERVISOR	174,789.32	21,914.46	-	400.00	5,342.81
		IT ANALYST/SPECIALIST SR/EXP/PRN	187,707.38	25,355.32	-	-	1,971.00
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	241,449.96	45,603.19	30,345.84	928.64	11,750.65
		OPERATIONS INSPECTOR/LEAD INSPECTOR	133,745.20	-	-	92,779.47	-
		HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	159,120.67	26,937.04	-	0.69	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,918.90	-	-	171,388.44	2,163.55
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	147,846.00	16,094.83	-	200.00	1,109.06
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	176,143.62	18,842.97	-	29,663.16	1,722.53
		GENERATION SUPERVISOR	212,045.32	31,542.76	-	20,265.01	10,863.02
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	135,895.60	-	-	53,640.96	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	96,348.48	-	-	67,142.19	3,261.20
		ELEC ENG ENGINEER	164,425.43	19,732.68	-	2,370.60	1,529.86
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,708.79	-	-	58,862.41	279.03
		ELEC OPS SYSTEM OPERATOR/LEAD	127,563.30	-	-	176,044.24	605.21
		SHARED SVS DIRECTOR/SR DIRECTOR	196,333.36	36,026.85	12,345.20	6,511.17	22,476.67
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,854.25	-	-	154,576.71	-
		GENERATION TECHNICIAN	143,360.64	-	-	73,439.94	302.29
		SHARED SVS LAND AGENT/CONSLT	133,864.84	-	-	2,110.21	5,696.96
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	183,600.00	20,204.96	-	2,745.02	1,389.00
		GAS OPS ENGINEER	143,104.57	-	-	36,635.78	-
		GENERATION PLANNER	149,836.86	-	-	124,586.03	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	131,967.36	-	-	69,982.86	-
		OPERATIONS SUPERVISOR	164,346.66	-	-	13,037.85	-
		SHARED SVS LAND AGENT/CONSLT	137,203.84	-	-	2,721.22	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	150,199.95	25,660.36	-	-	3,148.91
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	186,928.34	32,633.74	-	1,800.00	960.00
		ELEC OPS ELECTRICIAN	125,956.00	-	-	37,487.87	-
		OPERATIONS TECHNICIAN	99,821.33	-	-	53,636.05	82.54
		GAS OPS TECHNICIAN	125,962.15	-	-	41,126.77	2,610.96
		OPERATIONS TECHNICIAN	132,770.51	-	-	30,953.25	406.77
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	89,242.45	-	-	-	306.68
		OPERATIONS PRJ MNGR/PLNR/REPAIR PRSN/OP	180,130.00	20,398.22	-	5,187.48	3,505.69
		SHARED SVS LAND AGENT/CONSLT	150,072.00	16,556.99	-	2,074.35	1,566.49
		GAS ENG ENGINEER	167,204.72	-	-	84,934.97	794.39
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	156,266.24	25,683.68	-	7,600.00	4,347.59
		ELEC ENG ENGINEER	148,527.29	-	-	47,387.34	-
		GAS OPS SUPERVISOR	161,942.90	22,173.74	-	47,933.61	12,325.61
		ELEC OPS ENGINEER	192,732.00	21,262.83	-	3,891.72	1,246.34
		ENG PLNG & STRAT MANGER/SR MANAGER	202,189.68	36,179.32	28,113.61	-	1,699.73
		SHARED SVS LAND AGENT/CONSLT	137,251.32	-	-	-	846.42
		GAS OPS ELEC LOCATOR	128,090.54	-	-	53,903.05	1,865.45
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	123,195.74	13,896.50	-	-	-
		ELEC OPS ENGINEER	197,520.00	20,931.22	-	22,501.96	12,664.27

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)
		FINANCE MANAGER/SR MANAGER	199,500.50	35,207.65	39,633.79	9,297.32	3,236.10
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,054.30	15,223.27	-	750.00	507.16
		GAS ENG ENGINEER	188,007.36	23,573.64	-	4,409.78	2,833.78
		ELEC OPS DIRECTOR/SR DIRECTOR	234,153.26	52,676.80	41,505.02	9,113.30	12,161.20
		SHARED SVS SCIENTIST/TECHNICIAN	141,738.00	14,620.73	-	262.63	1,500.62
		ELEC ENG ENGINEER	140,530.00	14,640.17	-	10,849.80	3,613.33
		GAS OPS ELEC LOCATOR	75,168.32	-	-	15,171.88	1,263.50
		SAFETY RISK DIRECTOR	233,183.66	52,543.96	65,218.58	16,827.80	8,894.98
		ELEC ENG ENGINEER	214,488.00	26,454.78	-	3,918.56	2,071.98
		ELEC ENG ENGINEER	202,380.00	22,327.35	-	30,371.32	1,158.52
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	128,455.22	-	-	60,896.01	2,104.23
		OPERATIONS INSPECTOR/LEAD INSPECTOR	41,569.51	-	-	45,118.26	398.16
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	176,429.72	25,586.32	-	1,500.00	1,379.54
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	172,747.99	28,858.75	-	4,300.00	3,465.32
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	170,509.54	30,207.75	-	6,950.00	1,040.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	173,527.42	27,209.15	-	1,600.00	1,716.95
		GAS ENG ENGINEER	119,456.10	-	-	71,896.53	2,030.03
		GAS ENG ESTIMATOR/SCHEDULER	136,341.02	-	-	13,126.16	917.30
		GAS ENG ANALYST/SPECIALST/WRITER SR/EX/PRN	116,582.65	15,454.60	-	3,684.08	5,962.55
		OPERATIONS DATA ENGINEER/SCIENTIST	202,229.82	34,150.03	11,504.57	7,400.00	880.00
		ELEC OPS SYSTEM OPERATOR/LEAD	163,895.33	-	-	97,293.86	2,354.43
		ELEC ENG INTERCONNECTION MANAGER	139,392.94	-	-	18,323.59	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	80,111.79	-	-	152,613.44	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	25,450.22	18,270.45	-	99,681.49	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	165,418.30	23,609.65	-	1,000.00	4,033.70
		SHARED SVS SCIENTIST/TECHNICIAN	140,994.00	-	-	53,887.67	456.48
		IT SERVICE MNGR/ADMINSTRTR	135,657.36	21,397.94	-	532.64	2,207.58
		IT ENGINEER SR/EX/PRN	149,650.04	17,612.88	-	44,849.85	1,407.37
		GENERATION ELECTRICIAN	75,560.33	-	-	71,065.26	159.17
		GAS OPS SUPERVISOR	161,526.86	21,855.62	-	50,274.20	3,360.37
		GAS ENG SUPERVISOR	138,990.57	14,143.82	-	27,241.40	3,048.93
		GAS OPS TECHNICIAN	102,360.32	-	-	32,321.12	-
		GENERATION CREW LEADER/CONTROL LEAD	122,096.30	-	-	52,133.56	-
		OPERATIONS MANGER/SR MANAGER	166,826.66	30,141.41	-	2,000.00	3,166.41
		GENERATION TECHNICIAN	144,933.72	-	-	96,150.98	1,081.88
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	180,896.00	31,919.12	-	1,500.00	1,137.15
		ELEC ENG INTERCONNECTION MANAGER	149,033.05	-	-	28,871.72	385.00
		GENERATION ENGINEER	92,701.99	-	-	27,695.08	675.00
		ELEC OPS ELECTRICIAN	130,114.26	-	-	86,419.78	2,811.02
		ENG PLNG & STRAT ENGINEER SR/EX/PRN	137,833.16	15,099.72	-	14,323.03	843.02
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	210,458.86	36,827.71	-	12,500.00	8,921.52
		IT MANAGER/SR MANAGER	184,827.94	31,991.72	-	1,500.00	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	146,710.49	-	-	42,862.28	785.32
		GAS OPS CONST/PRGM/PRJCT MANAGER	129,388.83	18,734.73	-	10,731.00	3,463.35
		ELEC OPS SUPERVISOR	157,078.68	23,277.81	15,892.60	81,297.81	1,580.42
		GAS OPS OPERATOR	122,848.06	-	-	18,770.77	-
		GENERATION TECHNICIAN	15,203.00	-	-	16,042.67	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	187,585.88	31,411.00	11,863.60	2,200.00	1,287.26
		GENERATION TECHNICIAN	-	-	-	-	-
		IT MANAGER/SR MANAGER	193,549.13	32,139.45	-	-	22,737.18
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	195,326.92	30,106.91	11,504.57	8,500.00	1,618.44
		IT ANALYST/SPECIALIST SR/EX/PRN	124,293.84	16,694.21	-	32,068.09	10,919.77
		GENERATION SUPERVISOR	188,353.38	19,525.39	-	34,828.81	-
		GAS ENG TECHNICIAN	121,243.44	-	-	37,218.75	998.88
		SHARED SVS SUPERVISOR/CHIEF/EX AST	189,457.68	22,987.51	-	200.00	17,647.33
		SHARED SVS LAND PLANNER/SURVEYOR	21,247.05	16,979.36	-	6,085.89	161.70
		IT ANALYST/SPECIALIST SR/EX/PRN	144,732.94	15,553.86	-	-	-
		OPERATIONS MACHINIST	123,591.04	-	-	33,093.43	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	87,388.91	-	-	1,691.47	14,345.04
		ELEC ENG TECHNICIAN	172,648.84	-	-	28,383.34	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	91,008.80	-	-	-	3,154.48
		SHARED SVS LAND TECH/LEAD LAND TECH	128,878.18	-	-	18,605.17	588.50
		GAS ENG ANALYST/SPECIALST/WRITER SR/EX/PRN	146,767.40	17,391.16	-	-	640.13
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	70,473.16	-	-	5,000.00	209.39
		ELEC OPS SUPERVISOR	169,852.74	22,973.08	-	117,210.27	2,145.94
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	205,809.80	34,980.16	46,736.34	8,795.44	13,756.80

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		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,146.28	-	-	10,436.19	129.70
		IT ARCHITECT EXP/PRN	214,856.74	34,916.44	-	6,052.36	1,580.34
		GAS ENG SUPERVISOR	142,809.26	14,694.32	-	-	620.00
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	159,999.96	16,642.36	-	2,500.00	2,312.96
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	227,369.74	49,655.54	434,883.09	3,600.00	4,853.40
		ELEC OPS LINEWORKER/LINEMAN	128,926.92	-	-	132,406.99	304.42
		OPERATIONS INSPECTOR/LEAD INSPECTOR	147,208.98	-	-	90,068.50	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,525.60	-	-	190,501.40	-
		ELEC ENG TECHNICIAN	151,299.32	-	-	45,693.37	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	186,061.64	31,495.63	-	-	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,076.96	15,130.47	-	27,215.17	350.00
		GENERATION TECHNICIAN	19,779.20	-	-	24,821.13	-
		ELEC OPS LINEWORKER/LINEMAN	116,418.65	-	-	145,381.25	1,858.12
		ELEC OPS SUPERVISOR	152,963.64	21,152.36	-	3,931.32	1,487.54
		ELEC ENG DATA SCIENTIST/PROD OWNER SR/EXP/PRN	167,903.68	17,950.65	-	3,000.00	720.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	152,435.76	16,760.80	-	1,300.00	370.96
		OPERATIONS INSPECTOR/LEAD INSPECTOR	157,745.98	-	-	143,476.92	-
		GAS OPS ENGINEER	131,330.40	-	-	13,225.15	3,133.59
		ELEC OPS LINEWORKER/LINEMAN	147,106.47	-	-	101,376.14	-
		ELEC OPS WORKING LEADER	122,988.11	-	-	44,880.39	-
		GAS OPS ENGINEER	170,393.60	21,571.83	-	31,477.45	733.74
		GAS ENG ENGINEER	149,560.48	-	-	72,478.33	-
		ELEC OPS CABLE SPLICER/CABLEMAN	169,755.19	-	-	68,995.31	-
		GAS ENG SUPERVISOR	199,413.32	27,518.41	-	-	1,604.06
		ELEC ENG TECHNICIAN	172,658.00	-	-	21,231.85	-
		ELEC OPS SUPERVISOR	218,084.70	27,237.23	-	-	413.50
		GENERATION SUPERVISOR	214,773.31	29,697.37	-	94,228.99	195.49
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	129,170.22	14,454.42	-	10,796.33	2,358.96
		GENERATION TECHNICIAN	149,350.81	-	-	101,243.94	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	14,418.18	-	-	563.04	194.54
		GAS ENG SENIOR BUSINESS REP	42,870.28	-	-	29,763.42	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	140,482.48	-	-	740.95	1,918.66
		GENERATION CREW LEADER/CONTROL LEAD	149,717.88	-	-	120,065.70	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	140,020.20	-	-	31,839.43	2,492.38
		IT MANAGER/SR MANAGER	212,058.60	35,060.19	27,973.12	8,141.12	1,530.82
		ELEC OPS TECHNICIAN	151,550.00	-	-	83,787.94	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,455.76	18,089.89	-	9,358.33	420.00
		GAS ENG PRGM/PROJ MANAGER	131,938.74	15,034.34	-	3,000.00	524.13
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	26,851.50	-	-	-	-
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	46,683.62	-	-	-	327.96
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,491.16	18,938.49	-	-	-
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	164,820.00	18,184.67	-	-	2,915.57
		GENERATION TECHNICIAN	111,773.08	-	-	72,523.80	-
		SHARED SVS LAND PLANNER	122,179.16	13,610.18	-	2,915.05	256.00
		GENERATION SUPERVISOR	185,547.96	24,757.86	-	51,996.49	-
		ELEC OPS SUPERVISOR	172,271.56	25,461.40	-	63,486.20	7,292.61
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	163,976.52	29,054.94	-	2,000.00	5,380.05
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,498.89	-	-	103,516.02	131.77
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	140,990.94	15,930.01	-	1,500.00	-
		ELEC OPS LINEWORKER/LINEMAN	141,194.10	-	-	128,650.35	-
		GENERATION TECHNICIAN	18,644.10	-	-	22,704.47	-
		GAS OPS OPERATOR	131,383.08	-	-	72,159.42	-
		ELEC OPS CONST/PLANNER	163,603.56	30,005.12	-	6,100.00	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	171,704.78	28,018.44	-	6,900.00	420.00
		GAS ENG ENGINEER	140,999.90	-	-	2,523.47	560.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	139,639.68	10,509.23	-	20.00	1,369.80
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,114.10	10,126.56	-	25,896.98	15,364.90
		ELEC OPS SUPERVISOR	148,943.45	19,792.19	-	56,435.34	8,722.55
		GAS ENG ENGINEER	148,142.66	-	-	23,634.96	1,528.93
		ELEC OPS FOREMAN	151,756.95	-	-	96,902.56	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,970.60	-	-	74,166.96	756.53
		ELEC OPS OPERATOR	129,133.77	-	-	100,181.55	98.61
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	145,067.92	10,616.39	-	-	2,414.75
		ELEC OPS TECHNICIAN	113,993.74	-	-	24,601.14	70.00
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	157,310.00	16,601.40	-	9,484.12	6,034.51
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	130,382.10	-	-	77,887.42	6,976.71

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		GENERATION SUPERVISOR	158,897.47	23,791.14	-	70,551.97	-
		GAS OPS MECHANIC/WELDER	132,121.64	-	-	158,371.65	7,968.72
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,501.65	-	-	50,327.93	-
		GAS ENG SUPERVISOR	201,055.96	22,558.96	-	16,489.68	4,857.57
		ELEC OPS ELECTRICIAN	133,632.32	-	-	43,045.80	-
		ELEC ENG ENGINEER	138,750.89	-	-	19,458.60	1,800.42
		GAS OPS TECHNICIAN	140,207.69	-	-	97,782.60	-
		GAS ENG ENGINEER	135,575.96	14,522.11	-	-	1,043.44
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	104,562.00	-	-	2,143.75	6,862.14
		ELEC OPS LINEMAN/LINEMAN	132,412.59	-	-	96,131.70	-
		ELEC OPS SUPERVISOR	152,347.19	13,576.33	-	113,814.05	859.38
		GAS ENG SENIOR BUSINESS REP	147,027.35	-	-	86,206.75	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	123,305.36	-	-	25,411.40	396.93
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,622.20	17,453.87	-	776.93	70.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	199,575.98	34,016.43	27,973.12	2,438.81	960.00
		IT INVESTIGATOR SR/EXP	143,915.20	17,866.41	-	34,532.73	7,269.33
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	124,861.06	-	-	24,445.63	127.98
		SHARED SVS CREW LEAD/LEADER	125,487.61	-	-	2,212.00	-
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	137,923.12	-	-	8,193.06	3,973.23
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	137,415.19	-	-	17,186.52	1,040.00
		GAS ENG ENGINEER	126,112.64	-	-	109,931.47	2,037.33
		GAS ENG MANAGER/SR MANAGER	191,966.84	37,169.79	-	3,719.60	6,608.75
		ELEC ENG ENGINEER	214,169.80	27,798.47	-	2,500.00	5,511.34
		CUSTOMER & COMMS MANAGER/SR MANAGER	160,006.68	20,632.88	-	-	919.21
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	128,017.86	14,337.20	-	11,277.26	1,701.13
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,316.00	11,293.48	-	-	11,610.41
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	155,880.00	18,056.92	-	7,994.00	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	128,417.03	-	-	53,324.47	126.12
		IT SUPERVISOR	163,375.20	-	-	61,465.76	-
		ELEC ENG ENGINEER	142,914.37	-	-	210,887.46	7,593.88
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,413.04	-	-	255,946.94	-
		ELEC OPS SUPERVISOR	189,656.30	28,543.00	-	3,767.60	5,502.58
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	150,642.40	-	-	100,871.86	800.63
		GAS OPS DISPATCHER	120,154.40	-	-	115,621.32	880.00
		GAS OPS CONST/PRGM/PRJCT MANAGER	146,931.66	15,777.11	-	59,091.60	18,042.26
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	148,691.73	17,221.84	-	750.00	891.24
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	99,646.10	16,564.25	-	6,090.00	4,074.12
		ELEC OPS TECHNICIAN	128,624.40	-	-	151,455.80	-
		GAS OPS MANAGER/SR MANAGER	184,020.94	24,107.19	-	-	-
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	134,904.50	14,827.34	-	-	1,234.83
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,731.91	-	-	16,261.10	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	143,142.26	16,101.15	-	200.00	1,305.28
		GAS OPS PRGM/PROJ MANAGER	148,426.43	17,366.32	-	6,215.00	7,241.76
		GAS ENG ENGINEER	150,243.50	-	-	40,758.90	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,082.60	-	-	87,558.00	985.46
		GAS OPS SUPERVISOR	144,147.90	14,949.94	-	-	4,289.04
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	176,774.76	28,565.43	-	4,224.63	403.57
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	173,386.00	28,862.83	-	3,000.00	471.87
		ELEC OPS SYSTEM OPERATOR/LEAD	137,815.20	-	-	128,053.13	-
		ELEC OPS MANAGER/SR MANAGER	162,587.72	20,260.31	-	14,067.23	688.46
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	157,014.34	17,626.00	-	8,182.00	13,820.21
		ELEC OPS CREW LEAD/LEADER	160,363.51	-	-	168,642.31	-
		IT MANAGER/SR MANAGER	226,037.30	41,568.45	30,345.84	4,446.64	2,031.51
		ELEC OPS CONSLT/PLANNER	174,029.65	24,792.97	-	21,355.35	21,876.70
		ELEC ENG ENGINEER	150,356.90	-	-	72,785.27	420.00
		ELEC OPS FOREMAN	151,369.21	-	-	343,751.34	523.23
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	138,834.64	15,450.22	-	-	790.30
		GENERATION ENGINEER	30,396.00	-	-	29,790.00	-
		ELEC OPS ENGINEER	178,790.17	22,249.51	-	50,492.93	4,491.56
		GAS OPS PRGM/PROJ MANAGER	192,732.00	21,140.13	-	416.20	2,059.27
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	168,520.56	18,438.87	-	18,520.59	5,058.39
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	5,312.23	-	-	103.49	-
		GAS ENG SUPERVISOR	180,372.10	21,521.93	-	48,094.43	890.00
		GAS OPS TECHNICIAN	134,086.47	-	-	32,408.45	326.22
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	121,695.00	15,860.76	-	538.12	1,184.62
		GAS ENG SENIOR BUSINESS REP	152,191.92	-	-	159,041.83	8,351.13

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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	149,789.98	-	-	23,875.79	1,200.00
		ELEC ENG ENGINEER	122,898.96	-	-	38,983.73	454.97
		ELEC OPS ELECTRICIAN	127,380.06	-	-	60,711.11	-
		GENERATION SUPERVISOR	156,216.00	12,027.18	-	14,612.85	522.61
		ELEC ENG SR ENG ASST	120,474.49	-	-	11,082.09	2,840.28
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	33,333.34	-	-	7,451.16	-
		ELEC OPS SUPERVISOR	151,194.80	20,260.90	-	44,510.29	560.00
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,480.03	-	15,527.57	15,453.27
		GAS OPS SUPERVISOR	137,600.04	18,588.47	-	106,527.38	6,193.74
		GAS ENG MANAGER/SR MANAGER	206,506.66	35,386.29	11,504.57	5,062.43	2,748.19
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,349.15	-	-	19,361.68	584.98
		ELEC ENG ELECTRICIAN	110,588.82	-	-	44,700.84	-
		ELEC OPS SUPERVISOR	158,410.54	21,304.32	-	1,000.00	11,630.62
		HR ECO MANAGER/SR MANAGER/SUPERVISOR	188,310.00	30,603.08	-	-	14,496.05
		ELEC ENG ENGINEER	214,488.00	25,354.10	-	13,865.60	2,713.43
		IT ANALYST/SPECIALIST SR/EXP/PRN	115,952.79	17,615.06	-	17,470.06	6,844.12
		ELEC OPS ENGINEER	178,644.00	19,709.33	-	32,690.67	1,168.62
		GENERATION ENGINEER	44,104.00	-	-	36,067.50	2,927.85
		GENERATION TECHNICIAN	22,604.80	-	-	29,635.68	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	24,331.70	-	-	36,697.75	65.50
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,355.72	17,334.29	-	-	526.91
		IT ANALYST/SPECIALIST SR/EXP/PRN	171,704.18	19,121.44	-	-	350.00
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	134,410.96	-	-	11,851.79	-
		ELEC ENG ENGINEER	128,235.98	-	-	10,259.43	385.00
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	127,632.00	14,075.64	-	1,043.12	2,328.23
		ELEC OPS SUPERVISOR	184,554.82	-	-	152,166.36	157.21
		ELEC OPS LINEMAN/LINEMAN	175,250.35	-	-	200,593.93	-
		ELEC OPS ENGINEER	130,775.94	-	-	95,945.87	2,724.71
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,781.69	-	-	30,782.24	-
		ELEC OPS CREW LEAD/LEADER	148,029.53	-	-	126,317.03	23.00
		GAS OPS SUPERVISOR	137,759.14	18,609.99	-	59,160.60	577.22
		GAS OPS OPERATOR	121,738.27	-	-	58,006.36	-
		ELEC OPS SYSTEM OPERATOR/LEAD	161,728.74	-	-	83,069.16	-
		ELEC OPS MANAGER/SR MANAGER	147,534.68	24,943.13	-	4,641.76	2,512.05
		GAS ENG ESTIMATOR/SCHEDULER	137,301.84	-	-	257.38	1,208.78
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	123,361.04	-	-	49,000.88	4,877.99
		ELEC OPS WORKING LEADER	127,699.44	-	-	10,295.75	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	156,843.98	16,889.85	-	19,476.50	2,741.49
		SHARED SVS LAND TECH/LEAD LAND TECH	140,263.61	-	-	39,235.42	461.92
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	177,112.82	31,538.26	-	1,050.00	105.00
		GAS OPS MECHANIC/WELDER	13,583.36	-	-	2,637.84	335.36
		GAS ENG ENGINEER	149,462.14	-	-	36,414.95	2,434.35
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	124,500.48	-	-	81,964.00	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	132,060.00	14,180.69	-	2,500.00	288.75
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,460.90	18,076.22	-	20,000.00	925.00
		ELEC ENG ENGINEER	150,024.00	15,814.35	-	545.25	420.00
		ELEC ENG MANAGER/SR MANAGER	210,525.54	35,236.85	-	-	3,560.93
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	114,877.45	12,593.36	-	200.00	293.01
		IT MANAGER/SR MANAGER	212,504.96	34,173.27	18,419.80	-	2,211.96
		GAS ENG SENIOR BUSINESS REP	120,896.44	-	-	21,348.74	1,018.34
		ELEC OPS MACHINIST/WELDER	108,976.80	-	-	71,208.88	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	153,465.16	-	-	39,477.40	1,323.51
		GAS OPS ENGINEER	193,535.05	22,726.91	-	1,077.98	6,700.00
		ELEC OPS SYSTEM OPERATOR/LEAD	112,246.68	-	-	281,443.93	805.32
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	147,171.88	15,738.18	-	500.00	377.88
		ELEC OPS LEAD OPERATOR	144,993.81	-	-	92,193.40	1,076.85
		ELEC OPS TECHNICIAN	18,931.47	-	-	38,060.45	-
		ELEC OPS ELECTRICIAN	135,324.97	-	-	10,351.93	-
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	111,373.74	-	-	-	1,526.51
		ELEC OPS OPERATOR	126,179.12	-	-	131,098.46	-
		GAS OPS OPERATOR	131,206.55	-	-	52,619.76	551.42
		ELEC ENG MANAGER/SR MANAGER	191,483.22	23,673.48	-	20,222.76	6,364.27
		SHARED SVS MANAGER/SR MANAGER	194,267.30	32,938.30	-	-	2,755.83
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	123,047.64	-	-	30,551.08	509.60
		GENERATION SUPERVISOR	218,353.58	31,211.00	-	19,154.40	1,975.26
		GAS OPS CONST/PRGM/PRJCT MANAGER	127,726.24	15,498.27	-	3,500.00	6,335.67



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		IT ANALYST/SPECIALIST SR/EXP/PRN	166,200.00	18,336.13	-	8,589.25	484.30
		GENERATION ENGINEER	107,010.87	-	-	27,345.57	1,297.83
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	165,876.18	19,804.72	-	1,500.00	-
		GAS OPS MECHANIC/WELDER	127,498.70	-	-	70,317.08	-
		ELEC OPS MANAGER/SR MANAGER	198,465.80	25,971.33	-	49,433.10	2,009.94
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	116,340.56	-	-	2,000.00	5,054.60
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	166,925.34	28,416.51	-	1,500.00	490.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,612.46	18,821.28	-	2,663.82	186.48
		IT SUPERVISOR	167,854.10	17,878.44	-	-	460.92
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	106,238.10	-	-	416,669.36	-
		GENERATION SUPERVISOR	168,684.67	27,433.26	-	73,174.36	2,769.21
		GAS OPS COOR/REP/STRAT SR/EX/PRN	146,817.60	16,622.23	-	1,000.00	1,144.38
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,475.70	20,056.40	-	1,152.16	3,550.34
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,225.24	15,033.23	-	-	203.71
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,813.68	-	-	17,618.69	-
		GAS ENG ENGINEER	155,510.36	20,312.69	-	-	126.87
		IT ANALYST/SPECIALIST SR/EXP/PRN	177,591.58	21,351.76	-	2,942.06	960.00
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	133,024.66	15,388.62	-	-	1,603.95
		GAS OPS CONST/PRGM/PRJCT MANAGER	154,002.28	19,391.21	-	1,450.00	736.58
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	162,660.00	17,868.98	-	234.60	362.35
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	154,858.00	15,031.08	-	4,255.66	5,468.54
		ELEC OPS TECHNICIAN	156,260.07	-	-	3,762.70	-
		ELEC ENG SUPERVISOR	155,026.66	21,918.38	-	52,875.83	1,305.93
		GAS ENG ENGINEER	151,328.74	16,440.41	-	4,561.42	4,287.80
		GAS ENG ENGINEER	176,517.30	18,999.19	-	400.00	920.58
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,861.86	-	-	60,045.72	-
		SHARED SVS LAND AGENT/CONSLT	145,011.78	-	-	9,400.04	5,533.48
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	130,704.64	13,807.39	-	235.88	948.92
		ELEC OPS SUPERVISOR	171,766.32	25,299.55	-	59,094.03	2,082.35
		OPERATIONS SUPERVISOR	154,125.00	17,520.00	-	81,104.63	5,744.27
		GENERATION SUPERVISOR	146,093.75	-	-	57,592.97	553.73
		GAS OPS TECHNICIAN	117,515.88	-	-	21,145.05	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	158,066.26	17,779.85	-	500.00	6,683.51
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	193,451.50	33,012.45	46,876.83	-	420.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	12,297.60	-
		GAS OPS SUPERVISOR	152,204.48	19,528.12	-	3,338.58	4,378.28
		ELEC ENG SHOP LEADER/TESTER/MACHINIST/INSP	135,286.56	-	-	55,374.24	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	72,399.72	28,561.20	-	41,629.13	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	144,163.20	-	-	42,705.40	111.98
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	178,827.26	31,253.71	-	2,600.00	3,550.46
		ELEC OPS FOREMAN	137,033.14	-	-	121,167.17	-
		ELEC OPS ENGINEER	135,798.68	13,950.87	-	4,320.08	4,888.76
		GAS OPS MECHANIC/WELDER	114,479.26	-	-	41,552.69	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	104,516.38	28,926.94	-	17,201.55	-
		ELEC ENG ENGINEER	121,436.46	-	-	136,390.15	245.00
		ELEC OPS MANAGER/SR MANAGER	170,840.42	16,566.21	-	39,531.95	17,498.45
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,433.60	-	-	23,068.77	-
		ELEC ENG ENGINEER	148,672.55	-	-	26,588.87	489.44
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	117,478.29	-	-	186,408.61	-
		GAS ENG SUPERVISOR	167,646.44	23,570.34	-	14,851.41	140.00
		ELEC OPS LINEMAN/LINEMAN	73,049.55	-	-	75,849.40	319.07
		GENERATION TECHNICIAN	146,727.20	-	-	47,524.97	1,309.47
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	19,298.96	271.86
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	158,623.46	16,607.52	-	5,329.26	3,102.84
		GAS ENG SENIOR BUSINESS REP	138,240.36	-	-	29,138.38	3,327.04
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,302.47	-	-	113,014.43	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	147,320.65	20,318.36	-	54,660.55	2,117.99
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	121,973.28	-	-	87,263.65	68.12
		ELEC OPS TECHNICIAN	124,164.92	-	-	103,511.35	-
		ELEC ENG SUPERVISOR	187,846.66	22,697.60	-	89,716.97	8,489.35
		SHARED SVS CONT/PRGM/PROJ MANAGER	187,009.36	32,997.68	-	18,000.00	133.25
		SHARED SVS LAND AGENT/CONSLT	150,072.00	16,659.00	-	1,966.11	1,389.93
		ELEC OPS CREW LEAD/LEADER	160,394.02	-	-	228,432.84	-
		ELEC OPS ELECTRICIAN	35,739.79	-	-	12,627.20	215.82
		GAS OPS TECHNICIAN	150,956.94	-	-	56,147.75	-
		CUSTOMER & COMMS SUPERVISOR	134,420.70	15,838.43	-	-	1,590.82

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		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	142,875.61	-	-	102,973.92	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	187,754.65	21,881.59	-	40,560.97	4,769.61
		GAS OPS MECHANIC/WELDER	147,434.18	-	-	17,855.07	-
		GENERATION TECHNICIAN	139,646.84	-	-	63,258.65	-
		IT ENGINEER SR/EXP/PRN	162,805.00	17,256.99	-	-	3,875.12
		ELEC OPS FOREMAN	16,158.00	-	-	28,500.18	-
		ELEC OPS ENGINEER	128,080.00	9,104.19	-	3,234.05	10,595.44
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	103,446.43	-	-	32,920.59	270.52
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	162,286.00	17,052.39	-	13,786.61	9,251.51
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	128,274.00	13,495.31	-	-	878.55
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	136,760.00	-	-	100.00	-
		ELEC OPS FOREMAN	143,187.67	-	-	165,479.54	-
		SHARED SVS WRKNG LEADER/GOV REL REP	9,603.92	-	-	4,315.47	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,411.27	-	-	307,921.40	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	166,541.00	18,001.80	-	35,271.98	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,833.64	-	-	100,757.57	10,486.16
		ELEC OPS LINEMAN	132,054.62	-	-	248,125.82	-
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	128,252.80	16,863.48	-	17,305.52	2,276.38
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	130,997.76	-	-	10,919.04	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	176,555.70	-	-	161,189.22	-
		GAS OPS TECHNICIAN	138,175.14	-	-	50,727.12	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	176,668.44	20,766.96	-	342.08	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	164,757.50	27,750.50	-	-	6,431.58
		GAS OPS SUPERVISOR	151,336.20	18,964.71	-	23,628.81	23,608.69
		ELEC OPS MANAGER/SR MANAGER	166,598.26	27,089.64	-	9,522.36	7,234.55
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	169,368.72	27,347.15	-	2,000.00	756.40
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	125,950.16	-	-	23,578.31	-
		GAS OPS MECHANIC/WELDER	124,903.94	-	-	41,002.02	-
		ELEC OPS CREW LEAD/LEADER	190,137.74	-	-	147,926.80	-
		ENVIRONMENTAL HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	157,150.47	-	-	44,021.93	85.15
		ELEC OPS ELECTRICIAN	118,456.44	-	-	136,133.84	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	180,858.42	-	-	185,698.52	-
		ELEC OPS ELECTRICIAN	127,923.07	-	-	45,693.25	364.18
		ELEC OPS TECHNICIAN	191,213.06	-	-	15,534.41	-
		GENERATION SUPERVISOR	168,164.74	22,698.91	-	73,841.39	-
		ELEC ENG ENGINEER	155,081.33	-	-	139,072.23	2,616.02
		ELEC ENG TECHNICIAN	165,074.51	-	-	35,359.08	-
		GAS ENG ENGINEER	131,258.76	11,011.33	-	477.84	509.74
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	135,309.49	20,844.19	-	58,374.12	-
		ELEC ENG INTERCONNECTION MANAGER	77,185.50	-	-	322.25	210.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	118,493.92	-	-	14,978.92	387.12
		ELEC ENG TECHNICIAN	171,484.60	-	-	170,350.31	-
		GAS ENG ENGINEER	151,112.88	-	-	54,792.84	515.64
		GAS OPS MANAGER/SR MANAGER	162,090.97	19,640.42	-	500.00	4,381.75
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	174,564.56	30,461.88	11,504.57	4,800.00	4,397.31
		IT ENGINEER SR/EXP/PRN	191,894.06	35,645.13	22,765.37	2,500.00	3,653.99
		GENERATION SUPERVISOR	163,143.15	-	-	69,093.92	-
		ELEC OPS LINEMAN	139,271.71	-	-	229,039.66	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	53,718.09	-	-	125,406.79	3,643.61
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	139,810.04	15,931.52	-	-	574.70
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	152,503.30	17,006.18	-	90,057.59	-
		ELEC OPS SUPERVISOR	160,426.68	17,429.98	-	62,750.93	3,682.86
		OPERATIONS SUPERVISOR	141,857.47	19,052.28	-	24,877.25	3,775.47
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	138,260.87	-	-	53,372.16	308.20
		GAS OPS MANAGER/SR MANAGER	167,299.98	25,102.74	-	-	2,733.41
		ELEC OPS MANAGER/SR MANAGER	180,836.87	25,322.34	-	37,308.57	3,071.42
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,480.03	-	752.34	1,970.61
		ELEC OPS LINEMAN	70,518.76	-	-	65,078.04	-
		ELEC OPS LINEMAN	140,377.70	-	-	143,981.34	37.09
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	194,940.64	32,975.51	18,981.76	5,000.00	651.23
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHIEF	220,651.74	49,042.10	48,703.20	5,200.00	3,375.75
		GENERATION ELECTRICIAN	132,849.21	-	-	92,960.70	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	51,628.42	44,563.05	18,419.80	39,203.79	105.00
		GAS ENG SENIOR BUSINESS REP	143,870.41	-	-	100,763.49	3,207.53
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	151,502.72	16,617.84	-	46,958.04	1,753.35
		GAS ENG SUPERVISOR	188,292.00	21,268.83	-	1,317.50	420.00

PACIFIC GAS AND ELECTRIC COMPANY  
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 FOR THE YEAR ENDED DECEMBER 31, 2023

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 TECHNICIAN	176,996.40	-	-	15,874.13	1,359.80
		GENERATION TECHNICIAN	146,303.36	-	-	63,757.37	131.52
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	141,640.88	15,992.63	-	1,050.00	1,795.00
		FINANCE MANAGER/SR MANAGER	194,148.22	31,320.63	-	1,800.00	483.07
		ELEC ENG ENGINEER	147,950.39	-	-	57,108.20	1,182.94
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	155,261.41	-	-	43,122.90	233.36
		GAS OPS TECHNICIAN	139,486.07	-	-	75,432.25	-
		ELEC OPS MANAGER/SR MANAGER	167,749.98	28,558.90	-	1,000.00	529.64
		IT ANALYST/SPECIALIST SR/EXP/PRN	46,939.96	29,821.46	-	24.61	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	152,933.36	25,929.60	-	2,400.00	4,605.09
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	94,067.80	26,005.52	-	9,348.46	4,951.57
		GAS ENG ENGINEER	150,432.53	-	-	16,656.74	624.69
		GAS OPS CONST/PRGM/PRJCT MANAGER	141,231.12	15,886.18	-	2,118.54	3,197.08
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	177,704.76	19,827.57	-	-	13,945.95
		OPERATIONS SUPERVISOR	138,125.00	-	-	24,337.15	6,656.64
		GAS ENG MANAGER/SR MANAGER	197,964.46	31,706.63	-	1,000.00	20,113.01
		ELEC ENG MAPPING TECH	129,049.57	-	-	105,704.82	4,451.26
		SHARED SVS ENGINEER	149,542.36	16,852.38	-	845.74	3,582.36
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,774.57	17,368.11	-	1,934.09	8,886.81
		OPERATIONS INSPECTOR/LEAD INSPECTOR	147,088.07	-	-	70,320.93	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,640.31	-	-	136,327.11	1,494.70
		SHARED SVS LAND PLANNER	165,992.00	17,671.41	-	880.25	1,604.11
		ELEC OPS LINEWORKER/LINEMAN	115,210.56	-	-	105,795.89	1,687.62
		ELEC OPS MANAGER/SR MANAGER	65,368.97	25,051.62	-	-	175.00
		GAS OPS MECHANIC/WELDER	123,223.16	-	-	2,364.96	146.72
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	163,348.24	18,580.02	-	1,900.00	474.60
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	118,922.63	-	-	30,161.76	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	134,218.56	16,024.95	-	2,329.08	2,791.55
		GAS OPS FOREMAN/LEADER/CREW LEADER	155,325.24	-	-	70,421.90	-
		GAS OPS MANAGER/SR MANAGER	188,279.42	32,800.62	11,863.60	7,600.00	47,324.51
		OPERATIONS MANAGER/SR MANAGER	190,133.36	29,622.64	-	3,000.00	1,691.05
		ELEC OPS ELECTRICIAN	130,203.64	-	-	60,237.77	-
		GAS OPS STATION OPERATOR	122,634.16	-	-	62,028.70	-
		ELEC OPS FOREMAN	147,928.67	-	-	203,349.05	106.76
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	238,631.58	54,518.53	402,028.19	-	4,028.63
		GENERATION ENGINEER	154,074.04	-	-	52,891.85	3,349.04
		GAS OPS DISPATCHER	113,587.20	-	-	81,410.42	400.00
		CUSTOMER & COMMS SUPERVISOR	130,236.60	14,692.01	-	7,856.01	5,956.70
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	135,677.58	15,323.28	-	-	963.18
		GAS ENG ESTIMATOR/SCHEDULER	135,448.89	-	-	-	385.00
		SHARED SVS SCIENTIST/TECHNICIAN	144,616.00	15,056.48	-	7,256.37	5,102.56
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,646.20	-	-	65,167.40	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	157,084.93	15,856.40	-	3,389.58	3,180.36
		SHARED SVS SUPERVISOR/CHIEF/EX AST	140,891.70	14,270.02	-	-	493.48
		ELEC ENG TECHNICIAN	133,014.88	-	-	59,905.67	1,435.94
		GAS OPS INSPECTOR/LEAD INSPECTOR	132,717.90	-	-	136,487.46	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,410.86	-	-	4,997.89	-
		ELEC OPS WORKING LEADER	130,930.66	-	-	55,611.96	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	111,851.83	-	-	273,860.54	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,501.26	-	-	104,877.79	-
		ELEC OPS LINEWORKER/LINEMAN	66,269.28	-	-	61,125.91	308.91
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,429.93	-	-	146,930.05	282.96
		OPERATIONS ANALYST/SPEC/CONSLT EXP/PRN	153,132.76	17,021.28	-	1,000.00	1,387.15
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	159,996.00	-	-	-	579.97
		ELEC OPS CREW LEAD/LEADER	158,705.80	-	-	150,010.66	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	148,479.90	15,105.16	-	1,200.00	12,428.29
		ELEC OPS ENGINEER	165,536.00	17,393.03	-	12,350.57	7,662.55
		OPERATIONS INSPECTOR/LEAD INSPECTOR	116,681.60	-	-	179,768.42	-
		GENERATION TECHNICIAN	100,087.90	-	-	127,934.56	1,725.39
		ELEC OPS FOREMAN	150,820.09	-	-	196,499.16	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	132,996.00	-	-	2,000.00	456.68
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	145,152.00	16,014.43	-	837.36	-
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	182,599.94	31,218.13	-	-	5,502.08
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	151,738.10	13,483.21	-	7,876.91	3,173.11
		ELEC OPS LINEWORKER/LINEMAN	132,342.20	-	-	86,846.37	-
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	233,209.16	55,310.64	72,336.74	2,432.07	8,306.55

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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)
		OPERATIONS SUPERVISOR	123,756.97	-	-	55,722.83	4,028.51
		ELEC OPS ELECTRICIAN	129,915.62	-	-	44,357.92	-
		ELEC OPS LINEWORKER/LINEMAN	28,388.99	-	-	64,512.15	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,134.70	14,893.03	-	-	105.00
		ELEC OPS LINEWORKER/LINEMAN	139,137.01	-	-	162,701.97	1,403.01
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	129,004.00	15,273.01	-	8,350.00	895.15
		GAS OPS INSPECTOR/LEAD INSPECTOR	140,192.44	-	-	125,447.10	-
		OPERATIONS SUPERVISOR	160,470.34	30,580.47	-	41,451.57	2,572.82
		ELEC OPS DIRECTOR/SR DIRECTOR	245,390.89	55,183.14	62,924.21	22,612.60	2,206.08
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,824.76	18,005.01	-	-	1,005.50
		ELEC OPS LINEWORKER/LINEMAN	136,796.91	-	-	119,243.74	971.90
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	157,686.56	18,826.92	-	3,000.00	2,265.08
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	145,673.56	-	-	58,243.45	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	15,838.84	-	1,100.00	443.38
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	117,757.00	13,159.03	-	9,400.79	120.03
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	180,518.07	-	-	192,023.37	59.16
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	193,731.06	44,386.39	340,272.44	1,750.00	699.74
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	26,604.90	-	-	31,039.52	-
		GENERATION TECHNICIAN	145,853.60	-	-	121,967.68	-
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR EXP/PRN	125,775.54	15,110.56	-	2,474.27	12,285.18
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	159,711.44	18,118.13	-	500.00	380.00
		GAS ENG ESTIMATOR/SCHEDULER	115,960.48	-	-	6,677.34	1,052.50
		GAS OPS MECHANIC/WELDER	123,779.54	-	-	12,234.12	-
		ENT HEALTH & SAFETY HYGNST/DSNG/CONST/DS SR/EXP/PRN	40,182.61	-	-	132.52	213.99
		ELEC ENG ENGINEER	206,588.00	21,617.21	-	1,391.08	2,744.46
		IT SERVICE MNGR/ADMINSTRTR	147,428.85	17,247.95	-	530.65	420.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	144,114.60	-	-	79,438.64	-
		ELEC OPS LINEWORKER/LINEMAN	140,875.83	-	-	253,115.26	6,919.52
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	142,664.50	16,485.90	-	-	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,281.40	18,192.03	-	-	420.00
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	157,753.84	21,108.29	-	2,100.00	2,074.58
		GAS OPS TECHNICIAN	131,608.43	-	-	24,344.47	2,870.90
		ELEC OPS ENGINEER	132,027.15	-	-	48,319.44	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,152.35	-	-	71,476.18	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	170,907.30	19,291.72	-	23,069.29	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	126,609.79	15,499.30	-	7,000.00	8,936.53
		ELEC OPS LINEWORKER/LINEMAN	141,209.84	-	-	149,795.26	-
		ELEC OPS ELECTRICIAN	129,052.80	-	-	134,178.89	-
		ELEC OPS LINEWORKER/LINEMAN	143,805.30	-	-	214,191.49	1,875.48
		GENERATION SUPERVISOR	128,059.14	12,448.73	-	41,068.49	-
		ELEC OPS SYSTEM OPERATOR/LEAD	113,306.57	-	-	35,735.11	-
		GAS OPS TECHNICIAN	134,768.73	-	-	68,007.47	1,965.28
		SHARED SVS SCIENTIST/TECHNICIAN	138,629.38	-	-	20,438.23	210.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	172,568.56	-	-	182,670.96	250.21
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	113,625.00	-	-	-	411.56
		GENERATION DIRECTOR/SR DIRECTOR	241,869.19	40,526.28	-	43,284.00	4,622.84
		IT ANALYST/SPECIALIST SR/EXP/PRN	199,457.94	33,627.16	-	-	-
		GAS OPS MECHANIC/WELDER	105,095.84	-	-	23,555.94	1,738.37
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	146,836.10	29,826.18	-	10,755.78	760.49
		ELEC OPS ELECTRICIAN	126,861.39	-	-	87,798.96	210.27
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	161,306.60	17,379.84	-	1,000.00	860.18
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,782.98	-	-	81,277.17	287.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	180,081.31	-	-	166,371.05	-
		GAS ENG ENGINEER	147,878.00	15,180.48	-	2,389.25	2,799.64
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	162,912.00	19,162.75	-	6,116.68	2,211.67
		GAS OPS OPERATOR	128,760.80	-	-	77,424.39	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	206,015.76	35,077.62	32,656.12	5,200.00	2,067.38
		ELEC OPS CREW LEAD/LEADER	140,714.16	-	-	103,325.92	-
		ELEC OPS LINEWORKER/LINEMAN	152,615.18	-	-	87,530.15	-
		GAS OPS DISPATCHER	121,436.98	-	-	34,661.28	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	151,138.70	16,706.48	-	2,500.00	31,625.36
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,827.60	-	-	89,964.75	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	165,534.46	17,813.76	-	-	595.00
		ELEC OPS LINEWORKER/LINEMAN	170,398.66	-	-	208,515.24	1,203.33
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,123.14	18,798.60	-	-	800.00
		IT MANAGER/SR MANAGER	162,415.10	19,022.68	-	-	4,011.67

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		IT SERVICE MNGR/ADMINSTRTR	145,877.31	28,785.36	-	-	3,100.89
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,747.44	21,328.34	-	4,194.30	5,096.34
		ELEC ENG MANAGER/SR MANAGER	61,605.63	29,436.82	-	14,087.64	-
		IT DATA SCIENTIST SR/EXP/PRN	114,357.69	15,976.93	-	-	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	163,009.78	18,851.05	-	4,233.25	626.84
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,114.80	16,093.64	-	-	1,069.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	34,268.76	-	-	-	407.55
		ELEC OPS MANAGER/SR MANAGER	206,499.32	34,352.62	-	3,500.00	1,779.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,727.67	15,316.29	-	-	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,262.64	17,077.14	-	-	-
		ELEC ENG SUPERVISOR	162,099.98	17,817.97	-	8,475.16	2,509.31
		GAS OPS COOR/REP/STRAT SR/EX/PRN	134,196.48	-	-	6,138.09	288.86
		ELEC OPS LINEMAN/LINEMAN	131,533.19	-	-	398,492.11	-
		GAS ENG ESTIMATOR/SCHEDULER	131,333.55	-	-	919.94	420.00
		ELEC ENG ENGINEER	130,286.00	8,804.67	-	-	-
		GAS OPS SUPERVISOR	160,142.36	-	-	169,332.25	345.29
		GAS OPS CONST/PRGM/PRJCT MANAGER	142,261.56	16,023.06	-	6,514.75	4,280.58
		ELEC OPS CREW LEAD/LEADER	166,176.48	-	-	350,280.03	972.78
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	135,563.23	-	-	15,655.51	1,360.00
		GAS OPS TECHNICIAN	138,157.96	-	-	119,672.28	20,950.49
		ELEC OPS SYSTEM OPERATOR/LEAD	149,145.65	-	-	87,473.16	-
		GAS ENG ESTIMATOR	133,820.12	-	-	48,800.92	2,113.22
		ELEC ENG SUPERVISOR	206,596.30	27,920.79	-	20,191.30	8,422.28
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	158,724.80	17,006.31	-	600.00	420.00
		ELEC OPS WORKING LEADER	138,501.60	-	-	5,594.94	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	126,587.54	11,780.26	-	-	1,822.93
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,200.00	-	-	60,424.56	179.92
		CUSTOMER & COMMS MANAGER/SR MANAGER	200,196.60	33,739.08	28,051.17	-	4,620.11
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,679.20	-	-	78,149.00	5,047.76
		ELEC OPS ELECTRICIAN	117,997.37	-	-	26,244.71	-
		GENERATION TECHNICIAN	26,136.80	-	-	24,440.06	-
		GENERATION TECHNICIAN	155,627.70	-	-	136,344.27	-
		GENERATION SUPERVISOR	160,336.28	21,633.70	-	47,788.42	405.33
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	125,004.00	26,561.37	-	26,620.88	3,322.82
		GENERATION ENGINEER	113,023.75	-	-	30,712.13	-
		HR CO MANAGER/SR MANAGER	165,957.88	26,083.90	-	1,500.00	476.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	145,831.55	-	-	29,117.30	932.09
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	87,246.03	-	-	458,101.55	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,307.31	-	-	125,360.61	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	126,691.00	11,549.89	-	46,785.65	510.60
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,350.34	18,583.01	-	12,112.73	13,372.76
		ELEC OPS TECHNICIAN	149,361.15	-	-	99,703.83	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	137,282.92	15,579.95	-	1,000.00	6,408.83
		ELEC OPS ELECTRICIAN	119,610.28	-	-	19,901.53	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,938.66	-	-	88,182.86	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	148,903.94	16,886.78	-	9,586.29	2,622.37
		IT ARCHITECH EXP/PRN	156,147.92	18,923.77	-	1,500.00	749.00
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	129,999.95	12,206.99	-	1,968.76	6,248.54
		OPERATIONS INSPECTOR/LEAD INSPECTOR	66,689.42	-	-	29,440.31	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,818.81	-	-	97,684.99	-
		SHARED SVS CREW LEAD/LEADER	132,154.64	-	-	273.99	120.52
		ELEC OPS ELECTRICIAN	135,126.80	-	-	44,975.93	5,748.08
		GAS OPS SUPERVISOR	166,718.36	23,506.31	-	58,601.28	9,793.18
		ELEC ENG TECHNOLOGIST	137,885.42	-	-	27,160.84	-
		ELEC ENG SUPERVISOR	206,927.00	24,135.55	-	-	3,983.22
		GAS ENG ESTIMATOR/SCHEDULER	140,097.57	-	-	5,345.84	936.17
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	110,241.83	14,565.46	-	14,415.23	1,201.52
		GAS ENG ESTIMATOR/SCHEDULER	113,072.08	-	-	55,301.48	1,230.29
		ELEC ENG SUPERVISOR	147,129.58	15,112.60	-	14,916.68	11,416.07
		GAS OPS COOR/REP/STRAT SR/EX/PRN	132,650.79	-	-	24,572.85	82.98
		ELEC OPS SUPERVISOR	166,257.28	22,125.68	-	62,063.18	10,794.12
		GAS OPS PRGM/PROJ MANAGER	158,714.00	16,676.26	-	9,275.55	2,499.67
		GAS OPS SUPERVISOR	137,025.00	-	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,498.62	-	-	192,224.78	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,746.35	-	-	548,219.51	4,010.85
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	141,936.23	-	-	24,030.51	239.46

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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 & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	111,773.12	13,474.05	-	-	2,930.15
		GAS OPS SUPERVISOR	172,833.38	24,032.08	-	47,192.16	888.62
		ELEC OPS LINEWORKER/LINEMAN	140,357.96	-	-	86,861.12	-
		ELEC OPS FOREMAN	150,475.79	-	-	87,285.28	3,225.51
		GAS OPS ELEC LOCATOR	125,956.00	-	-	11,255.06	-
		IT TECHNICIAN	123,759.52	-	-	43,509.63	1,497.05
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	151,886.12	-	-	96,871.81	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	144,566.40	-	-	35,743.58	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,781.69	-	-	8,871.88	-
		GAS ENG ENGINEER	138,664.00	-	-	84,547.48	1,969.69
		ELEC ENG SUPERVISOR	182,482.60	24,077.60	-	26,807.93	5,128.76
		OPERATIONS DATA ENGINEER/SCIENTIST	201,658.82	33,331.31	-	-	-
		SHARED SVS LAND TECH/LEAD LAND TECH	110,391.12	-	-	1,050.40	244.86
		ELEC OPS CREW LEAD/LEADER	132,940.74	-	-	22,091.98	81.88
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,629.30	-	-	77,512.61	-
		GAS OPS SUPERVISOR	151,628.56	20,023.91	-	5,805.01	18,468.66
		ELEC ENG ENGINEER	120,680.20	-	-	136,167.51	1,601.60
		GAS ENG SUPERVISOR	165,672.99	21,417.78	-	54,890.73	3,547.17
		ENVIRONMENTAL HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	98,186.49	12,429.59	-	88,881.17	1,236.54
		GENERATION OPERATOR	138,510.29	-	-	123,406.32	-
		GENERATION ELECTRICIAN	138,092.28	-	-	72,850.73	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,653.48	14,600.89	-	-	555.05
		ELEC OPS FOREMAN	144,702.04	-	-	90,418.87	374.66
		GAS OPS FOREMAN/LEADER/CREW LEADER	14,753.99	-	-	13,620.69	-
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	135,392.30	15,535.81	-	6,862.74	1,127.40
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	133,683.96	-	-	25,265.76	1,587.25
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,333.60	19,842.12	-	-	-
		ELEC OPS CREW LEAD/LEADER	110,949.63	-	-	136,282.52	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	197,924.78	33,591.72	-	-	-
		GAS ENG ENGINEER	149,925.19	-	-	176.80	525.00
		GENERATION ENGINEER	183,600.00	20,256.01	-	35,255.68	529.14
		OPERATIONS MANGER/SR MANAGER	180,954.54	30,379.75	-	14,600.00	15,980.40
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,649.72	15,001.68	-	750.00	832.95
		GAS ENG ESTIMATOR/SCHEDULER	132,909.54	-	-	6,279.95	442.27
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	154,434.74	17,371.40	-	35,440.54	53,306.24
		ELEC OPS SUPERVISOR	86,914.64	23,654.29	-	69,951.71	-
		GAS OPS OPERATOR	139,215.72	-	-	77,003.13	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,062.16	-	-	155,266.33	-
		OPERATIONS MANAGER/SR MANAGER	157,104.54	22,253.40	-	7,525.75	7,820.47
		ELEC OPS LINEWORKER/LINEMAN	147,289.48	-	-	72,829.40	69.09
		ELEC OPS BUSINESS LIAISON	133,834.55	-	-	158,902.80	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	148,138.10	23,956.96	-	1,000.00	76.92
		SHARED SVS CREW LEAD/LEADER	104,371.25	-	-	35,968.95	200.42
		GENERATION ADMINSTR/LICENSING/ARMORER SR EX AST	129,562.33	14,566.83	-	12,763.22	2,705.74
		IT ENGINEER SR/EX/PRN	146,359.62	15,723.91	-	2,500.00	468.92
		GAS ENG ENGINEER	151,112.78	-	-	25,486.00	525.00
		GAS ENG ESTIMATOR/SCHEDULER	116,386.99	-	-	8,756.34	1,278.79
		ELEC OPS SUPERVISOR	94,596.57	24,332.91	-	-	479.00
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	241,773.17	61,878.31	25,319.42	3,500.00	3,481.71
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	156,999.96	-	-	20,000.00	7,037.72
		GAS OPS PRGM/PROJ MANAGER	192,732.00	21,262.83	-	400.00	2,115.70
		GENERATION ELECTRICIAN	119,253.00	-	-	106,587.78	-
		HR ECO MANAGER/SR MANAGER/SUPERVISOR	149,845.96	19,826.74	-	-	235.80
		GAS ENG ESTIMATOR	118,650.29	-	-	35,019.21	530.00
		GAS OPS INSPECTOR/LEAD INSPECTOR	123,748.54	-	-	48,743.58	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	102,751.27	14,454.58	-	18,867.88	1,302.46
		OPERATIONS SUPERVISOR	156,735.85	21,034.88	-	68,919.44	3,493.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	170,777.90	27,265.78	-	-	2,384.74
		ELEC OPS SYSTEM OPERATOR/LEAD	125,598.21	-	-	128,589.38	196.57
		GAS OPS SUPERVISOR	59,766.68	-	-	13,161.74	210.00
		GEN CNSL & ETHICS COMP SUPERVISOR	138,731.76	20,222.43	-	7,357.87	3,255.67
		ELEC OPS FOREMAN	145,675.07	-	-	133,427.54	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	163,989.19	23,419.39	-	1,500.00	5,347.98
		GENERATION SUPERVISOR	181,806.11	21,150.84	-	32,148.07	7,151.14
		GENERATION PLANNER	41,250.88	-	-	24,530.88	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	132,023.98	-	-	3,594.60	960.00

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		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,558.90	-	-	92,157.86	372.89
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	27,837.81	-	-	38,138.21	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	143,112.74	15,978.91	-	-	389.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	146,035.61	-	-	61,649.47	1,368.74
		ELEC OPS SYSTEM OPERATOR/LEAD	162,850.06	-	-	32,176.51	-
		IT DEVELOPER SR/EX	163,412.38	17,484.33	-	-	988.00
		ELEC OPS CONSLT/PLANNER	134,799.44	-	-	13,487.06	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,597.36	14,409.59	-	4,753.41	4,634.90
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	131,383.34	-	-	75,266.94	1,049.95
		GENERATION TECHNICIAN	109,447.10	-	-	49,814.13	2,972.81
		GENERATION CREW LEADER/CONTROL LEAD	152,310.36	-	-	134,766.20	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,637.14	15,811.33	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	116,614.78	15,743.75	-	-	-
		GAS ENG ENGINEER	149,431.56	-	-	30,181.09	280.00
		ELEC OPS LEAD OPERATOR	164,917.40	-	-	30,759.70	-
		GAS OPS SUPERVISOR	56,647.20	16,479.58	-	19,274.94	2,755.41
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,291.96	15,889.57	-	-	376.21
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	214,488.00	23,663.83	-	4,060.76	927.45
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	151,128.32	18,675.09	-	4,550.36	5,994.56
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	213,893.00	23,677.57	-	37,606.68	-
		GAS ENG TECHNICIAN	129,826.30	-	-	35,798.91	1,005.57
		GAS OPS SUPERVISOR	164,087.20	23,117.41	-	26,535.47	11,954.76
		ELEC OPS TECHNICIAN	123,025.86	-	-	62,788.17	-
		ENGLNG & STRAT ANALYST/SPEC/SR/AST SR/EXP/PRN	22,907.82	-	-	-	80.00
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	170,500.00	28,908.00	-	-	539.36
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	134,853.34	-	-	92,593.88	960.07
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	86,937.09	-	-	1,400.00	1,387.07
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	148,511.68	17,386.39	-	14,000.00	2,070.06
		ELEC OPS LINEMAN	127,120.29	-	-	106,982.82	2,496.05
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	139,373.02	-	-	62,784.39	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,506.95	-	-	320,426.80	1,113.83
		GAS OPS MECHANIC/WELDER	140,983.51	-	-	29,266.93	716.80
		ELEC OPS SYSTEM OPERATOR/LEAD	181,580.80	-	-	82,147.86	-
		ELEC OPS SYSTEM OPERATOR/LEAD	169,020.78	-	-	105,429.23	184.81
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,108.06	18,406.79	-	1,892.64	518.00
		ELEC OPS LINEMAN	69,773.72	-	-	157,406.03	987.12
		GENERATION SUPERVISOR	193,720.47	26,197.12	-	28,148.40	498.51
		ELEC OPS ELECTRICIAN	119,808.64	-	-	126,452.88	848.85
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	144,357.20	17,410.28	-	15,259.27	3,029.00
		ELEC OPS MANAGER/SR MANAGER	171,544.56	29,516.48	-	824.70	10,070.30
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,901.01	-	-	37,288.83	860.68
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,451.19	-	-	99,799.67	-
		GENERATION SUPERVISOR	64,211.64	-	-	-	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	160,629.17	17,647.60	-	3,325.93	2,422.04
		ELEC OPS ELECTRICIAN	127,071.86	-	-	50,552.66	409.70
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,902.48	-	-	86,228.46	-
		ELEC ENG ESTIMATOR	138,674.47	-	-	59,221.42	1,428.82
		GEN CNL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	211,587.84	26,133.99	-	10,666.32	524.65
		ENVIRONMENTAL HEALTH & SAFETY DIRECTOR/SR DIRECTOR/CHIEF	198,913.05	-	-	-	-
		GAS ENG SUPERVISOR	160,025.94	25,446.52	-	1,000.00	416.10
		GAS ENG SUPERVISOR	186,465.14	24,466.30	-	11,066.32	1,877.84
		SHARED SVS LAND AGENT/CONSLT	139,880.20	-	-	-	-
		GAS ENG ENGINEER	148,279.92	-	-	69,672.39	1,707.92
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	155,259.27	47,606.09	291,569.24	29,355.90	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	143,640.00	15,846.85	-	414.36	444.02
		ELEC OPS SYSTEM OPERATOR/LEAD	91,746.39	-	-	387,429.62	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,080.26	14,596.18	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,499.20	6,643.52	-	16,830.51	618.48
		GAS OPS SUPERVISOR	153,456.34	19,816.29	-	2,291.34	8,598.88
		ELEC ENG ESTIMATOR	45,999.02	-	-	57,057.92	1,011.81
		GAS OPS MECHANIC/WELDER	127,579.72	-	-	79,598.09	-
		IT SUPERVISOR	170,154.00	23,079.68	-	3,653.52	1,352.37
		ELEC ENG ENGINEER	207,024.96	39,490.08	-	2,100.00	4,489.98
		GENERATION OPERATOR	144,330.13	-	-	88,673.76	-
		ELEC OPS TECHNICIAN	125,593.61	-	-	71,245.17	-
		ELEC OPS ELECTRICIAN	107,681.80	-	-	41,441.81	-

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		OPERATIONS TECHNICIAN	142,889.36	-	-	53,700.42	-
		ELEC OPS WORKING LEADER	142,324.13	-	-	36,646.73	2,440.54
		ELEC OPS ELECTRICIAN	129,586.94	-	-	63,395.90	702.82
		ELEC OPS FOREMAN	151,838.94	-	-	94,342.34	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	136,999.80	14,853.71	-	-	1,016.00
		GAS ENG ENGINEER	127,312.26	14,086.43	-	-	378.00
		ELEC ENG TECHNICIAN	139,640.61	-	-	27,840.40	485.95
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	142,170.40	18,634.59	-	94,814.95	-
		ELEC OPS SUPERVISOR	173,586.50	23,252.78	-	70,986.22	7,379.33
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	60,606.20	-	-	36,600.98	-
		ELEC ENG DATA SCIENTIST/PROD OWNER SR/EXP/PRN	108,375.00	-	-	10,000.00	294.00
		GAS OPS TECHNICIAN	131,758.91	-	-	66,356.18	1,308.44
		GENERATION TECHNICIAN	16,194.50	-	-	19,806.18	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,475.36	-	-	77,390.64	832.10
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PR/CHF	188,728.10	32,193.00	-	-	808.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	241,762.92	54,303.68	429,069.36	964.25	3,349.56
		ELEC ENG TECHNICIAN	88,166.64	-	-	49,232.14	560.00
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	40,225.21	11,822.02	-	24,055.71	-
		IT ENGINEER SR/EX/PRN	183,600.00	20,256.01	-	620.89	425.00
		IT ARCHITECT EXP/PRN	213,821.18	36,048.71	22,521.60	-	22,097.08
		GAS OPS SUPERVISOR	160,312.26	20,934.96	-	117,255.02	1,311.58
		IT ENGINEER SR/EX/PRN	173,798.58	18,792.02	-	851.26	-
		ELEC OPS ENGINEER	197,520.00	20,980.06	-	14,517.28	9,896.48
		ELEC OPS FOREMAN	157,511.30	-	-	83,247.37	263.32
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	125,254.40	13,828.06	-	2,000.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,133.83	-	-	286,807.10	-
		IT MANAGER/SR MANAGER	184,185.92	19,458.15	-	1,493.32	1,080.27
		ELEC OPS DIRECTOR/SR DIRECTOR	237,159.98	47,035.07	27,193.02	7,500.00	5,053.02
		ELEC OPS SUPERVISOR	152,337.08	15,304.18	15,892.60	149,124.87	5,514.96
		GAS ENG ENGINEER	145,707.60	17,917.64	-	3,190.79	1,961.97
		IT TECHNICIAN	139,237.00	-	-	32,168.88	-
		ELEC ENG SUPERVISOR	138,096.22	19,923.62	-	2,317.48	11,052.07
		GAS ENG ESTIMATOR/SCHEDULER	136,924.37	-	-	48,785.10	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	135,332.80	18,339.62	-	25,660.82	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	40,603.20	-	-	66,880.90	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,610.42	-	-	649.18	-
		GAS OPS SUPERVISOR	154,001.96	20,316.57	-	449.04	3,975.08
		GAS ENG ESTIMATOR/SCHEDULER	139,303.39	-	-	61,506.86	315.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	156,649.20	-	-	22,491.01	-
		ELEC OPS SUPERVISOR	169,524.98	22,875.26	-	107,884.91	18,521.18
		ELEC OPS SUPERVISOR	159,650.00	23,704.56	-	13,991.56	7,363.00
		ELEC OPS BUSINESS LIAISON	132,291.23	-	-	39,967.43	-
		ELEC OPS TECHNICIAN	82,327.76	-	-	36,858.70	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,843.20	-	-	67,408.20	-
		ELEC OPS LINEMAN/LINEMAN	133,509.46	-	-	200,157.86	906.60
		GENERATION TECHNICIAN	28,256.00	-	-	47,789.96	-
		GAS OPS SUPERVISOR	155,002.06	20,795.75	-	14,106.81	7,411.13
		FINANCE MANAGER/SR MANAGER	169,350.01	25,192.17	-	500.00	1,827.39
		GAS ENG SENIOR BUSINESS REP	148,353.82	-	-	40,061.02	-
		GAS ENG TECHNICIAN	120,203.94	-	-	5,066.35	1,037.29
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	219,170.56	39,062.37	-	21,799.62	4,896.26
		GENERATION TECHNICIAN	25,185.90	-	-	21,479.98	-
		ELEC OPS SUPERVISOR	6,385.77	-	-	107,077.35	-
		GAS OPS SCHEDULER	148,915.09	-	-	11,387.75	245.00
		ELEC ENG WRITER/PLANNER	156,719.24	17,332.10	-	-	1,151.84
		GAS ENG SENIOR BUSINESS REP	-	-	-	-	-
		GENERATION ENGINEER	131,630.00	13,892.95	-	11,530.69	-
		ELEC OPS LINEMAN/LINEMAN	145,918.29	-	-	114,768.50	-
		GENERATION TECHNICIAN	20,485.60	-	-	40,595.53	-
		GENERATION SUPERVISOR	125,009.07	19,435.83	-	15,740.33	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	9,107.14	-	-	-	-
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	161,587.89	19,278.48	-	42,056.49	1,166.45
		GAS OPS SUPERVISOR	143,082.20	19,352.29	-	200.10	314.42
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,107.35	-	-	71,306.65	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	194,041.98	35,818.41	-	3,400.00	6,695.98
		GENERATION TECHNICIAN	53,562.78	-	-	39,043.23	1,034.88



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 TECHNICIAN	26,843.20	-	-	29,902.24	-
		GENERATION TECHNICIAN	140,024.98	-	-	48,858.71	-
		HR ECO LABOR NEGOTIATOR PNR	175,304.82	28,623.50	-	4,709.82	660.12
		ELEC OPS WORKING LEADER	139,476.98	-	-	66,628.15	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	159,728.44	20,396.55	-	9,322.68	1,312.59
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	120,811.13	-	-	159,037.83	93.73
		GENERATION TECHNICIAN	9,220.55	-	-	-	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,253.80	-	-	29,927.03	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	156,870.00	16,731.89	-	7.56	-
		ELEC OPS SYSTEM OPERATOR/LEAD	178,084.00	-	-	60,416.23	279.89
		ELEC ENG CONST MNGR EX/PRN	80,937.50	-	-	-	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	141,310.06	18,424.93	-	5,785.21	10,002.42
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	122,830.40	-	-	42,208.49	453.96
		SHARED SVS LAND AGENT/CONSLT	135,286.88	-	-	16,308.22	-
		ELEC OPS FOREMAN	186,669.66	-	-	240,006.65	13,429.55
		OPERATIONS MANGER/SR MANAGER	201,793.56	34,844.54	-	-	8,088.92
		ELEC ENG TECHNICIAN	35,288.55	-	-	12,651.49	-
		ELEC OPS SYSTEM OPERATOR/LEAD	156,579.77	-	-	72,593.41	-
		OPERATIONS SUPERVISOR	95,977.68	21,467.09	-	66,999.71	4,057.44
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,666.64	16,352.00	-	3,627.72	527.48
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	178,949.60	30,438.82	-	2,000.00	420.00
		ELEC OPS OPERATOR	135,634.40	-	-	26,689.20	-
		IT MANAGER/SR MANAGER	188,186.40	31,847.93	-	2,000.00	9,935.57
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	208,817.28	46,451.62	333,497.70	1,500.00	-
		OPERATIONS MANGER/SR MANAGER	192,120.65	28,183.05	-	746.16	1,299.58
		ELEC OPS LINEMAN	148,640.12	-	-	181,329.58	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	158,286.00	17,790.59	-	-	466.96
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	138,092.24	-	-	103,785.42	-
		ELEC OPS FOREMAN	145,792.44	-	-	302,860.95	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,089.99	-	-	93,785.42	-
		GAS OPS DISPATCHER	95,584.71	-	-	144,922.12	1,289.38
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,225.96	-	-	66,266.18	186.02
		ELEC ENG TECHNICIAN	127,982.16	-	-	47,222.60	13,171.15
		CUSTOMER & COMMS MANAGER/SR MANAGER	111,607.98	15,136.59	-	300.00	1,512.70
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	135,179.12	-	-	11,755.16	3,278.18
		GENERATION ENGINEER	198,468.00	21,896.05	-	53,749.30	1,120.00
		ELEC OPS CREW LEAD/LEADER	146,894.08	-	-	7,333.65	-
		ELEC OPS CREW LEAD/LEADER	153,624.44	-	-	133,537.74	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	120,680.09	15,986.75	-	16,698.98	1,906.03
		ELEC OPS SYSTEM OPERATOR/LEAD	159,379.32	-	-	48,645.58	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	134,854.36	-	-	51,432.89	-
		OPERATIONS CONST/NOTF/PRGM/PRJCT MANAGER	152,831.30	19,966.76	-	6,185.06	538.60
		IT ENGINEER SR/EXP/PRN	177,327.50	19,915.95	54,350.42	1,000.00	140.00
		ELEC OPS SYSTEM OPERATOR/LEAD	115,411.93	-	-	212,955.41	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	159,716.24	17,071.27	-	-	1,570.08
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,253.80	-	-	46,255.90	-
		ELEC OPS FOREMAN	151,395.47	-	-	90,798.46	-
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	119,217.93	-	-	20,331.51	1,687.14
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	205,699.58	37,815.18	23,368.17	5,857.14	515.00
		ELEC OPS MANAGER/SR MANAGER	194,264.46	33,930.22	11,863.60	12,897.91	10,943.48
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	129,864.68	11,903.91	-	550.00	842.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	155,022.06	-	-	123,492.48	-
		FINANCE DIRECTOR	215,134.18	31,054.18	13,814.85	50.00	2,259.58
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,298.82	17,463.56	-	2,743.51	637.00
		SHARED SVS BIOLOGIST	159,228.00	17,566.56	-	17,198.95	5,760.58
		GAS ENG ENGINEER	110,102.00	15,888.88	-	3,269.62	455.00
		ELEC OPS SUPERVISOR	187,313.42	18,689.16	-	2,482.07	3,437.23
		ELEC OPS LINEMAN	129,249.66	-	-	195,744.71	336.69
		ELEC OPS TECHNICIAN	157,092.03	-	-	114,944.93	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	150,931.62	17,119.41	-	2,000.00	8,187.47
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,567.23	11,112.03	-	-	315.00
		ELEC ENG SUPERVISOR	151,357.18	17,319.34	-	6,165.82	5,997.53
		GAS ENG ENGINEER	159,182.47	-	-	43,214.21	1,005.00
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	162,660.00	17,945.67	-	58,097.69	670.31
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	86,649.81	17,635.06	-	-	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	121,266.97	22,501.41	-	-	-

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		ELEC OPS LINEWORKER/LINEMAN	135,409.01	-	-	217,437.51	255.97
		GAS ENG ENGINEER	161,492.79	16,544.61	-	3,866.52	-
		OPERATIONS PRJ MNGR/PLNR/REPAIR PRSN/OP	139,000.00	14,605.15	-	723.96	493.72
		ELEC OPS LINEWORKER/LINEMAN	105,381.47	-	-	114,880.23	3,937.76
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,773.46	18,710.20	-	-	182.92
		ELEC OPS LINEWORKER/LINEMAN	160,280.24	-	-	286,815.41	414.22
		GAS OPS MECHANIC/WELDER	123,570.18	-	-	49,362.82	4,161.87
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	1,423.30	19,074.92	-	5,672.98	-
		GAS OPS DISPATCHER	24,230.19	-	-	2,912.24	160.00
		ELEC OPS ELECTRICIAN	127,419.70	-	-	31,270.76	-
		GAS ENG ENGINEER	124,056.74	-	-	78,100.13	5,015.61
		OPERATIONS CONST/NOTF/PRGM/PRJCT MANAGER	144,642.03	18,640.26	-	2,685.03	21,964.59
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	166,923.94	21,423.65	-	8,499.78	778.52
		ELEC OPS LINEWORKER/LINEMAN	129,351.21	-	-	188,663.98	735.31
		GAS ENG SENIOR BUSINESS REP	146,045.78	-	-	69,487.64	1,201.96
		ELEC OPS TECHNICIAN	157,151.20	-	-	69,106.93	-
		ELEC ENG SUPERVISOR	196,314.18	26,498.53	-	7,389.38	6,941.02
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	147,026.90	-	-	21,548.36	765.88
		OPERATIONS INSPECTOR/LEAD INSPECTOR	149,983.03	-	-	172,346.73	7,231.17
		GAS OPS SUPERVISOR	170,214.12	21,946.60	-	-	114.63
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	16,978.77	-	3,243.75	1,260.66
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	244,596.08	54,994.31	79,454.90	2,850.00	11,039.99
		ENVIRONMENTAL HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	159,999.96	20,385.81	-	2,557.60	6,672.11
		SHARED SVS LAND PLANNER	138,416.00	14,352.74	-	900.78	1,156.88
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	146,616.68	16,362.43	-	1,750.00	960.00
		HR ECO INVSTGTR/CNTCT ADMIN SR/EX/PRN	61,687.10	15,826.31	-	10,586.59	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	129,999.96	14,224.53	-	3,000.00	924.89
		IT MANAGER/SR MANAGER	213,666.27	30,738.83	-	1,000.00	881.12
		GENERATION PLANNER	138,584.80	22,841.49	-	57,640.50	929.70
		GAS ENG ENGINEER	133,109.60	15,398.47	-	34,053.87	5,311.83
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	162,660.00	19,227.50	-	-	-
		ELEC OPS ELECTRICIAN	112,999.07	-	-	46,611.70	-
		OPERATIONS SUPERVISOR	167,823.80	21,446.77	-	2,526.76	4,450.48
		GAS ENG ENGINEER	148,504.94	-	-	63,064.16	-
		ELEC OPS LINEWORKER/LINEMAN	140,110.69	-	-	128,907.08	-
		GENERATION TECHNICIAN	50,784.08	-	-	26,870.95	-
		ELEC OPS ELECTRICIAN	127,903.26	-	-	41,749.15	100.00
		ELEC OPS ENGINEER	145,700.33	-	-	173,760.90	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	162,494.22	-	-	157,136.60	361.51
		GAS OPS INSPECTOR/LEAD INSPECTOR	117,442.35	-	-	69,330.46	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	146,631.88	16,612.74	-	1,486.66	1,206.21
		ELEC OPS SYSTEM OPERATOR/LEAD	152,246.05	-	-	93,707.08	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	131,749.66	15,428.77	-	3,650.24	556.15
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,743.34	-	-	171,149.38	-
		ELEC OPS TECHNICIAN	139,084.80	-	-	145,955.42	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	117,298.42	-	-	64,888.85	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	131,300.04	-	-	5,491.44	2,083.82
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	160,479.96	18,116.65	-	4,172.08	-
		ELEC OPS SUPERVISOR	165,038.72	22,313.20	-	67,404.33	-
		ELEC OPS SYSTEM OPERATOR/LEAD	150,709.58	-	-	129,167.15	173.97
		ELEC OPS SUPERVISOR	153,697.30	20,490.60	-	29,655.11	36,728.59
		ELEC OPS LINEWORKER/LINEMAN	91,689.78	-	-	112,220.15	117.25
		ELEC OPS CREW LEAD/LEADER	137,187.34	-	-	83,487.73	1,037.53
		GAS OPS PRGM/PROJ MANAGER	202,380.00	22,327.35	-	1,253.30	6,015.53
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	182,208.32	-	-	118,077.46	-
		GAS ENG ESTIMATOR/SCHEDULER	130,274.67	-	-	10,758.03	-
		ELEC OPS LINEWORKER/LINEMAN	125,445.09	-	-	104,021.02	-
		ELEC ENG ENGINEER	169,661.78	-	-	91,565.14	1,880.56
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	135,542.46	-	-	84,072.92	44,861.91
		GENERATION TECHNICIAN	14,143.80	-	-	17,937.71	-
		ELEC OPS TECHNICIAN	115,275.94	-	-	96,186.61	-
		ELEC OPS LINEWORKER/LINEMAN	133,864.64	-	-	123,995.29	-
		GAS ENG SUPERVISOR	188,604.92	24,491.83	-	-	945.40
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,587.50	8,234.40	-	6,481.07	6,719.43
		GENERATION TECHNICIAN	136,696.48	-	-	59,640.28	-
		GAS OPS TECHNICIAN	142,763.20	-	-	119,465.74	238.57

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		ELEC OPS LINEWORKER/LINEMAN	149,612.96	-	-	130,087.41	-
		ELEC OPS LINEWORKER/LINEMAN	77,801.99	-	-	79,258.83	-
		ELEC OPS WORKING LEADER	130,480.04	-	-	24,418.97	-
		SHARED SVS SCIENTIST/TECHNICIAN	159,228.00	19,651.53	-	7,548.03	4,544.42
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR EXP/PRN	156,684.00	6,100.23	-	-	39,790.47
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	153,278.25	16,154.95	-	140,412.73	200.00
		GAS OPS ELEC LOCATOR	124,687.49	-	-	57,535.04	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,364.40	-	-	9,614.01	-
		SHARED SVS SCIENTIST/TECHNICIAN	156,880.00	16,537.48	-	12,376.77	3,118.91
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	129,807.58	19,015.88	-	35,461.57	2,218.10
		ELEC OPS LINEWORKER/LINEMAN	140,409.47	-	-	98,575.44	-
		ELEC OPS TECHNICIAN	100,130.43	-	-	67,693.41	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	110,524.68	-	-	25,891.74	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	158,448.34	25,154.96	11,504.57	1,000.00	1,014.68
		GAS ENG ENGINEER	137,870.26	16,297.01	-	8,422.58	420.00
		ELEC OPS ELECTRICIAN	127,320.85	-	-	100,563.76	145.00
		ELEC ENG ENGINEER	147,478.99	-	-	41,500.81	306.55
		ELEC OPS LINEWORKER/LINEMAN	67,169.21	-	-	120,709.73	-
		ELEC OPS LINEWORKER/LINEMAN	129,889.21	-	-	87,728.29	-
		ELEC OPS TECHNICIAN	172,174.96	-	-	24,793.91	608.98
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,147.00	-	-	36,058.58	-
		GAS ENG ESTIMATOR	117,570.65	-	-	6,741.11	564.66
		ELEC OPS MANAGER/SR MANAGER	168,820.40	24,139.12	15,892.60	125,276.77	732.31
		ELEC ENG ENGINEER	221,197.56	38,498.90	-	4,212.42	10,199.27
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	155,676.41	16,541.75	-	-	1,362.67
		ELEC OPS MANAGER/SR MANAGER	162,875.44	27,262.93	-	14,000.00	3,490.17
		GAS OPS SUPERVISOR	113,769.13	17,370.09	-	19,453.21	1,312.92
		CUSTOMER & COMMS SUPERVISOR	124,458.49	17,399.32	-	16,137.34	476.63
		ELEC OPS MANAGER/SR MANAGER	185,507.26	31,426.48	-	2,500.00	15,988.91
		ELEC OPS CREW LEAD/LEADER	134,833.27	-	-	69,036.34	-
		GAS ENG MANAGER/SR MANAGER	208,364.76	34,858.69	11,863.60	2,500.00	7,552.99
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	183,809.22	21,224.83	-	6,505.65	2,659.98
		ELEC OPS SYSTEM OPERATOR/LEAD	132,431.50	-	-	129,445.63	160.30
		GAS ENG ESTIMATOR/SCHEDULER	132,742.88	-	-	34,134.18	585.61
		IT DIRECTOR/SR DIRECTOR	237,799.96	46,423.08	34,026.17	1,200.00	12,299.65
		GAS OPS PRGM/PROJ MANAGER	148,059.25	15,492.24	-	5,348.55	4,788.57
		GAS OPS SUPERVISOR	151,449.12	18,704.63	-	1,000.00	8,072.46
		HR ECO EA/SR EA/INSTRCT/SRV MECHANIC	138,228.16	16,028.34	-	4,484.26	1,063.69
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	124,494.52	19,235.50	-	25,322.36	1,721.26
		GAS OPS SUPERVISOR	145,512.84	20,614.16	-	8,157.72	-
		ELEC OPS MANAGER/SR MANAGER	187,937.38	31,866.89	-	-	5,885.50
		CUSTOMER & COMMS SUPERVISOR	136,362.82	17,999.27	-	3,248.50	247.59
		ELEC ENG SUPERVISOR	138,502.29	-	-	682.56	1,705.35
		IT ENGINEER SR/EX/PRN	118,222.36	12,456.16	-	-	514.82
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	22,062.60	-	-	26,330.32	-
		GENERATION MANAGER	209,541.63	-	-	66,700.73	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,253.80	-	-	30,962.10	-
		ELEC OPS FOREMAN	145,957.01	-	-	161,653.97	762.23
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,522.66	-	-	240,107.22	-
		ELEC OPS LINEWORKER/LINEMAN	108,703.57	-	-	282,027.47	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	154,855.98	-	-	74,608.32	-
		GAS OPS OPERATOR	133,744.55	-	-	61,679.13	-
		SHARED SVS MANAGER/SR MANAGER	193,760.50	32,692.31	44,301.18	12,274.42	10,450.55
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	58,636.86	-	-	761.70	1,309.02
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	211,954.05	36,431.73	-	6,400.00	11,018.08
		GAS OPS SUPERVISOR	152,058.94	17,340.60	-	4,509.08	1,032.42
		GAS OPS MANAGER/SR MANAGER	181,093.00	29,890.29	14,236.32	3,000.00	82.99
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	133,218.34	-	-	23,518.66	317.32
		HR ECO RECRUITER EX	164,171.10	19,376.58	-	3,177.50	3,253.21
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	125,719.83	-	-	61,801.25	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	150,949.98	-	-	82,234.97	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	173,104.94	22,266.58	-	6,908.97	169.00
		GAS ENG ENGINEER	167,006.58	19,211.71	-	-	8,473.70
		GAS OPS FOREMAN/LEADER/CREW LEADER	123,947.09	-	-	100,997.17	1,015.26
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	139,675.32	19,555.96	-	25,163.61	-
		ELEC ENG SUPERVISOR	79,397.73	-	-	7,200.00	509.49

PACIFIC GAS AND ELECTRIC COMPANY  
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 FOR THE YEAR ENDED DECEMBER 31, 2023

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	201,558.18	33,981.25	13,814.85	8,900.80	1,940.98
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	118,879.38	14,486.21	-	1,500.00	225.00
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	122,706.28	11,334.27	-	1,850.00	525.00
		ELEC OPS CREW LEAD/LEADER	141,804.09	-	-	85,512.88	-
		GENERATION ENGINEER	183,598.00	19,821.39	-	100.00	-
		GAS ENG ENGINEER	35,891.81	13,846.22	-	14,088.28	105.00
		ENT HEALTH & SAFETY SUPERVISOR/REP	179,020.60	25,162.78	-	14,115.03	4,012.72
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	171,855.64	30,422.27	-	2,000.00	720.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	131,953.50	15,912.89	-	714.52	3,864.11
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	126,810.44	14,219.62	-	-	7,784.75
		ELEC OPS SUPERVISOR	164,880.54	19,815.10	-	88,908.52	164.07
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	33,750.00	-	-	-	-
		OPERATIONS TECHNICIAN	132,098.69	-	-	40,839.10	477.60
		IT SUPERVISOR	135,045.70	19,161.27	-	25,930.06	5,545.59
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,176.63	-	-	36,003.83	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,641.11	-	-	320,848.98	-
		ELEC OPS SYSTEM OPERATOR/LEAD	122,761.21	-	-	189,535.92	820.10
		IT MANAGER/SR MANAGER	172,504.98	29,331.05	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	98,279.86	-	-	222,193.21	-
		ELEC ENG TECHNICIAN	152,246.24	-	-	62,808.99	-
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	135,283.53	15,211.26	-	1,375.62	-
		SHARED SVS LAND AGENT/CONSLT	141,270.92	-	-	2,874.02	1,232.56
		FINANCE MANAGER/SR MANAGER	169,174.64	28,007.23	-	5,200.00	262.09
		GAS ENG ENGINEER	154,763.72	17,436.80	-	650.00	6,417.23
		ELEC OPS FOREMAN	151,160.69	-	-	125,307.47	-
		ELEC ENG SR ENG ASST	6,804.93	-	-	16,350.20	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	214,608.00	23,677.57	-	33,480.36	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	51,713.80	17,883.76	-	17,932.80	389.18
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	167,942.16	28,348.96	-	500.00	261.75
		IT ANALYST/SPECIALIST SR/EXP/PRN	177,974.98	20,277.36	-	3,515.55	960.00
		ELEC OPS ELECTRICIAN	132,291.20	-	-	10,477.43	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	124,229.54	13,653.83	-	21,604.91	13,382.38
		ELEC OPS CREW LEAD/LEADER	184,979.22	-	-	303,004.72	-
		OPERATIONS CONST/NOTF/PRGM/PRJCT MANAGER	176,798.00	20,975.64	-	33,529.17	6,370.46
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,781.02	16,371.29	-	-	544.94
		OPERATIONS SUPERVISOR	166,331.60	20,794.90	-	74,761.99	4,602.41
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	145,031.66	24,247.68	-	-	269.55
		HR ECO MANAGER/SR MANAGER	175,064.16	31,988.44	-	4,300.00	-
		ELEC ENG MANAGER/SR MANAGER	217,431.92	36,481.79	13,814.85	1,200.00	17,669.17
		ELEC ENG SUPERVISOR	170,128.59	20,937.97	-	-	534.02
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	153,750.00	16,994.40	-	3,294.14	2,129.73
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	116,688.58	15,104.91	-	28,954.74	96.02
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	173,439.82	28,707.48	37,401.56	20,187.21	13,631.57
		IT SUPERVISOR	165,466.12	20,856.88	-	8,266.64	123.43
		GAS OPS COOR/REP/STRAT SR/EX/PRN	58,458.44	-	-	109,327.92	-
		ELEC OPS ELECTRICIAN	119,667.50	-	-	9,542.42	-
		IT EX AST/DR AST/CHIEF	117,300.57	9,839.60	-	5,023.85	590.65
		OPERATIONS INSPECTOR/LEAD INSPECTOR	173,039.80	-	-	195,287.33	2,288.62
		ELEC OPS LINEMAN/LINEMAN	146,502.91	-	-	118,037.97	-
		GAS ENG SUPERVISOR	171,291.64	23,539.19	-	39,390.16	420.00
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,480.03	-	3,705.26	11,127.04
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	138,211.40	15,685.34	-	-	2,963.72
		ELEC OPS WORKING LEADER	122,633.72	-	-	31,132.14	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	112,423.28	-	-	217,843.92	37.77
		GENERATION ELECTRICIAN	54,723.46	-	-	27,351.33	-
		ELEC OPS TECHNICIAN	173,813.60	-	-	9,153.26	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	124,341.61	-	-	60,809.66	8,907.72
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,195.37	-	-	122,734.19	-
		OPERATIONS MANGER/SR MANAGER	152,174.14	21,724.80	-	34,691.93	25,565.17
		OPERATIONS SUPERVISOR	100,604.33	-	-	27,629.23	1,807.62
		SHARED SVS BIOLOGIST	154,067.83	17,566.56	-	5,261.88	-
		ELEC OPS LINEMAN/LINEMAN	122,905.82	-	-	110,846.01	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,075.87	-	-	144,965.28	-
		GAS ENG ENGINEER	190,343.48	20,894.58	-	1,000.00	679.99
		CORP AFFAIRS/OFT OF PRES GOV REP/EXP/PRN/CHIEF	183,404.48	34,780.75	23,477.44	33,235.58	34,958.47
		OPERATIONS CONST/NOTF/PRGM/PRJCT MANAGER	100,867.04	-	-	21,822.22	6,007.68

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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 MECHANIC/WELDER	124,964.93	-	-	45,497.16	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,954.80	-	-	85,813.26	-
		ELEC ENG INTERCONNECTION MANAGER	15,008.00	-	-	703.50	-
		ELEC ENG SUPERVISOR	186,621.34	24,836.46	-	49,938.22	6,293.24
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	175,114.52	28,171.48	-	1,750.00	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	138,503.14	-	-	141,329.79	-
		ELEC OPS TECHNICIAN	137,036.98	-	-	95,594.86	164.75
		GAS OPS FOREMAN/LEADER/CREW LEADER	156,016.90	-	-	61,646.22	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	41,665.60	-	-	32,367.54	-
		GAS OPS MECHANIC/WELDER	127,079.47	-	-	45,220.49	1,891.79
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,000.00	-	-	2,500.00	8,246.10
		ELEC OPS LINEWORKER/LINEMAN	135,816.31	-	-	138,802.01	-
		ELEC OPS LINEWORKER/LINEMAN	126,740.16	-	-	117,186.95	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	109,354.65	13,946.95	-	42,050.12	724.60
		ELEC OPS SUPERVISOR	160,711.32	21,789.29	-	60,880.58	1,565.96
		ELEC OPS TECHNICIAN	195,859.19	-	-	313,850.59	-
		ELEC OPS LINEWORKER/LINEMAN	28,765.28	-	-	60,807.42	-
		GAS OPS MECHANIC/WELDER	119,200.91	-	-	10,747.88	-
		ELEC OPS SYSTEM OPERATOR/LEAD	168,052.10	-	-	81,585.21	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,525.00	10,979.20	-	40,038.69	2,073.44
		GENERATION SUPERVISOR	145,750.00	-	-	93,341.87	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	203,825.36	32,333.60	-	-	158.00
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	204,301.70	34,751.15	-	2,077.64	699.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	7,823.83	-	-	2,301.82	-
		SHARED SVS BIOLOGIST	159,228.00	17,379.38	-	17,570.65	7,263.98
		GAS ENG ENGINEER	138,096.12	16,329.48	-	2,549.93	3,151.76
		ELEC OPS ELECTRICIAN	132,374.82	-	-	23,251.90	-
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	176,363.62	28,499.00	-	-	2,040.71
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	137,740.00	17,449.92	-	-	2,619.38
		ELEC OPS LINEWORKER/LINEMAN	122,899.40	-	-	70,545.65	1,176.41
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	172,212.00	19,949.15	-	35,486.71	3,858.70
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,827.84	-	-	85,681.29	-
		GAS OPS FITTER	120,853.93	-	-	62,352.40	532.55
		GAS OPS MECHANIC/WELDER	107,667.25	-	-	34,201.55	1,055.92
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	46,348.05	-	-	-	200.00
		SHARED SVS LAND TECH/LEAD LAND TECH	129,092.80	-	-	16,368.10	267.97
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	40,533.04	-	-	41,468.12	-
		GAS OPS OPERATOR	135,314.20	-	-	36,989.74	-
		ELEC ENG SUPERVISOR	128,493.20	13,878.00	-	-	2,782.71
		ELEC OPS ELECTRICIAN	127,679.65	-	-	106,025.11	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,440.56	-	-	52,784.62	582.96
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	135,036.31	-	-	85,716.97	-
		GAS OPS MECHANIC/WELDER	127,378.29	-	-	48,779.49	383.83
		OPERATIONS INSPECTOR/LEAD INSPECTOR	176,222.92	-	-	117,119.94	-
		ELEC OPS SYSTEM OPERATOR/LEAD	87,472.98	-	-	362,774.43	2,010.46
		ELEC OPS ELECTRICIAN	125,483.39	-	-	25,357.39	324.22
		ELEC OPS LINEWORKER/LINEMAN	139,892.87	-	-	233,049.08	-
		GAS OPS SUPERVISOR	134,889.30	-	-	44,738.51	-
		OPERATIONS MANGER/SR MANAGER	122,575.08	17,667.04	-	2,500.00	24,136.11
		GAS OPS SUPERVISOR	166,906.74	22,529.12	-	3,270.78	4,883.05
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,706.40	-	-	49,914.90	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	133,676.88	15,091.38	-	8,758.65	11,490.69
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	133,309.52	15,055.60	-	14,951.20	553.88
		ENG PLNG & STRAT MANGER/SR MANAGER	206,685.10	39,897.53	27,973.12	5,061.68	965.28
		GAS OPS TECHNICIAN	135,921.35	-	-	30,116.71	7,786.09
		SHARED SVS LAND AGENT/CONSLT	179,991.08	32,334.76	-	3,177.72	736.10
		GAS OPS MECHANIC/WELDER	139,596.40	-	-	85,821.35	1,619.21
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	181,060.38	31,074.52	-	7,000.00	2,138.15
		OPERATIONS DATA ENGINEER/SCIENTIST	30,756.73	-	-	-	-
		GENERATION SUPERVISOR	120,312.50	-	-	63,832.77	1,580.07
		GAS OPS TECHNICIAN	133,506.87	-	-	131,793.69	774.95
		GAS OPS FOREMAN/LEADER/CREW LEADER	124,688.37	-	-	102,511.32	37,956.00
		ELEC OPS CREW LEAD/LEADER	139,312.15	-	-	-	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,471.33	26,013.29	-	58,688.59	1,172.22
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	155,752.32	19,259.09	-	16,642.46	3,930.60
		GAS OPS FOREMAN/LEADER/CREW LEADER	156,421.20	-	-	19,383.68	-

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		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	58,745.36	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	165,113.61	28,654.98	-	3,163.51	1,136.05
		GAS OPS CONST/PRGM/PRJCT MANAGER	199,084.58	37,709.70	11,504.57	-	38,808.92
		ELEC OPS SUPERVISOR	152,419.64	6,919.23	-	19,597.58	-
		ELEC ENG ENGINEER	167,916.00	19,001.60	-	9,604.66	2,367.14
		ELEC OPS CREW LEAD/LEADER	138,640.20	-	-	72,644.68	484.72
		GAS OPS TECHNICIAN	139,237.94	-	-	110,195.93	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	164,677.04	20,914.79	-	-	994.10
		ELEC OPS SUPERVISOR	24,742.95	19,346.05	-	81,134.11	-
		GAS ENG ENGINEER	145,839.24	15,702.28	-	2,000.00	1,123.05
		OPERATIONS TECHNICIAN	119,800.68	-	-	53,365.39	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	145,980.46	16,490.78	-	-	2,818.53
		ELEC OPS SYSTEM OPERATOR/LEAD	134,101.14	-	-	60,911.28	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	102,715.33	15,189.49	-	2,400.00	547.76
		ELEC OPS SUPERVISOR	174,306.10	23,051.55	-	-	4,516.50
		ELEC OPS MANAGER/SR MANAGER	136,817.98	34,209.98	-	7,233.64	3,042.10
		ELEC ENG ESTIMATOR	122,463.73	-	-	14,438.17	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	214,488.00	26,561.44	-	25,522.20	9,142.02
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	152,688.18	-	-	61,141.10	-
		GAS OPS PRGM/PROJ MANAGER	148,892.00	15,643.34	-	-	724.87
		ELEC OPS LINeworker/LINEMAN	152,367.44	-	-	118,570.77	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	129,046.80	13,893.39	-	1,000.00	3,276.38
		GAS ENG ENGINEER	149,986.19	-	-	143,111.96	439.00
		ELEC OPS CREW LEAD/LEADER	125,897.16	-	-	29,073.42	2,901.45
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	147,977.15	-	-	329,655.69	-
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	117,662.66	10,359.37	-	2,871.54	985.00
		ELEC OPS ENGINEER	132,230.26	-	-	74,326.25	420.00
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,976.83	-	-	80,575.08	420.00
		GAS OPS FITTER	111,711.69	-	-	58,829.33	2,775.90
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,971.52	-	-	83,764.80	1,219.92
		ELEC OPS LINeworker/LINEMAN	72,869.76	-	-	82,295.96	-
		GAS OPS DIRECTOR/SR DIRECTOR	221,924.61	36,909.54	11,504.57	350.00	10,976.33
		GAS OPS CONST/PRGM/PRJCT MANAGER	174,810.65	29,258.40	-	9,000.00	2,604.63
		ELEC ENG ENGINEER	162,822.00	17,108.25	-	3,222.76	469.78
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	150,253.16	17,447.11	-	1,500.00	242.76
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	192,732.00	21,262.83	-	2,965.12	1,190.02
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	138,250.00	15,818.74	-	4,311.93	3,402.30
		OPERATIONS SUPERVISOR	142,464.48	14,736.32	-	1,500.00	2,933.75
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	152,096.00	16,143.35	-	631.80	2,798.27
		GENERATION TECHNICIAN	26,843.20	-	-	46,364.96	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	149,083.75	-	-	80,555.18	-
		GAS ENG ENGINEER	174,399.28	18,865.31	-	300.00	1,606.62
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	184,596.96	24,834.90	-	29,252.23	3,242.73
		ELEC OPS FOREMAN	137,216.38	-	-	210,189.03	2,975.20
		ELEC OPS FOREMAN	117,615.20	-	-	293,004.21	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	111,904.41	-	-	176,324.57	-
		ELEC OPS LINeworker/LINEMAN	139,031.95	-	-	202,733.97	-
		GAS ENG ESTIMATOR/SCHEDULER	134,240.50	-	-	67,712.25	5,351.18
		GENERATION AUDITOR/INVESTIGATOR SR/EX	59,907.40	-	-	3,564.89	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	132,925.14	14,665.21	-	11,772.08	385.00
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	131,460.14	14,787.11	-	-	609.19
		SHARED SVS CREW LEAD/LEADER	131,834.43	-	-	7,591.07	-
		ELEC ENG ESTIMATOR	144,260.87	-	-	30,524.19	414.97
		GENERATION TECHNICIAN	27,549.60	-	-	24,503.25	151.51
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	162,533.30	-	-	7,239.50	5,346.47
		GENERATION ENGINEER	183,260.00	19,871.87	-	27,386.17	4,322.02
		T ANALYST/SPECIALIST SR/EXP/PRN	176,389.42	21,035.81	-	2,581.31	1,956.92
		ELEC OPS FOREMAN	148,969.70	-	-	96,595.24	-
		ELEC OPS LINeworker/LINEMAN	133,577.90	-	-	151,363.54	-
		GAS OPS SUPERVISOR	143,870.40	22,026.66	-	1,000.00	-
		ELEC OPS FOREMAN	149,685.21	-	-	50,629.83	-
		GAS OPS PRGM/PROJ MANAGER	225,192.00	24,845.10	-	13,457.15	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	103,289.28	14,308.91	-	5,839.43	2,015.89
		ELEC ENG ESTIMATOR	114,337.43	-	-	29,727.58	564.41
		ELEC OPS CREW LEAD/LEADER	146,446.45	-	-	115,513.68	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	171,860.30	31,041.77	-	-	11,049.44

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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)
		ENG PLNG & STRAT SUPERVISOR/LIAISON	142,261.54	17,051.04	-	2,000.00	4,465.96
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	133,403.84	17,179.63	-	12,616.26	8,900.05
		GAS OPS ENGINEER	148,546.90	-	-	101,517.42	396.45
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	147,217.70	-	-	146,836.94	-
		SHARED SVS CREW LEAD/LEADER	131,834.41	-	-	424.79	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	151,661.24	17,172.72	-	3,462.10	1,062.66
		GAS OPS STATION OPERATOR	120,334.92	-	-	58,554.09	206.98
		GAS ENG SUPERVISOR	158,512.82	21,421.84	-	500.00	140.00
		GENERATION TECHNICIAN	7,417.20	-	-	21,909.96	-
		GAS OPS MANAGER/SR MANAGER	160,738.84	20,835.08	-	1,350.00	2,154.02
		OPERATIONS MANGER/SR MANAGER	192,097.71	32,662.42	-	-	1,324.42
		ELEC OPS TECHNICIAN	117,360.70	-	-	24,424.88	401.31
		SHARED SVS LAND PLANNER	166,920.00	18,613.31	-	7,282.47	5,533.13
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	133,278.28	18,820.95	-	26,716.63	35,046.02
		ELEC OPS ENGINEER	167,001.68	17,393.03	-	16,797.74	7,347.22
		GAS OPS MECHANIC/WELDER	131,855.44	-	-	8,448.38	-
		GAS OPS OPERATOR	139,123.01	-	-	88,254.21	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	175,856.42	19,708.19	-	1,800.00	2,435.69
		FINANCE MANAGER/SR MANAGER	201,598.84	33,961.67	29,471.68	-	5,382.97
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,443.84	-	-	124,956.77	-
		GAS ENG MANAGER/SR MANAGER	191,296.86	31,495.59	-	2,713.63	1,440.78
		GENERATION SUPERVISOR	186,003.25	25,157.52	-	53,887.99	72.13
		ELEC OPS SUPERVISOR	173,220.90	24,542.64	-	187,348.94	-
		GAS OPS MANAGER/SR MANAGER	168,000.00	27,318.33	-	-	15,801.97
		ELEC OPS LINEMAN	132,297.16	-	-	214,541.49	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,583.60	-	-	81,213.14	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	155,583.24	25,484.42	-	500.00	400.81
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	125,563.78	13,833.54	-	360.42	509.17
		ELEC OPS MACHINIST/WELDER	126,125.80	-	-	30,845.65	332.74
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,049.69	-	-	68,636.27	111.86
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	131,010.72	13,642.25	-	1,000.00	630.00
		SHARED SVS SUPERVISOR/CHIEF/EX AST	165,847.22	23,814.63	-	77,605.81	33,495.48
		GAS ENG ENGINEER	141,441.02	-	-	100,475.76	1,653.83
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	142,733.60	16,010.90	-	5,222.55	1,044.00
		GENERATION SUPERVISOR	121,784.04	-	-	55,502.90	-
		GENERATION SUPERVISOR	45,927.53	16,135.16	-	99,520.65	-
		GENERATION ELECTRICIAN	90,478.36	-	-	76,577.54	-
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	123,631.87	-	-	32,664.13	112.00
		ELEC OPS TECHNICIAN	123,435.61	-	-	76,080.31	1,048.80
		ELEC ENG TECHNICIAN	30,416.51	-	-	11,287.86	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	124,718.23	5,276.86	-	9,170.60	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	129,319.18	-	-	44,259.39	-
		SHARED SVS LAND PLANNER	158,952.00	17,893.67	-	1,319.20	4,378.99
		ELEC OPS ENGINEER	141,502.36	-	-	11,438.72	245.00
		ELEC OPS MANAGER/SR MANAGER	191,193.80	32,324.40	-	19,379.52	3,877.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,099.92	-	-	149,913.82	-
		ELEC OPS ELECTRICIAN	109,988.18	-	-	71,274.89	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	115,609.64	-	-	20,300.86	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	205,773.34	38,357.73	37,401.56	5,548.00	2,922.94
		ELEC ENG ENGINEER	183,600.00	5,250.57	-	1,961.92	2,599.40
		GAS OPS MECHANIC/WELDER	127,526.24	-	-	23,368.84	1,255.18
		GAS ENG SENIOR BUSINESS REP	115,640.32	-	-	9,467.76	1,002.40
		SHARED SVS PERMIT FACILITATOR	119,189.77	-	-	34,081.76	2,195.86
		ELEC OPS CREW LEAD/LEADER	148,289.10	-	-	52,176.02	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	170,550.64	29,551.08	-	9,000.00	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	127,968.88	13,825.04	-	500.00	105.46
		ELEC ENG ENGINEER	210,680.46	24,531.34	-	16,233.30	853.01
		GAS OPS FOREMAN/LEADER/CREW LEADER	129,831.76	-	-	59,771.72	188.64
		ELEC OPS CREW LEAD/LEADER	160,387.40	-	-	110,202.01	-
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	112,991.84	25,216.80	-	23,938.56	280.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	225,192.00	26,619.75	-	3,139.54	7,695.06
		ELEC OPS LINEMAN	139,041.61	-	-	112,150.65	-
		SHARED SVS CRANE SURVEYOR	130,921.87	-	-	29,346.58	138.87
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	126,958.24	5,875.66	-	14,771.55	-
		GENERATION SUPERVISOR	172,345.34	17,904.19	-	53,343.00	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EXP/PR/CHF	120,419.36	14,880.32	-	10,196.26	347.02

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		GENERATION SUPERVISOR	184,699.88	24,008.91	-	44,200.50	-
		GAS ENG SUPERVISOR	164,183.04	26,432.30	-	2,539.30	3,324.35
		OPERATIONS MANGER/SR MANAGER	161,210.08	19,458.96	-	3,026.80	3,762.78
		ELEC OPS LINEWORKER/LINEMAN	138,135.50	-	-	131,527.28	437.59
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,579.92	15,475.50	-	-	308.00
		GENERATION OPERATOR	137,680.04	-	-	83,651.84	208.28
		ELEC ENG ENGINEER	189,984.32	23,218.20	-	46,501.39	13,068.23
		GAS ENG ENGINEER	210,965.92	34,737.54	-	250.00	1,630.33
		IT MANAGER/SR MANAGER	173,851.14	28,840.15	-	5,362.00	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,480.03	-	3,283.34	17,095.31
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	145,974.86	-	-	100,635.75	3,179.20
		ELEC OPS SUPERVISOR	226,407.46	14,328.45	-	85,494.59	847.18
		ELEC ENG SUPERVISOR	239,014.98	29,861.19	-	8,268.14	2,498.50
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	108,440.00	11,719.62	-	24,875.18	770.63
		GAS OPS SUPERVISOR	177,613.75	20,362.72	-	1,000.00	2,039.29
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,781.69	-	-	64,078.52	250.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	180,058.36	31,924.71	-	-	10,779.09
		GAS ENG TECHNICIAN	122,749.84	-	-	4,704.41	1,151.92
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	124,644.44	14,442.00	-	-	458.82
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,798.80	-	-	64,852.37	-
		GAS ENG INTERCONNECTION MNGR	124,983.12	11,617.55	-	4,063.03	2,395.08
		IT ENGINEER SR/EX/PRN	142,236.90	14,881.69	-	2,831.49	2,647.40
		ELEC OPS CREW LEAD/LEADER	139,744.40	-	-	20,621.32	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	124,581.30	14,435.61	-	-	717.51
		ELEC ENG ENGINEER	221,690.67	23,663.83	-	6,314.02	8,381.17
		GENERATION PLANNER	159,365.98	-	-	152,512.95	-
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	166,811.78	26,955.49	-	15,749.68	6,749.75
		ELEC ENG ENGINEER	138,115.58	-	-	24,340.35	1,509.29
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	167,390.12	29,417.85	-	13,119.15	5,276.43
		GAS OPS FOREMAN/LEADER/CREW LEADER	119,738.60	-	-	62,825.00	92.64
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	198,468.00	23,460.05	-	100.00	2,476.59
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	86,309.52	-	-	10,000.00	642.88
		OPERATIONS MANGER/SR MANAGER	178,631.57	30,375.76	-	13,252.10	1,273.05
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	169,793.68	29,965.02	-	1,691.47	982.03
		IT TECHNICIAN	135,316.78	-	-	28,477.85	143.28
		ELEC OPS BUSINESS LIAISON	127,466.70	-	-	24,018.91	106.11
		ELEC OPS CREW LEAD/LEADER	153,485.58	-	-	146,211.90	-
		ELEC OPS LINEWORKER/LINEMAN	137,383.60	-	-	71,539.96	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,761.60	-	-	38,659.26	-
		ELEC OPS SYSTEM OPERATOR/LEAD	4,420.80	-	-	8,715.22	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	120,683.97	-	-	326,927.38	79.69
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	111,776.01	-	-	215,733.12	-
		ELEC OPS LINEWORKER/LINEMAN	148,140.63	-	-	101,903.51	-
		ELEC OPS FOREMAN	159,693.93	-	-	91,584.77	327.90
		SHARED SVS CREW LEAD/LEADER	119,827.73	-	-	9,287.46	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	163,427.82	18,541.18	-	-	13,327.25
		HR ECO DIRECTOR/SR DIRECTOR	212,500.00	39,199.90	-	-	5,505.69
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	145,363.25	9,547.51	-	37,781.62	9,374.45
		ELEC OPS SUPERVISOR	155,000.04	-	-	161,794.31	3,014.23
		GENERATION ENGINEER	163,235.01	7,433.15	-	16,442.04	3,019.32
		ELEC OPS SUPERVISOR	155,000.04	27,747.65	-	61,502.43	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	97,628.27	17,132.39	-	-	280.00
		ELEC OPS ELECTRICIAN	131,621.39	-	-	21,414.64	-
		GENERATION WRITER	96,378.23	20,902.99	-	76,020.50	-
		GAS ENG ENGINEER	161,709.64	-	-	65,651.68	4,228.03
		IT EX AST/DR AST/CHIEF	115,493.23	10,053.83	-	1,646.89	420.00
		ELEC OPS CABLE SPLICER/CABLEMAN	135,116.09	-	-	97,398.61	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,480.03	-	4,140.78	19,710.14
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	134,815.90	14,064.42	-	2,750.00	270.55
		ELEC ENG SUPERVISOR	153,720.00	17,200.51	-	-	1,183.12
		GENERATION TECHNICIAN	124,122.40	-	-	26,499.70	-
		GENERATION TECHNICIAN	26,136.80	-	-	26,636.77	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	129,345.89	-	-	72,397.90	8,199.14
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	137,722.20	15,878.12	-	17,118.41	6,050.11
		OPERATIONS INSPECTOR/LEAD INSPECTOR	164,514.64	-	-	180,050.16	-
		GAS ENG TECHNICIAN	130,888.89	-	-	36,182.65	400.00



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		ELEC OPS LINEWORKER/LINEMAN	23,577.76	-	-	44,231.68	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,404.64	-	-	205,547.10	6,972.61
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,440.98	-	-	35,620.28	-
		ENT HEALTH & SAFETY SUPERVISOR/REP	181,594.80	28,259.10	-	67,327.96	22,220.32
		GAS ENG ESTIMATOR/SCHEDULER	138,853.43	-	-	8,102.45	-
		GAS ENG TECHNICIAN	123,816.64	-	-	7,700.28	1,265.27
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	38,483.46	-	-	-	-
		ELEC ENG SUPERVISOR	177,970.56	22,418.27	-	9,631.17	21,877.36
		ELEC OPS MANAGER/SR MANAGER	191,155.64	33,676.70	-	16,842.88	18,026.69
		ELEC OPS TECHNICIAN	196,390.42	-	-	62,076.12	-
		ELEC OPS CONSULTANT EXP/PRN	133,424.91	13,861.43	-	2,825.83	6,369.27
		GENERATION TECHNICIAN	142,052.00	-	-	65,495.32	2,480.75
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	243,399.48	58,632.46	48,172.46	17,066.90	4,290.42
		GAS ENG ESTIMATOR/SCHEDULER	141,420.31	-	-	13,560.95	1,722.88
		ELEC OPS FOREMAN	153,434.39	-	-	132,995.98	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	123,940.18	-	-	26,599.56	-
		GAS OPS TECHNICIAN	135,699.31	-	-	16,247.40	5,493.48
		ELEC ENG ESTIMATOR	124,787.12	-	-	29,507.35	576.49
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	167,495.72	27,807.68	-	1,750.00	529.00
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	141,235.88	14,812.37	-	1,000.00	4,039.98
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	152,032.23	-	-	30,316.00	2,751.66
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,464.62	18,602.19	-	-	-
		GAS OPS SUPERVISOR	183,112.26	26,618.88	-	29,523.26	3,494.98
		ELEC ENG TECHNICIAN	136,730.75	-	-	69,553.36	1,223.97
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	169,079.26	19,058.41	-	-	-
		GAS ENG ESTIMATOR/SCHEDULER	116,766.61	-	-	29,569.91	221.40
		GENERATION ANALYST/COORD/CONS/REP/SPEC SR/EXP/PRN	24,920.00	-	-	-	-
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	168,385.08	25,727.37	11,863.60	235.72	6,512.78
		ELEC OPS FOREMAN	145,103.09	-	-	100,465.40	-
		ENT HEALTH & SAFETY SUPERVISOR/REP	153,963.64	20,340.73	-	2,400.00	792.55
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	214,488.00	25,354.10	-	20,023.93	3,275.91
		ELEC ENG TECHNICIAN	124,090.39	-	-	31,859.27	669.57
		OPERATIONS SUPERVISOR	127,952.46	16,567.24	-	244.24	4,205.94
		IT ANALYST/SPECIALIST SR/EXP/PRN	99,521.02	12,824.64	-	19,208.58	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	69,768.24	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,440.00	18,256.19	-	-	350.00
		ELEC OPS CONSULTANT EXP/PRN	182,717.42	34,567.05	13,814.85	3,000.00	1,855.17
		ELEC OPS LINEWORKER/LINEMAN	120,539.73	-	-	197,469.86	4,193.36
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	180,011.98	30,196.30	-	-	23,445.45
		HR ECO MANAGER/SR MANAGER/SUPERVISOR	142,710.80	14,654.84	-	2,000.00	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,909.48	13,517.37	-	-	230.56
		IT ANALYST/SPECIALIST SR/EXP/PRN	175,272.00	19,182.98	-	1,790.53	1,007.84
		ELEC OPS LINEWORKER/LINEMAN	134,729.94	-	-	193,327.37	-
		GAS ENG SUPERVISOR	160,049.80	26,398.26	-	-	681.13
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,501.89	-	-	100,650.97	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	76,466.98	-	-	73,677.64	123.14
		GAS ENG SUPERVISOR	147,558.00	19,214.93	-	23,635.72	880.00
		GAS ENG COOR/CNSLT/SYM ADMIN/PROJ MNGR EX/PRN	207,288.00	21,705.81	-	21,860.31	203.25
		GAS ENG SUPERVISOR	197,816.72	26,401.23	-	-	6,731.85
		GAS ENG ENGINEER	148,721.07	18,292.85	-	250.00	280.00
		OPERATIONS SUPERVISOR	162,066.70	21,766.58	-	92,384.22	15,187.82
		GAS ENG ESTIMATOR/SCHEDULER	133,975.79	-	-	7,258.08	1,899.92
		ELEC OPS MANAGER/SR MANAGER	168,534.84	25,793.79	-	5,000.00	15,403.81
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	152,118.02	17,145.34	-	1,000.00	420.00
		GAS OPS TECHNICIAN	142,678.22	-	-	118,277.41	1,597.17
		IT ARCHITECT EXP/PRN	185,547.40	31,306.57	-	2,000.00	8,525.71
		GAS OPS DISPATCHER	122,907.12	-	-	80,205.69	560.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	182,120.50	30,382.71	-	-	1,176.31
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	195,374.09	32,654.79	11,504.57	-	424.12
		FINANCE SUPERVISOR	138,150.00	16,372.62	-	15,197.50	960.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	155,603.18	26,254.20	-	2,000.00	916.46
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	188,024.02	31,788.52	-	600.00	445.58
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	162,729.00	17,476.20	-	1,500.00	1,071.85
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	150,975.60	-	-	72,174.89	1,550.65
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	142,177.80	-	-	1,379.72	-
		GAS ENG ENGINEER	110,475.37	9,864.43	-	26,469.97	4,019.75

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 & COMMS CUST REL/SUCCESS MNGR EXP/PRN	147,680.96	16,244.31	-	2,408.66	3,075.49
		ELEC OPS ENGINEER	61,230.98	-	-	22,681.29	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	161,544.00	17,822.04	-	1,242.56	3,101.15
		GENERATION TECHNICIAN	54,288.80	-	-	30,800.00	-
		SHARED SVS LAND AGENT/CONSLT	(3,424.47)	11,243.15	-	6,606.16	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	211,300.31	39,407.87	-	3,071.40	11,083.74
		GENERATION TECHNICIAN	23,135.00	-	-	24,414.72	-
		GENERATION TECHNICIAN	56,350.40	-	-	29,133.54	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	150,265.44	13,332.54	-	1,050.00	1,129.58
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,329.88	-	-	153,140.77	-
		GENERATION SUPERVISOR	172,834.60	18,619.15	-	7,804.34	5,534.29
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	43,479.65	-	-	-	946.45
		ELEC ENG ENGINEER	144,498.91	-	-	107,380.61	2,847.60
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	127,632.00	13,659.93	-	4,417.92	620.00
		SHARED SVS SCIENTIST/TECHNICIAN	130,238.00	11,551.71	-	1,348.22	224.01
		ELEC ENG TECHNICIAN	162,028.19	-	-	52,762.57	134.42
		ELEC ENG ESTIMATOR	137,198.93	-	-	28,190.80	529.10
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	78,734.07	-	-	-	27.97
		OPERATIONS METEOROLOGIST/BUS/MAINT PLNR	137,652.00	15,186.17	-	3,235.37	5,127.30
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	188,369.40	33,959.09	23,368.17	5,742.17	7,243.48
		ELEC OPS MANAGER/SR MANAGER	208,066.90	38,277.75	11,504.57	10,600.00	4,496.24
		ELEC OPS ELECTRICIAN	134,372.56	-	-	31,444.14	2,033.15
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	160,986.82	19,868.13	-	1,000.00	970.04
		GAS OPS TECHNICIAN	132,873.66	-	-	71,597.78	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,386.09	-	-	76,857.57	142.14
		ELEC OPS ELECTRICIAN	122,333.84	-	-	50,444.06	489.96
		ELEC OPS CABLE SPLICER/CABLEMAN	131,797.00	-	-	164,469.69	-
		ELEC OPS SUPERVISOR	174,227.00	24,953.39	-	106,618.89	312.69
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,044.12	-	-	168,214.11	-
		GAS ENG SUPERVISOR	173,124.04	-	-	16,520.60	636.10
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	207,401.06	34,355.11	-	7,723.10	3,069.26
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,109.61	-	-	139,104.34	-
		ELEC ENG ENGINEER	147,990.61	-	-	118,043.05	1,590.82
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,090.88	16,035.47	-	-	420.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,916.46	17,000.24	-	1,250.00	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	119,482.81	-	-	12,418.09	96.74
		ELEC OPS LINEWORKER/LINEMAN	140,147.57	-	-	110,056.34	844.90
		CUSTOMER & COMMS MANAGER/SR MANAGER	209,098.94	36,957.85	51,216.41	2,000.00	642.30
		IT DATA SCIENTIST SR/EXP/PRN	102,231.82	-	-	-	56.00
		ELEC OPS SUPERVISOR	114,017.38	7,976.04	-	29,206.74	-
		ELEC OPS LINEWORKER/LINEMAN	719.70	-	-	6,920.64	-
		ELEC OPS LINEWORKER/LINEMAN	117,165.78	-	-	148,487.54	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	133,412.40	21,978.96	-	43,057.02	5,482.45
		GAS ENG MANAGER/SR MANAGER	188,528.98	33,131.97	-	1,500.00	652.18
		GAS ENG ENGINEER	75,069.24	-	-	2,133.21	70.00
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	150,317.70	24,755.63	-	1,016.68	20,211.57
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	129,932.90	-	-	53,297.08	-
		ELEC OPS LINEWORKER/LINEMAN	134,316.13	-	-	91,466.48	-
		SHARED SVS LAND PLANNER	135,323.68	13,788.79	-	463.59	2,746.06
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	168,207.72	22,171.25	-	2,500.00	-
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	124,575.16	16,123.95	-	9,581.08	79.91
		ELEC OPS TECHNICIAN	196,390.41	-	-	105,224.50	-
		ELEC OPS LINEWORKER/LINEMAN	150,746.11	-	-	162,623.75	-
		OPERATIONS MANAGER/SR MANAGER	174,023.42	24,934.97	-	29,215.20	49,280.02
		GAS ENG SUPERVISOR	118,280.60	-	-	15,958.26	370.46
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	198,474.76	32,324.10	-	16,905.80	-
		OPERATIONS MANGER/SR MANAGER	218,394.27	36,949.70	37,526.44	-	10,585.64
		ELEC OPS OPERATOR	122,275.60	-	-	18,560.25	1,473.78
		GAS ENG ENGINEER	150,780.85	-	-	96,554.55	580.89
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	202,316.92	36,313.95	23,368.17	2,000.00	861.22
		GENERATION SUPERVISOR	124,571.10	15,274.13	-	37,797.61	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,047.25	-	-	124,141.38	288.20
		ELEC OPS DATA SCTS/TECH WRITER EXP/PRN	131,550.88	14,791.47	-	1,572.85	807.43
		ELEC OPS LINEWORKER/LINEMAN	141,532.14	-	-	99,377.21	-
		GENERATION ENGINEER	78,678.59	-	-	28,055.56	589.50
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	95,215.91	-	-	104,670.21	-

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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	149,916.46	17,000.16	-	-	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	192,308.34	29,880.12	-	5,400.00	8,967.09
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,633.46	-	-	169,043.60	-
		ELEC ENG CONST MNGR EX/PRN	172,536.00	16,828.93	-	1,253.88	983.65
		GAS ENG ENGINEER	158,096.56	-	-	12,537.51	755.18
		GAS OPS ELEC LOCATOR	121,810.84	-	-	112,361.85	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	119,193.81	-	-	18,296.42	1,309.21
		ELEC OPS CREW LEAD/LEADER	133,175.65	-	-	25,525.66	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	197,244.14	34,553.82	-	2,722.87	1,240.34
		ELEC OPS FOREMAN	147,171.13	-	-	137,163.24	678.25
		IT MANAGER/SR MANAGER	206,497.30	35,135.27	-	-	-
		GENERATION TECHNICIAN	25,430.40	-	-	43,459.46	-
		ELEC OPS CREW LEAD/LEADER	140,506.90	-	-	34,008.50	-
		OPERATIONS TECHNICIAN	129,109.77	-	-	214,702.19	-
		ELEC OPS CREW LEAD/LEADER	141,428.52	-	-	45,108.36	-
		ELEC OPS LINeworker/LINEMAN	129,478.10	-	-	141,047.08	56.99
		ELEC OPS INSPECTOR/LEAD INSPECTOR	132,189.77	12,917.06	-	45,629.03	11,190.53
		GAS OPS FOREMAN/LEADER/CREW LEADER	150,849.60	-	-	30,431.35	-
		ELEC OPS ELECTRICIAN	125,972.18	-	-	29,193.89	599.40
		ENG PLNG & STRAT MANGER/SR MANAGER	177,581.30	29,445.86	-	-	476.00
		GENERATION ELECTRICIAN	131,903.37	-	-	78,450.99	-
		IT EX AST/DR AST/CHIEF	196,817.86	36,057.72	25,740.89	3,000.00	23,769.62
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	208,916.04	35,988.94	-	-	4,047.38
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,095.00	17,309.76	-	-	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	121,086.78	15,970.16	-	15,973.82	15,130.55
		GAS ENG SENIOR BUSINESS REP	134,093.68	-	-	49,680.48	-
		GAS OPS MANAGER/SR MANAGER	167,993.98	25,917.01	-	-	2,248.78
		IT MANAGER/SR MANAGER	194,523.44	32,769.72	-	1,275.00	803.66
		GAS ENG ENGINEER	97,504.68	15,924.23	-	8,669.49	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	181,650.00	21,941.95	-	10,400.00	565.86
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	135,318.36	4,131.20	-	2,781.74	484.01
		ELEC ENG ENGINEER	170,304.78	17,833.36	-	1,850.36	1,009.73
		GAS ENG ENGINEER	145,107.60	-	-	63,799.36	1,776.74
		GAS ENG ENGINEER	173,772.85	21,646.45	-	1,641.68	960.00
		ELEC ENG ENGINEER	134,014.26	12,033.70	-	1,183.32	1,170.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	170,280.12	19,888.71	-	-	1,269.20
		GENERATION SUPERVISOR	181,923.69	21,878.88	-	41,710.88	1,570.80
		IT ARCHITECH EXP/PRN	196,800.14	35,665.86	11,504.57	-	2,313.14
		IT ARCHITECH EXP/PRN	191,690.60	30,787.99	-	-	4,335.88
		ELEC OPS ENGINEER	155,024.00	16,374.76	-	9,827.45	6,486.88
		IT ENGINEER SR/EX/PRN	127,538.63	13,950.76	-	27,671.03	-
		ELEC OPS LINeworker/LINEMAN	134,349.93	-	-	74,397.36	-
		ELEC OPS LINeworker/LINEMAN	149,384.08	-	-	109,259.50	-
		ELEC OPS LINeworker/LINEMAN	141,800.61	-	-	101,539.13	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	128,297.59	25,793.20	-	22,482.48	-
		OPERATIONS SUPERVISOR	149,220.31	19,658.61	-	22,526.82	11,191.06
		GAS ENG ENGINEER	148,080.77	17,488.31	-	13,803.94	3,000.20
		IT ENGINEER SR/EX/PRN	172,138.04	29,482.94	-	50.00	40.61
		GAS OPS MECHANIC/WELDER	120,356.56	-	-	51,829.36	-
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	152,077.12	13,202.28	-	1,585.36	448.00
		GAS OPS CONST PRGM/PRJCT MANAGER	133,316.82	15,117.87	-	-	987.94
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	124,738.27	13,618.46	-	250.00	35.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	165,945.22	28,249.67	-	-	2,388.58
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	101,183.74	-	-	456.44	1,417.55
		GAS ENG ESTIMATOR/SCHEDULER	128,302.79	-	-	25,726.42	280.00
		GAS ENG ENGINEER	189,061.00	21,590.55	-	11,164.58	7,694.31
		GAS OPS DISPATCHER	122,095.21	-	-	118,196.66	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	182,072.26	31,514.75	-	-	620.00
		ELEC OPS FOREMAN	170,360.81	-	-	148,282.69	-
		GAS ENG ENGINEER	178,576.77	20,673.56	-	273.81	1,717.97
		ELEC OPS LINeworker/LINEMAN	156,003.39	-	-	300,287.01	590.35
		SHARED SVS LAND PLANNER	132,299.96	13,900.51	-	1,072.47	835.71
		SHARED SVS LAND PLANNER	166,920.00	18,415.43	-	3,287.45	4,346.53
		ELEC OPS ELECTRICIAN	108,924.08	-	-	7,727.15	-
		ELEC OPS PROD OWNR/SR SY DISP/JOURNM/WTR MNGMT	208,582.00	34,899.84	11,504.57	-	3,910.58
		GENERATION SUPERVISOR	194,447.38	25,163.16	-	79,216.81	-

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		ELEC OPS SUPERVISOR	186,124.36	20,256.01	-	16,641.68	2,690.31
		ELEC OPS INSPECTOR/LEAD INSPECTOR	122,474.81	12,741.22	-	59,655.54	17,779.50
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	128,895.55	16,967.73	-	75,441.54	2,285.58
		ELEC ENG ESTIMATOR	128,068.29	-	-	83,060.88	735.92
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	38,496.50	-	-	63,184.53	-
		GAS ENG ENGINEER	136,404.34	-	-	84,321.97	7,887.56
		ELEC OPS ELECTRICIAN	132,179.37	-	-	80,934.78	1,412.18
		ELEC ENG ENGINEER	197,654.00	21,258.41	-	18,506.32	2,298.32
		ELEC OPS SUPERVISOR	153,839.17	-	-	8,618.70	4,269.22
		SHARED SVS MANAGER/SR MANAGER	178,342.28	30,079.01	32,656.12	1,691.17	3,078.38
		GAS OPS OPERATOR	123,813.16	-	-	67,607.30	-
		GENERATION OPERATOR	142,511.84	-	-	149,114.04	-
		OPERATIONS SUPERVISOR	152,472.72	20,614.51	-	2,000.00	6,439.88
		ELEC OPS ENGINEER	162,665.75	17,961.73	-	2,706.90	1,486.80
		IT TECHNICIAN	138,836.02	-	-	3,253.98	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.21	-	-	41,288.25	242.35
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	144,873.13	15,324.16	-	4,220.84	651.43
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	153,969.74	27,426.92	-	2,021.66	3,380.08
		ELEC OPS MANAGER/SR MANAGER	165,336.68	21,793.70	-	4,296.88	4,526.30
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	124,529.16	14,132.80	-	500.00	8,117.93
		ELEC ENG MANAGER/SR MANAGER	161,836.17	29,601.15	-	700.00	1,440.37
		GAS ENG TECHNICIAN	134,580.69	-	-	34,007.96	-
		SHARED SVS LAND PLANNER	166,920.00	20,606.39	-	1,281.50	954.96
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	154,673.16	16,016.40	-	-	1,845.69
		GAS ENG ENGINEER	149,568.71	-	-	1,475.65	455.00
		SHARED SVS SUPERVISOR/CHIEF/EX AST	161,815.04	21,430.91	-	2,537.21	3,636.16
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	186,767.48	32,894.85	30,283.40	-	1,143.89
		GENERATION ENGINEER	13,542.00	-	-	-	-
		ELEC OPS CREW LEAD/LEADER	139,558.15	-	-	67,220.07	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	23,360.40	-	-	44,137.48	-
		ELEC ENG ENGINEER	183,945.00	19,819.90	-	522.30	689.68
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	157,189.49	15,870.81	-	1,900.90	1,113.53
		GAS ENG ENGINEER	156,026.13	-	-	193,349.25	497.76
		ELEC OPS SUPERVISOR	168,300.08	19,580.89	-	61,685.25	4,609.44
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	147,106.66	-	-	338,936.47	-
		GAS ENG ENGINEER	150,708.00	-	-	47,875.77	2,433.79
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	179,374.96	29,649.81	-	5,050.00	475.18
		GAS OPS MECHANIC/WELDER	130,874.64	-	-	95,183.05	-
		SHARED SVS CREW LEAD/LEADER	127,562.48	-	-	10,336.08	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	134,535.11	-	-	50,282.72	-
		GENERATION SUPERVISOR	71,750.43	-	-	55,871.03	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	157,995.78	22,393.63	-	1,965.76	1,875.84
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	180,467.45	-	-	43,138.87	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,048.13	-	-	328,993.09	-
		GENERATION TECHNICIAN	128,360.80	-	-	53,222.28	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	146,422.31	-	-	275,386.90	1,483.86
		ELEC OPS ELECTRICIAN	129,624.64	-	-	75,350.32	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	118,939.27	15,121.66	-	-	-
		ELEC OPS TECHNICIAN	173,148.11	-	-	35,716.00	-
		ELEC OPS LINEMAN/LINEMAN	135,666.03	-	-	208,825.39	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	141,072.00	15,563.90	-	3,523.18	1,554.77
		ELEC OPS ENGINEER	143,130.00	15,038.28	-	7,778.74	8,942.73
		IT SERVICE MNGR/ADMINSTRTR	180,824.10	31,855.99	-	-	420.00
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	115,650.42	18,213.79	-	875.49	-
		ELEC OPS CREW LEAD/LEADER	165,554.90	-	-	142,879.38	-
		ELEC ENG ENGINEER	54,781.05	-	-	32,299.60	805.65
		CUSTOMER & COMMS MANAGER/SR MANAGER	112,993.78	14,073.38	-	94.25	1,059.86
		ELEC OPS FOREMAN	142,877.97	-	-	248,195.56	-
		GENERATION PLANNER	161,011.13	-	-	50,479.57	-
		ELEC OPS SUPERVISOR	165,599.48	21,634.21	-	61,920.97	9,601.90
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	149,403.66	16,792.24	-	-	3,728.53
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHIEF	127,731.20	14,201.46	-	700.00	5,930.84
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	144,700.84	16,422.08	-	-	272.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	102,395.39	14,447.65	-	-	2,237.57
		OPERATIONS TECH WRITER/CREW LEADER	133,412.81	-	-	83,242.44	55.00
		SHARED SVS SUPERVISOR/CHIEF/EX AST	145,512.60	19,776.54	-	1,500.00	385.00

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 PRGM/PROJ MANAGER	209,617.94	35,411.47	11,504.57	5,500.00	750.62
		ELEC OPS SUPERVISOR	181,301.54	24,095.29	-	124,500.96	10,564.71
		ELEC OPS LINEWORKER/LINEMAN	125,682.17	-	-	118,397.59	1,180.79
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	142,516.95	12,696.46	-	1,841.10	2,457.72
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,057.60	-	-	54,442.50	-
		GAS OPS SUPERVISOR	136,627.17	17,163.06	-	58,697.10	23,428.52
		ELEC OPS ENGINEER	136,337.61	-	-	31,247.76	656.91
		IT SERVICE MNGR/ADMINSTRTR	191,294.44	33,863.42	-	-	389.00
		ELEC OPS CREW LEAD/LEADER	108,621.78	-	-	303,413.48	12,225.70
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	246,803.36	59,357.76	434,125.13	1,107.02	22,602.91
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	143,705.97	-	-	31,696.83	-
		GENERATION SUPERVISOR	180,798.60	-	-	81,655.48	-
		ELEC OPS SUPERVISOR	134,326.86	18,278.90	-	-	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	126,161.50	12,344.36	-	64,209.23	31,105.02
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,200.12	-	-	165,203.39	-
		ELEC OPS LINEWORKER/LINEMAN	136,224.07	-	-	109,593.83	-
		ELEC OPS FOREMAN	158,647.36	-	-	64,827.95	33.68
		GENERATION SUPERVISOR	165,742.56	-	-	37,160.19	-
		ELEC ENG ESTIMATOR	54,431.11	-	-	78,439.19	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	177,262.60	17,962.09	-	3,935.60	1,194.05
		OPERATIONS SUPERVISOR	160,607.52	20,923.68	-	32,517.97	11,442.41
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	4,335.56	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	134,402.22	14,772.10	-	-	792.42
		GENERATION ENGINEER	113,678.09	-	-	29,359.35	-
		ELEC OPS FOREMAN	138,508.54	-	-	71,480.66	-
		GAS OPS OPERATOR	119,720.64	-	-	71,720.93	-
		SAFETY RISK SUPERVISOR	174,065.42	21,663.84	-	58,085.48	7,205.82
		GAS OPS SUPERVISOR	138,615.50	18,748.15	-	40,234.05	11,785.22
		OPERATIONS INSPECTOR/LEAD INSPECTOR	107,677.82	-	-	119,661.14	-
		ELEC OPS FOREMAN	149,543.79	-	-	80,519.65	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	116,990.01	10,510.70	-	-	245.00
		GAS ENG SENIOR BUSINESS REP	100,740.00	-	-	16,766.28	2,791.15
		GAS OPS MANAGER/SR MANAGER	173,209.64	29,224.84	-	-	18,137.56
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	121,522.86	-	-	231,592.49	355.32
		ELEC OPS SYSTEM OPERATOR/LEAD	94,977.65	-	-	246,018.37	-
		ELEC OPS LINEWORKER/LINEMAN	89,034.80	-	-	39,477.65	-
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	14,285.72	-	-	-	-
		SHARED SVS LAND AGENT/CONSLT	142,699.59	16,590.67	-	845.74	6,035.17
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	179,470.96	19,984.46	-	8,800.70	26,815.48
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	161,234.20	18,830.35	-	10,763.28	707.95
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	148,858.65	8,352.03	-	5,609.18	6,121.06
		GAS ENG ENGINEER	150,433.95	-	-	101,756.40	4,961.19
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	123,796.92	8,046.10	-	-	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	172,389.75	35,068.66	14,703.15	8,000.00	910.66
		ELEC ENG ENGINEER	202,380.00	22,327.35	-	8,547.68	420.00
		IT ARCHITECT EXP/PRN	182,300.04	29,317.78	-	-	4,773.08
		ELEC ENG MANAGER/SR MANAGER	206,846.66	32,497.04	-	1,500.00	1,684.58
		ELEC ENG ESTIMATOR	136,238.07	-	-	1,647.18	420.00
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	86,908.39	-	-	-	280.00
		GAS ENG ESTIMATOR/SCHEDULER	126,152.37	-	-	44,709.28	1,509.53
		ELEC ENG INTERCONNECTION MANAGER	127,792.92	-	-	17,817.96	515.00
		ELEC OPS LINEWORKER/LINEMAN	163,379.20	-	-	117,166.18	1,749.71
		ELEC OPS FOREMAN	149,844.08	-	-	83,323.09	-
		HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	132,607.43	-	-	124,524.21	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	149,961.14	-	-	73,570.43	2,798.50
		ENERGY PLCY & PROC MANAGER/SR MANAGER	200,703.80	38,374.70	11,504.57	2,750.00	9,251.60
		ELEC OPS LINEWORKER/LINEMAN	108,394.24	-	-	34,211.51	-
		GAS OPS ELEC LOCATOR	70,145.32	-	-	30,311.36	683.42
		ELEC OPS SUPERVISOR	185,392.18	24,416.95	-	-	2,844.50
		ELEC ENG ENGINEER	142,928.00	16,090.61	-	749.77	809.10
		ELEC ENG ENGINEER	188,707.66	21,078.65	-	127.33	1,946.03
		ELEC ENG ENGINEER	191,374.00	20,295.38	-	14,208.09	2,833.82
		GENERATION ENGINEER	180,048.00	18,941.96	-	33,008.31	240.00
		ELEC OPS SYSTEM OPERATOR/LEAD	95,303.25	-	-	335,125.31	-
		GAS OPS PRGM/PROJ MANAGER	147,440.00	15,559.92	-	-	3,722.71
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	105,780.40	-	-	20,380.46	151.14

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		IT ANALYST/SPECIALIST SR/EXP/PRN	137,654.40	20,996.61	54,350.42	27,769.13	502.90
		CUSTOMER & COMMS PROD MNGR,OWNER SR/EX/PR/CHF	34,268.77	-	-	5,000.00	168.00
		CUSTOMER & COMMS SUPERVISOR	158,076.26	21,339.36	-	618.00	877.38
		ELEC ENG TECHNICIAN	159,045.28	-	-	91,091.52	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,644.00	15,049.39	-	2,301.82	1,004.98
		GENERATION ENGINEER	183,600.00	22,707.16	-	14,492.04	960.00
		ELEC ENG ENGINEER	144,870.61	-	-	40,848.24	420.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	153,452.50	21,241.31	-	5,900.00	343.00
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	147,735.82	19,448.43	-	-	2,275.86
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	123,508.10	14,678.70	-	23,588.92	35,138.25
		IT DEVELOPER SR/EX	27,799.25	-	-	-	298.00
		GAS ENG MANAGER/SR MANAGER	203,287.64	34,299.80	13,814.85	1,850.00	3,357.91
		ELEC OPS CREW LEAD/LEADER	192,914.50	-	-	125,681.86	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	163,623.64	18,211.60	-	15,251.71	8,031.44
		ELEC OPS WORKING LEADER	138,452.18	-	-	91,526.37	206.34
		GENERATION ENGINEER	183,600.00	20,236.34	-	26,912.36	2,590.14
		OPERATIONS SUPERVISOR	162,000.00	-	-	68,164.47	11,756.32
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,323.24	-	-	246,930.87	2,157.73
		ELEC OPS TECHNICIAN	149,798.23	-	-	89,167.35	-
		ELEC OPS SUPERVISOR	206,867.80	26,385.12	-	1,290.16	2,706.45
		ELEC OPS LINEWORKER/LINEMAN	119,808.57	-	-	203,519.10	-
		ELEC OPS ELECTRICIAN	123,845.09	-	-	28,432.05	360.25
		ELEC OPS SYSTEM OPERATOR/LEAD	143,640.41	-	-	64,855.84	511.45
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,348.87	-	-	192,729.22	-
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	184,948.84	30,856.54	11,504.57	8,297.68	9,291.09
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	135,662.76	16,424.26	-	4,007.36	1,149.36
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	169,818.86	30,284.64	11,863.60	3,000.00	616.10
		ELEC OPS SYSTEM OPERATOR/LEAD	160,941.84	-	-	37,731.10	-
		SHARED SVS LAND AGENT/CONSLT	151,517.75	-	-	250.00	98.00
		FINANCE MANAGER/SR MANAGER	194,090.50	33,936.78	23,368.17	-	6,074.41
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	80,634.86	-	-	14,150.74	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,418.67	-	-	54,301.35	183.76
		ELEC ENG ENGINEER	199,320.00	21,990.82	-	196.68	4,079.11
		ELEC OPS FOREMAN	151,580.33	-	-	26,349.77	320.95
		GENERATION TECHNICIAN	136,651.18	-	-	109,418.98	212.77
		ELEC ENG ENGINEER	212,952.00	37,624.60	-	28,248.08	7,985.43
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	137,723.33	15,647.66	-	4,431.14	6,191.65
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	11,376.36	18,767.23	-	128,365.70	-
		ELEC OPS CREW LEAD/LEADER	198,215.40	-	-	213,095.41	-
		GENERATION TECHNICIAN	87,307.71	-	-	45,018.97	167.56
		GENERATION SUPERVISOR	155,873.31	16,390.86	-	34,281.29	-
		GENERATION PLANNER	138,835.03	-	-	127,879.13	620.80
		GENERATION PLANNER	160,510.85	-	-	106,556.77	-
		GAS OPS OPERATOR	123,872.58	-	-	42,489.15	-
		SHARED SVS LAND AGENT/CONSLT	150,072.00	16,556.99	-	18,459.57	951.46
		SHARED SVS CREW LEAD/LEADER	9,013.28	-	-	4,062.13	-
		HR ECO MANAGER/SR MANAGER	49,416.58	29,830.00	18,981.76	9,583.14	273.00
		ELEC OPS CABLE SPLICER/CABLEMAN	177,264.81	-	-	187,110.40	601.29
		GAS OPS TECHNICIAN	130,147.41	-	-	35,447.30	-
		GAS ENG ENGINEER	194,790.00	21,793.30	-	14,735.72	1,771.90
		IT MANAGER/SR MANAGER	199,601.54	33,924.99	13,814.85	771.44	843.62
		GAS OPS FOREMAN/LEADER/CREW LEADER	107,311.03	-	-	24,553.98	349.48
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	123,991.80	14,262.54	-	1,050.00	490.00
		GAS ENG ENGINEER	129,267.17	-	-	15,649.47	1,076.73
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	141,764.16	15,571.39	-	1,500.00	570.00
		GAS ENG ENGINEER	161,076.34	-	-	862.20	936.90
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,376.78	16,516.50	-	-	6,484.62
		ELEC OPS LINEWORKER/LINEMAN	177,138.91	-	-	150,947.22	1,124.87
		ELEC OPS CREW LEAD/LEADER	193,180.80	-	-	221,895.72	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	166,133.48	27,326.18	-	3,150.00	420.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	130,995.00	14,479.23	-	1,720.32	1,189.14
		ELEC OPS CREW LEAD/LEADER	103,780.65	-	-	10,614.00	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	164,553.61	18,005.64	-	4,889.73	1,959.22
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,994.17	15,500.46	-	5,329.73	621.90
		GAS OPS MECHANIC/WELDER	125,592.16	-	-	23,633.80	311.82
		ELEC OPS CREW LEAD/LEADER	148,201.63	-	-	82,537.77	-

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		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	120,062.72	-	-	77,710.96	164.41
		ENG PLNG & STRAT MANGER/SR MANAGER	145,349.73	15,424.41	-	1,750.00	3,514.38
		ELEC ENG ENGINEER	50,985.52	-	-	-	454.40
		GAS OPS ELEC LOCATOR	122,215.20	-	-	101,665.00	-
		GAS ENG ENGINEER	20,453.76	-	-	19,731.19	-
		GENERATION TECHNICIAN	131,943.09	-	-	71,762.42	1,535.79
		GAS ENG ENGINEER	137,478.33	-	-	28,915.91	2,451.75
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,383.62	-	-	21,313.02	880.00
		GAS OPS OPERATOR	126,194.26	-	-	27,072.49	273.31
		OPERATIONS SUPERVISOR	151,826.86	18,015.85	-	35,886.54	29,484.97
		ELEC ENG ELECTRICIAN	125,350.69	-	-	35,826.04	492.51
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	173,692.74	29,531.70	-	-	610.15
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	4,261.72	13,803.86	-	6,501.02	35.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	7,615.60	-	-	3,258.65	-
		ELEC OPS LINEWORKER/LINEMAN	43,613.84	-	-	27,637.29	1,396.65
		OPERATIONS SUPERVISOR	165,285.60	18,285.62	-	24,488.04	9,398.25
		GAS OPS DISPATCHER	115,176.67	-	-	138,113.17	1,280.00
		HR ECO PGRM/PROJ MANAGER EXP/PRN	168,437.66	28,528.75	-	1,750.00	2,345.45
		GAS OPS DISPATCHER	119,444.14	-	-	54,942.76	-
		ELEC OPS CREW LEAD/LEADER	134,341.13	-	-	9,209.67	-
		GENERATION MANAGER	226,554.72	34,018.51	-	62,952.33	-
		IT TECHNICIAN	71,956.20	-	-	12,817.69	483.16
		GAS OPS SUPERVISOR	151,256.66	21,232.74	-	10,848.44	2,958.30
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,297.52	-	-	78,895.48	-
		SHARED SVS LAND PLANNER/SURVEYOR	12,857.14	-	-	-	-
		GAS OPS MECHANIC/WELDER	126,311.88	-	-	18,362.57	-
		ELEC OPS DIRECTOR/SR DIRECTOR	231,433.00	52,023.91	366,091.38	2,000.00	3,897.05
		ELEC ENG ENGINEER	182,740.00	21,169.16	-	14,493.57	565.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	161,654.00	16,985.54	-	223.83	1,914.54
		ELEC OPS LINEWORKER/LINEMAN	124,064.62	-	-	100,089.06	451.40
		GAS OPS TECHNICIAN	133,438.39	-	-	112,272.07	3,418.99
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,710.31	-	-	63,037.39	3,853.67
		OPERATIONS INSPECTOR/LEAD INSPECTOR	136,676.58	-	-	104,807.76	-
		ELEC OPS MANAGER/SR MANAGER	176,092.78	25,671.67	-	41,454.77	428.09
		IT MANAGER/SR MANAGER	191,082.16	32,955.27	-	-	1,632.25
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	125,525.80	14,083.16	-	39,268.78	456.57
		IT MANAGER/SR MANAGER	221,760.00	40,115.97	30,486.33	-	9,010.21
		GENERATION SUPERVISOR	185,628.12	25,056.12	-	87,221.33	-
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	125,482.99	-	-	6,335.55	50.11
		ELEC OPS ELECTRICIAN	128,144.94	-	-	5,374.74	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,593.77	-	-	123,657.96	-
		SHARED SVS CRANE SURVEYOR	123,832.00	-	-	13,461.03	-
		GAS OPS MECHANIC/WELDER	77,813.38	-	-	55,593.48	-
		GAS OPS FITTER	116,420.67	-	-	74,100.67	2,925.30
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	155,698.00	16,181.66	-	892.24	3,942.12
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	97,045.48	15,391.65	-	1,839.16	894.52
		IT MANAGER/SR MANAGER	194,385.12	33,816.29	11,504.57	-	1,878.12
		ELEC ENG INTERCONNECTION MANAGER	136,090.33	-	-	10,296.26	440.96
		OPERATIONS MANGER/SR MANAGER	55,849.14	38,639.72	27,161.40	67,468.75	1,035.56
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	162,062.00	17,066.51	-	-	841.75
		OPERATIONS SUPERVISOR	156,869.30	20,113.00	-	-	443.58
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,205.20	14,701.93	-	1,656.00	9,738.18
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	155,382.18	17,401.16	-	2,803.00	5,890.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	124,820.62	14,079.98	-	1,250.00	3,894.58
		GAS OPS DISPATCHER	111,629.70	-	-	140,577.35	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	126,150.94	14,479.94	-	-	936.00
		ELEC ENG ENGINEER	135,570.62	13,809.11	-	3,571.20	4,628.85
		IT ENGINEER SR/EXP/PRN	201,439.68	23,441.42	-	2,000.00	3,705.98
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	176,654.00	18,670.56	-	3,781.70	1,110.41
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	92,460.12	-	-	500.00	1,136.82
		ELEC ENG ENGINEER	145,750.00	15,395.18	-	12,824.56	4,544.21
		ELEC OPS SUPERVISOR	169,893.12	20,237.27	15,892.60	85,590.65	-
		GENERATION TECHNICIAN	7,417.20	-	-	17,042.18	-
		ELEC OPS SUPERVISOR	177,613.14	24,022.71	-	199,638.68	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	164,223.10	29,578.58	-	4,000.00	420.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	128,003.54	10,621.74	-	3,714.36	1,285.02

PACIFIC GAS AND ELECTRIC COMPANY  
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 FOR THE YEAR ENDED DECEMBER 31, 2023

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	202,705.74	23,649.93	-	16,032.22	8,180.48
		GAS OPS PRGM/PROJ MANAGER	180,816.00	19,948.33	-	-	596.95
		ELEC ENG ESTIMATOR	15,647.20	-	-	38,714.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	-	-	-	28,465.16	-
		GAS ENG ENGINEER	149,632.07	-	-	53,715.79	1,394.60
		ELEC OPS MANAGER/SR MANAGER	183,754.90	24,756.57	-	26,300.00	6,902.61
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	109,980.40	-	-	273,143.24	-
		HR ECO PGRM/PROJ MANAGER EXP/PRN	155,206.96	17,329.54	-	1,500.00	4,864.46
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	149,132.88	15,661.34	-	-	811.16
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	196,848.77	28,699.41	18,419.80	1,153.80	9,789.79
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	124,346.00	13,142.76	-	250.00	376.20
		IT ARCHITECH EXP/PRN	159,730.67	20,560.35	-	-	7,783.29
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,732.00	21,262.83	-	18,624.66	1,779.27
		IT ANALYST/SPECIALIST SR/EX/PRN	10,500.00	-	-	-	-
		IT ANALYST/SPECIALIST SR/EX/PRN	132,787.20	14,247.01	-	-	-
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	121,163.09	14,518.66	-	14,707.33	3,572.36
		IT ANALYST/SPECIALIST SR/EX/PRN	161,000.04	17,332.69	-	1,800.00	3,846.12
		ELEC OPS LINEWORKER/LINEMAN	140,920.98	-	-	75,433.91	195.37
		GENERATION ENGINEER	183,600.00	17,722.22	-	62,679.78	3,176.22
		ELEC OPS LINEWORKER/LINEMAN	131,345.95	-	-	155,868.85	2,808.97
		ELEC ENG ENGINEER	195,965.30	32,253.89	11,504.57	-	1,299.08
		ELEC ENG SUPERVISOR	187,315.76	25,329.05	-	51,499.17	6,297.77
		ELEC OPS ENGINEER	188,887.24	20,301.34	-	-	1,651.86
		ELEC ENG INTERCONNECTION MANAGER	145,067.09	-	-	2,679.29	350.00
		GENERATION TECHNICIAN	19,779.20	-	-	33,831.14	-
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	162,831.98	28,266.32	-	250.00	1,755.02
		GAS OPS MECHANIC/WELDER	123,166.56	-	-	25,332.36	2,066.14
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	238,515.19	42,123.77	25,319.42	28,587.96	5,104.63
		GAS ENG MANAGER/SR MANAGER	223,701.00	38,673.70	11,504.57	10,079.53	3,725.02
		ELEC OPS LINEWORKER/LINEMAN	137,007.03	-	-	101,798.00	-
		ELEC OPS ELECTRICIAN	135,426.14	-	-	13,807.08	-
		ELEC OPS CREW LEAD/LEADER	147,545.43	-	-	164,691.08	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	135,349.28	15,465.01	-	3,993.89	1,327.43
		GAS ENG ENGINEER	159,712.75	-	-	69,160.48	618.89
		IT SERVICE MNGR/ADMINSTRTR	154,639.00	21,913.28	-	11,649.69	4,334.54
		IT ANALYST/SPECIALIST SR/EX/PRN	172,374.84	20,749.38	22,521.60	-	1,006.51
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	175,400.29	21,876.77	-	4,746.34	5,749.04
		ELEC OPS LINEWORKER/LINEMAN	137,254.71	-	-	185,494.18	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	207,501.14	34,127.87	28,113.61	2,032.66	7,029.93
		IT ANALYST/SPECIALIST SR/EX/PRN	155,870.98	17,168.76	-	1,500.00	420.00
		HR ECO PGRM/PROJ MANAGER EXP/PRN	134,644.78	16,509.27	-	1,130.00	20,520.54
		HR ECO MANAGER/SR MANAGER	187,641.66	31,185.60	37,401.56	4,729.12	4,029.96
		IT ANALYST/SPECIALIST SR/EX/PRN	145,549.30	15,755.88	-	-	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,834.72	-	-	6,482.84	-
		ELEC ENG ANALYST/SPEC SR/EX/PRN	163,288.82	21,050.53	-	1,000.00	420.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EX/PRN	127,767.75	-	-	10,000.00	1,103.42
		OPERATIONS MANGER/SR MANAGER	160,639.90	19,622.40	-	40,985.85	9,968.23
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	135,870.70	14,967.54	-	1,822.39	297.89
		ELEC ENG SUPERVISOR	177,339.89	18,741.55	-	2,000.00	2,024.00
		ENG PLNG & STRAT SUPERVISOR/LIAISON	146,335.11	15,853.34	-	1,350.00	1,237.88
		ELEC OPS SUPERVISOR	113,023.75	-	-	64,828.09	6,395.61
		ELEC ENG ANALYST/SPEC SR/EX/PRN	149,833.36	11,290.67	-	-	350.00
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	172,490.68	18,495.07	-	5,850.00	942.75
		GAS OPS TECHNICIAN	147,958.50	-	-	74,543.20	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	123,852.10	15,119.32	-	24,162.21	773.52
		ELEC ENG ANALYST/SPEC SR/EX/PRN	137,631.94	14,736.96	-	-	238.17
		SHARED SVS MANAGER/SR MANAGER	187,923.46	31,965.24	-	10,200.00	17,601.18
		OPERATIONS TECHNICIAN	98,728.60	-	-	55,161.48	220.74
		GAS ENG DIRECTOR/CHIEF	235,575.00	52,672.65	43,871.08	4,523.84	9,644.05
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	159,507.04	17,937.68	-	11,128.78	420.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	137,370.46	19,706.85	-	31,223.27	34,630.43
		SHARED SVS LAND PLANNER	128,560.00	12,210.69	-	400.00	851.94
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	149,729.51	-	-	249,405.09	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	136,139.16	-	-	224,382.88	2,433.72
		ELEC OPS SYSTEM OPERATOR/LEAD	89,351.78	-	-	337,723.05	596.98
		ELEC OPS ELECTRICIAN	126,695.29	-	-	38,748.86	-



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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)
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	144,497.46	18,183.02	-	21,472.42	-
		ELEC OPS SUPERVISOR	161,162.26	20,478.79	-	88,464.04	573.36
		ELEC OPS CABLE SPLICER/CABLEMAN	103,444.94	-	-	381,009.83	-
		IT DIRECTOR/SR DIRECTOR	224,120.36	43,490.43	32,796.61	1,752.85	8,694.43
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	152,785.10	25,088.32	-	-	1,218.05
		GAS ENG ESTIMATOR/SCHEDULER	117,513.86	-	-	10,349.27	442.68
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	145,742.65	-	-	28,754.82	-
		GAS OPS MECHANIC/WELDER	107,376.73	-	-	28,995.61	-
		GAS OPS SUPERVISOR	146,388.04	20,575.91	-	27,567.19	270.64
		GAS ENG TECHNICIAN	126,159.03	-	-	39,096.92	-
		GENERATION OPERATOR	137,031.89	-	-	79,412.35	288.27
		GAS OPS SUPERVISOR	154,236.76	20,844.60	-	19,511.60	8,440.78
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	146,616.39	-	-	103,254.43	-
		GEN CNSL & ETHICS COMP INVESTIGATOR SR/EX/PRN	134,221.42	22,757.03	-	1,209.76	3,611.76
		GAS ENG ESTIMATOR/SCHEDULER	104,643.65	-	-	25,328.15	385.00
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	176,375.04	31,273.20	-	20,165.60	3,708.55
		ELEC ENG ENGINEER	113,889.10	26,291.80	-	1,000.00	5,401.43
		GAS ENG ESTIMATOR/SCHEDULER	117,087.71	-	-	7,007.54	-
		ELEC OPS TECHNICIAN	154,407.16	-	-	160,664.08	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,451.26	-	-	172,055.70	-
		GENERATION ENGINEER	197,922.00	21,490.39	-	5,668.40	3,207.96
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	193,337.34	21,774.10	-	700.00	15,310.34
		GENERATION TECHNICIAN	146,833.20	-	-	75,415.98	402.99
		ELEC OPS SUPERVISOR	194,372.30	24,117.45	-	30,786.36	17,779.05
		ELEC OPS LINEWORKER/LINEMAN	136,204.36	-	-	104,309.54	-
		ELEC OPS FOREMAN	115,718.93	-	-	133,543.28	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	155,455.12	18,331.75	-	1,500.00	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	95,639.94	12,166.32	-	750.00	324.29
		ELEC OPS ELECTRICIAN	117,232.49	-	-	39,276.08	-
		SAFETY RISK DIRECTOR	244,896.06	69,051.83	39,134.27	9,100.00	13,877.28
		ELEC OPS LINEWORKER/LINEMAN	139,578.41	-	-	93,988.83	-
		ELEC OPS TECHNICIAN	154,691.54	-	-	98,289.23	-
		IT MANAGER/SR MANAGER	126,497.25	-	-	58,978.13	294.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,704.65	19,436.45	-	8,457.74	6,788.88
		GAS OPS COOR/REP/STRAT SR/EX/PRN	126,885.91	-	-	74,874.06	2,763.39
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	143,901.24	16,887.01	-	750.00	1,129.71
		ELEC ENG ENGINEER	83,030.28	-	-	10,000.00	210.00
		ELEC ENG ENGINEER	147,094.06	-	-	46,902.30	1,402.65
		CUSTOMER & COMMS SUPERVISOR	141,626.86	18,679.42	-	1,920.00	3,354.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	169,472.30	28,113.72	-	-	1,905.30
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	126,061.16	13,144.23	-	2,000.00	400.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,915.11	30,031.40	-	3,500.00	1,078.31
		IT ANALYST/SPECIALIST SR/EXP/PRN	123,650.64	14,334.04	-	237.88	4,040.57
		SHARED SVS LAND AGENT/CONSLT	125,253.27	-	-	1,926.73	418.12
		GAS OPS SUPERVISOR	137,168.66	16,087.39	-	2,250.00	7,933.85
		ELEC ENG ENGINEER	150,463.60	-	-	6,262.55	1,467.64
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	148,303.20	16,838.32	-	-	1,000.00
		GAS ENG PRGM/PROJ MANAGER	74,980.33	14,902.13	-	-	210.00
		ELEC OPS SUPERVISOR	168,506.42	24,770.98	-	46,365.58	283.98
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	133,852.28	14,092.27	-	3,328.21	-
		ELEC ENG ESTIMATOR	115,351.12	-	-	51,424.07	420.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	127,853.42	11,739.45	-	53,375.97	423.71
		GAS OPS FOREMAN/LEADER/CREW LEADER	119,184.98	-	-	133,066.29	1,231.29
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,412.09	-	-	17,621.98	-
		GAS OPS TECHNICIAN	106,478.42	-	-	11,041.44	5,468.30
		ELEC OPS SUPERVISOR	153,957.44	20,153.40	-	34,104.71	2,280.74
		ELEC ENG ENGINEER	198,468.00	21,896.05	-	24,186.56	1,039.84
		ELEC ENG ENGINEER	197,922.00	21,490.39	-	5,059.40	2,531.57
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,781.68	-	-	73,953.45	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	173,069.50	30,247.44	-	14,847.88	4,399.68
		ELEC OPS SUPERVISOR	145,758.40	20,486.23	-	87,826.73	21,604.38
		GAS OPS FOREMAN/LEADER/CREW LEADER	112,117.05	-	-	27,189.24	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	149,880.24	20,300.95	-	27,145.23	728.00
		CORP AFFAIRS DATA SCIENTIST SR/EXP/PRN	195,935.52	35,119.70	-	250.00	296.59
		GAS OPS CONST/PRGM/PRJCT MANAGER	152,322.02	17,189.56	-	25,438.61	1,040.00
		GAS ENG ENGINEER	166,133.99	-	-	45,020.09	2,856.00

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		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	108,901.20	-	-	202,359.32	10,260.77
		GAS ENG PRGM/PROJ MANAGER	169,936.02	20,809.76	-	33,036.97	1,346.73
		T MANAGER/SR MANAGER	179,921.04	30,566.93	-	2,000.00	930.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,123.30	16,277.13	-	-	420.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	123,969.44	-	-	15,820.73	-
		ELEC OPS SUPERVISOR	168,943.62	22,850.11	-	100,441.16	870.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	115,737.68	13,226.25	-	7,082.92	385.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	182,634.52	-	-	224,421.01	-
		GENERATION SUPERVISOR	212,866.74	27,557.78	-	120,346.09	-
		ELEC OPS CREW LEAD/LEADER	159,981.54	-	-	101,590.24	-
		ELEC OPS LINEMAN	139,312.03	-	-	122,161.79	1,459.56
		OPERATIONS SUPERVISOR	109,972.37	-	-	60,701.08	11,713.20
		ELEC OPS ENGINEER	142,791.62	-	-	92,779.00	26.86
		ELEC OPS LINEMAN	150,595.10	-	-	134,642.56	-
		GAS OPS MANAGER/SR MANAGER	170,500.00	25,927.33	-	4,500.00	13,129.38
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	124,349.56	14,384.31	-	-	497.72
		SHARED SVS CREW LEAD/LEADER	123,985.01	-	-	28,929.98	-
		T ANALYST/SPECIALIST SR/EXP/PRN	172,580.46	20,253.82	-	13,437.00	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	26,929.35	-	-	42,457.35	-
		GAS OPS SCHEDULER	134,798.92	-	-	12,163.86	960.00
		ELEC OPS CREW LEAD/LEADER	137,579.71	-	-	69,594.29	-
		GAS OPS SUPERVISOR	145,025.78	19,055.70	-	4,719.72	3,987.59
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	138,279.61	15,713.50	-	-	1,146.41
		OPERATIONS MANGER/SR MANAGER	130,078.45	19,259.11	-	6,924.70	18,910.21
		GENERATION SUPERVISOR	207,813.16	24,351.60	-	48,817.99	544.96
		GAS ENG ENGINEER	148,218.96	-	-	90,061.17	606.98
		ELEC OPS LINEMAN	45,038.00	-	-	17,138.58	70.42
		ELEC ENG SUPERVISOR	55,651.83	-	-	5,575.86	-
		T MANAGER/SR MANAGER	198,622.44	33,626.62	23,368.17	4,550.00	1,960.08
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,253.80	-	-	46,126.91	-
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	165,099.32	27,988.32	-	-	179.62
		SHARED SVS SUPERVISOR/CHIEF/EX AST	113,799.75	17,574.13	-	18,514.29	384.44
		GEN CNSL & ETHICS COMP DIRECTOR/CHIEF	221,718.74	52,455.99	56,227.22	2,050.00	2,162.38
		OPERATIONS INSPECTOR/LEAD INSPECTOR	176,550.62	-	-	153,923.72	171.62
		ELEC OPS SYSTEM OPERATOR/LEAD	113,580.58	-	-	205,385.89	161.93
		GAS OPS MECHANIC/WELDER	127,190.42	-	-	6,351.37	243.66
		GAS OPS TECHNICIAN	133,293.58	-	-	25,527.09	25.65
		OPERATIONS INSPECTOR/LEAD INSPECTOR	178,020.82	-	-	152,651.04	-
		ELEC OPS CREW LEAD/LEADER	160,306.50	-	-	116,937.36	-
		ELEC ENG ESTIMATOR	125,120.03	-	-	25,482.27	-
		GAS OPS TECHNICIAN	121,802.16	-	-	17,763.62	4,065.23
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	110,381.90	19,554.48	-	23,191.70	5,502.25
		GAS OPS FOREMAN/LEADER/CREW LEADER	152,741.06	-	-	83,067.04	12,383.89
		ELEC OPS LINEMAN	158,095.26	-	-	146,522.56	28.00
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	168,564.82	18,506.80	-	36,857.23	519.31
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	26,560.32	-	-	36,769.34	-
		GAS OPS TECHNICIAN	134,368.18	-	-	28,973.05	85.15
		CUSTOMER & COMMS MANAGER/SR MANAGER	49,094.24	14,343.29	-	45,442.23	415.69
		ELEC ENG ENGINEER	149,298.65	-	-	47,266.12	703.79
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	38,762.45	17,524.86	-	1,885.03	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	148,332.50	-	-	175,813.13	26.36
		SHARED SVS LAND TECH/LEAD LAND TECH	133,570.56	-	-	25,605.31	420.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	184,556.06	31,634.50	-	-	5,789.11
		GAS OPS MECHANIC/WELDER	122,469.20	-	-	71,692.67	-
		GAS OPS MANAGER/SR MANAGER	237,883.16	53,771.80	38,254.53	2,000.00	7,821.87
		GAS ENG ESTIMATOR/SCHEDULER	123,898.42	-	-	15,012.71	631.80
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,743.04	-	-	186,164.17	2,223.81
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,131.98	-	-	28,997.44	103.50
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	175,116.00	20,700.65	-	15,438.89	175.00
		ELEC OPS LINEMAN	109,870.05	-	-	96,654.51	815.76
		ELEC ENG ENGINEER	195,714.00	20,685.30	-	34,178.99	1,660.16
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	147,978.26	16,973.38	-	1,100.00	1,410.00
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,976.80	-	-	27,043.45	-
		ELEC OPS TECHNICIAN	146,961.79	-	-	51,576.65	-
		ELEC OPS CREW LEAD/LEADER	42,219.32	-	-	16,555.93	-
		ELEC ENG SUPERVISOR	159,528.96	19,476.99	-	28,326.36	2,619.87

PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
 RATE OF \$125,000 - \$249,999 PER ANNUM  
 FOR THE YEAR ENDED DECEMBER 31, 2023

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 ENGINEER	145,774.90	-	-	129,835.79	-
		GAS OPS PRGM/PROJ MANAGER	151,750.00	15,996.12	-	800.00	-
		ELEC OPS SUPERVISOR	186,496.36	26,543.92	-	2,260.25	5,383.75
		GAS OPS TECHNICIAN	134,261.62	-	-	30,620.87	242.36
		SHARED SVS CREW LEAD/LEADER	133,166.96	-	-	7,658.37	3,435.67
		ELEC OPS SUPERVISOR	165,840.92	17,201.80	15,892.60	130,934.94	278.60
		ELEC ENG INTERCONNECTION MANAGER	124,132.91	-	-	292.24	475.11
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,176.63	-	-	140,832.51	-
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	128,165.20	14,480.60	-	-	-
		ELEC OPS ELECTRICIAN	135,684.39	-	-	95,692.04	-
		OPERATIONS SUPERVISOR	163,006.04	31,468.22	-	199,224.73	18,697.12
		GAS OPS FOREMAN/LEADER/CREW LEADER	132,983.66	-	-	42,732.27	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	128,061.40	12,676.07	-	1,000.00	210.00
		SHARED SVS SCIENTIST/TECHNICIAN	173,564.00	18,206.99	-	2,691.19	2,957.95
		ELEC OPS LINeworker/LINEMAN	119,238.84	-	-	85,958.61	8,271.39
		ELEC OPS TECHNICIAN	128,451.13	-	-	41,318.42	-
		GENERATION TECHNICIAN	112,698.30	-	-	60,250.77	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	173,317.57	-	-	80,258.16	-
		ELEC OPS WORKING LEADER	138,186.14	-	-	15,205.70	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,656.73	-	-	105,506.40	511.46
		IT MANAGER/SR MANAGER	177,559.56	30,810.85	-	1,750.00	10,933.36
		ELEC OPS LINeworker/LINEMAN	133,307.89	-	-	125,065.12	560.68
		ELEC OPS SUPERVISOR	172,481.96	-	-	56,963.80	170.53
		ELEC OPS SYSTEM OPERATOR/LEAD	181,580.80	-	-	49,476.04	-
		GAS OPS SUPERVISOR	158,824.38	19,323.59	-	35,417.32	437.21
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	169,455.22	28,387.45	-	-	997.38
		GAS OPS MANAGER/SR MANAGER	161,259.54	21,896.49	-	5,802.30	1,296.84
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,783.10	-	-	84,705.08	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	129,203.94	15,965.42	-	18,095.98	2,458.46
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	30,400.97	-	-	62,392.61	-
		GAS OPS DISPATCHER	85,010.44	-	-	280,945.69	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	117,340.52	-	-	87,121.48	-
		ELEC OPS MANAGER/SR MANAGER	183,113.42	28,754.20	15,892.60	13,850.00	-
		SUPPLY CHAIN MATERIALS CONT MNGR	104,349.49	12,078.83	-	21,221.10	-
		GAS OPS ELEC LOCATOR	122,454.04	-	-	121,016.78	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	147,302.22	15,453.41	-	9,171.38	21,377.55
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	27,253.80	-	-	44,455.93	-
		IT TECHNICIAN	139,607.92	-	-	9,475.32	396.52
		CUSTOMER & COMMS MANAGER/SR MANAGER	198,069.14	33,477.48	30,486.33	100.00	5,549.40
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,036.45	-	-	25,861.23	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	140,535.77	13,231.32	-	-	3,772.60
		GAS OPS FOREMAN/LEADER/CREW LEADER	125,383.80	-	-	77,425.41	602.88
		OPERATIONS INSPECTOR/LEAD INSPECTOR	143,550.94	-	-	154,345.95	-
		GAS ENG ENGINEER	142,830.10	-	-	33,778.54	921.73
		ELEC OPS WORKING LEADER	127,482.25	-	-	51,958.54	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,356.20	-	-	69,990.30	-
		ELEC OPS LINeworker/LINEMAN	37,136.52	-	-	28,070.46	-
		OPERATIONS SR EX AST/EX AST/OP CLERK	66,607.80	-	-	57,547.49	731.01
		GENERATION CREW LEADER/CONTROL LEAD	137,480.88	-	-	34,876.45	-
		GAS ENG ESTIMATOR/SCHEDULER	151,148.09	-	-	20,035.79	35.00
		GAS OPS SUPERVISOR	139,968.20	18,146.40	-	69,925.70	9,822.08
		SHARED SVS SUPERVISOR/CHIEF/EX AST	93,138.94	21,549.60	-	1,885.60	1,206.33
		ELEC OPS ENGINEER	139,053.65	-	-	93,064.71	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	145,863.18	15,557.76	-	5,500.00	704.67
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	24,625.76	-	-	26,881.18	-
		ELEC OPS LINeworker/LINEMAN	70,596.20	-	-	36,131.03	1,739.09
		SHARED SVS PERMIT FACILITATOR	130,168.14	-	-	8,285.24	-
		ELEC OPS LINeworker/LINEMAN	126,408.06	-	-	172,430.41	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	151,193.55	-	-	139,455.35	-
		GAS ENG DIRECTOR/CHIEF	224,339.20	54,055.45	370,058.08	2,709.65	23,503.60
		GAS ENG ENGINEER	153,467.03	-	-	8,202.53	3,289.82
		SHARED SVS LAND TECH/LEAD LAND TECH	131,257.02	-	-	17,861.39	1,049.97
		IT INVESTIGATOR SR/EXP	132,846.37	8,867.86	-	4,900.00	250.00
		OPERATIONS SUPERVISOR	154,887.38	20,796.68	-	26,153.30	-
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	144,892.80	16,434.46	-	-	385.00
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	119,712.00	-	-	25,228.40	-

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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)
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,936.80	-	-	225,480.85	-
		GAS OPS OPERATOR	71,356.70	-	-	52,713.24	-
		ELEC ENG SUPERVISOR	155,512.50	17,428.92	-	-	1,213.55
		GENERATION FIRE CAPTAIN	114,131.84	-	-	88,049.42	-
		IT TECHNICIAN	135,142.30	-	-	21,441.75	-
		ELEC OPS BUSINESS LIAISON	151,934.99	-	-	8,214.38	-
		ELEC ENG TECHNICIAN	161,506.82	-	-	67,839.00	670.82
		SHARED SVS LAND AGENT/CONSLT	184,110.24	33,304.42	14,236.32	7,364.41	2,150.04
		ELEC OPS ELECTRICIAN	119,952.14	-	-	18,267.06	-
		ELEC OPS SUPERVISOR	155,803.23	26,366.55	-	91,816.19	1,928.00
		GAS ENG ENGINEER	156,857.62	18,497.13	-	26,146.02	8,672.51
		ELEC OPS SUPERVISOR	214,630.64	29,313.41	-	22,978.44	1,836.88
		GAS OPS CONST/PRGM/PRJCT MANAGER	70,998.66	-	-	3,749.96	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,372.10	-	-	131,237.89	3,867.23
		OPERATIONS MANAGER/SR MANAGER	177,264.79	32,062.42	26,493.45	11,100.00	3,503.99
		OPERATIONS INSPECTOR/LEAD INSPECTOR	191,072.80	-	-	349,484.60	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	154,024.36	16,687.84	-	-	5,546.68
		GAS ENG TECHNICIAN	129,847.06	-	-	30,360.97	1,024.12
		GAS OPS MECHANIC/WELDER	128,760.06	-	-	26,423.82	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	202,128.71	33,145.53	67,942.22	4,000.00	12,549.39
		GENERATION SUPERVISOR	128,378.44	17,363.58	-	13,847.26	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	136,804.23	19,750.82	-	53,598.45	1,543.84
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	127,453.48	19,150.91	-	32,039.48	6,050.23
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	157,850.30	-	-	-	4,295.79
		ELEC OPS CABLE SPLICER/CABLEMAN	97,503.90	-	-	400,659.94	-
		GAS ENG ESTIMATOR/SCHEDULER	137,638.53	-	-	52,030.91	407.09
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	119,333.36	-	-	15,000.00	401.29
		GAS ENG ENGINEER	188,070.52	20,946.00	-	1,659.66	4,085.08
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	130,640.42	15,177.29	-	3,913.68	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	139,233.58	15,768.42	-	-	10,944.57
		GAS OPS FOREMAN/LEADER/CREW LEADER	155,385.21	-	-	74,589.67	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	122,730.16	12,798.20	-	2,500.00	-
		IT ARCHITECT EXP/PRN	190,715.76	30,631.42	-	-	2,242.20
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	132,193.88	14,670.36	-	-	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,491.18	-	-	270,466.45	1,921.76
		SHARED SVS LAND TECH/LEAD LAND TECH	130,164.26	-	-	7,393.20	1,040.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,641.36	14,429.02	-	1,275.00	724.97
		ENVIRONMENTAL HEALTH & SAFETY SUPERVISOR/REP	155,036.62	20,960.92	-	-	1,475.95
		ELEC OPS CREW LEAD/LEADER	139,444.00	-	-	11,502.12	94.32
		ELEC OPS MANAGER/SR MANAGER	183,346.62	34,648.71	-	-	6,249.31
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,417.80	15,321.24	-	-	1,090.00
		OPERATIONS SUPERVISOR	164,549.65	19,826.50	-	24,498.68	1,019.90
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	157,477.26	17,359.31	-	2,500.00	8,917.20
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	7,861.53	56.99
		IT SUPERVISOR	166,617.38	18,712.43	-	-	219.43
		ELEC ENG ENGINEER	166,048.00	15,808.14	-	425.40	2,835.79
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	195,300.00	34,106.18	-	2,000.00	595.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,368.74	16,873.99	-	943.44	986.08
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	191,428.08	32,338.59	-	3,000.00	160.64
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,137.16	14,424.80	-	-	-
		ELEC ENG ENGINEER	172,212.00	12,795.37	-	6,540.41	350.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	150,565.98	18,921.98	-	25,332.35	11,767.56
		ELEC ENG ENGINEER	123,139.61	-	-	17,580.14	-
		ELEC OPS ELECTRICIAN	132,321.12	-	-	37,946.92	-
		GAS ENG ENGINEER	134,721.21	14,553.98	-	711.34	964.56
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	161,019.06	21,637.20	-	-	264.82
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	21,583.34	-	-	-	1,026.19
		GAS ENG ESTIMATOR/SCHEDULER	114,894.73	-	-	22,085.34	1,681.16
		GENERATION ENGINEER	194,790.00	20,722.62	-	39,852.47	2,164.40
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	172,212.00	18,999.19	-	9,010.60	1,382.36
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	141,999.96	15,750.99	-	-	671.04
		ELEC ENG ENGINEER	131,496.00	-	-	-	1,114.76
		GAS OPS TECHNICIAN	139,076.90	-	-	80,410.26	124.04
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	132,132.86	14,245.52	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	125,957.28	-	-	107,935.89	-
		ELEC ENG TECHNICIAN	131,499.84	-	-	73,638.28	-

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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 TECHNICIAN	117,787.01	-	-	13,373.39	11,199.60
		GAS ENG SENIOR BUSINESS REP	127,288.48	-	-	33,261.83	6,110.33
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	140,760.84	-	-	2,000.00	7,247.52
		GAS ENG MANAGER/SR MANAGER	184,426.70	31,410.07	-	5,200.00	6,643.94
		ELEC ENG ESTIMATOR	12,586.62	-	-	205.90	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,074.95	-	-	108,235.59	836.08
		SHARED SVS SUPERVISOR/CHIEF/EX AST	46,428.57	-	-	270.44	1,780.68
		ELEC ENG ENGINEER	148,618.38	-	-	71,657.90	-
		ELEC OPS ENGINEER	194,790.00	21,793.30	-	30,312.29	10,941.75
		OPERATIONS SUPERVISOR	161,171.88	15,468.64	-	70,120.82	1,345.62
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	6,871.57	105.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	112,781.78	9,396.80	-	25,385.46	39,576.01
		HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	155,576.45	29,796.10	-	99,548.19	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.40	-	-	16,939.67	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	23,360.40	-	-	43,970.98	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	126,502.93	-	-	22,371.80	315.00
		GENERATION SUPERVISOR	211,446.48	26,736.20	-	58,434.23	14,339.28
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	32,745.60	-	-	50,159.80	-
		GAS ENG ENGINEER	141,197.96	15,723.63	-	300.00	855.39
		ELEC OPS ELECTRICIAN	127,738.50	-	-	32,514.40	-
		IT ARCHITECT EXP/PRN	80,666.67	-	-	30,000.00	2,365.46
		GAS ENG TECHNICIAN	122,018.32	-	-	4,526.28	912.46
		ELEC ENG ENGINEER	139,596.00	14,696.03	-	1,448.58	3,861.34
		GENERATION MANAGER	226,500.00	33,995.74	-	40,284.00	904.11
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,515.75	-	-	157,195.81	4,967.90
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	129,176.22	-	-	70,343.60	-
		ELEC OPS LINEMAN/LINEMAN	134,697.52	-	-	84,807.00	-
		IT DATA SCIENTIST SR/EXP/PRN	88,457.76	-	-	21,000.00	84.00
		ELEC OPS ELECTRICIAN	116,602.58	-	-	32,715.09	-
		ENG PLNG & STRAT MANGER/SR MANAGER	132,480.00	15,868.82	-	2,200.00	1,729.08
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	151,109.64	18,055.31	-	4,232.00	28.00
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	201,801.80	36,439.37	-	7,968.80	573.62
		ELEC OPS LINEMAN/LINEMAN	138,918.59	-	-	120,554.17	445.26
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	143,234.89	-	-	18,000.00	6,025.68
		IT SERVICE MNGR/ADMINSTRTR	138,466.08	16,541.35	-	7,191.94	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,175.45	6,450.55	-	-	3,676.47
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	215,989.00	35,044.61	11,863.60	1,057.91	1,059.00
		GAS ENG ENGINEER	150,317.10	17,486.91	-	-	8,459.92
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,439.88	17,023.10	-	9,022.45	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,739.16	-	-	20,000.00	1,000.00
		OPERATIONS SUPERVISOR	124,598.00	13,611.46	-	518.58	12,055.75
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,353.62	-	-	44,663.98	-
		HR ECO EA/SR EA/INSTRCT/SRV MECHANIC	139,164.56	16,305.62	-	8,815.58	494.84
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	116,006.88	28,822.12	-	-	-
		GENERATION ELECTRICIAN	128,885.74	-	-	133,737.11	11,462.69
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	139,220.80	15,335.97	-	-	817.77
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	29,272.73	-	-	-	166.45
		ELEC ENG SUPERVISOR	239,763.38	30,463.55	-	22,372.80	1,053.07
		GAS OPS CONST/PRGM/PRJCT MANAGER	171,393.80	30,300.09	-	2,000.00	4,613.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	196,904.74	32,823.06	16,109.52	1,000.00	346.65
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	132,223.12	12,456.64	-	2,479.69	1,310.79
		OPERATIONS INSPECTOR/LEAD INSPECTOR	174,061.39	-	-	267,710.72	101.66
		ELEC ENG MANAGER/SR MANAGER	184,788.42	34,865.99	-	2,096.00	4,441.19
		OPERATIONS TECHNICIAN	144,805.37	-	-	33,712.18	-
		GEN CNSL & ETHICS COMP ASTN CORP SEC/CHIEF/SR EX AST	112,296.72	31,050.68	11,863.60	-	896.62
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	172,540.66	28,273.46	-	-	287.46
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	141,977.04	14,911.10	-	-	2,149.38
		ELEC OPS SUPERVISOR	153,174.58	-	-	94,581.62	6,267.13
		ELEC OPS LINEMAN/LINEMAN	129,494.97	-	-	198,235.42	56.07
		OPERATIONS INSPECTOR/LEAD INSPECTOR	126,148.25	-	-	162,103.67	-
		OPERATIONS MACHINIST	118,764.10	-	-	10,881.47	196.43
		IT INVESTIGATOR SR/EXP	125,906.60	13,520.05	-	750.00	2,152.59
		ELEC ENG ENGINEER	120,383.50	12,678.49	-	1,648.05	3,919.11
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	150,274.36	16,988.05	-	-	-
		ELEC ENG TECHNICIAN	172,989.92	-	-	38,325.08	-
		ELEC ENG TECHNICIAN	172,732.00	-	-	35,297.82	-

PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
 RATE OF \$125,000 - \$249,999 PER ANNUM  
 FOR THE YEAR ENDED DECEMBER 31, 2023

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	129,110.78	-	-	228,905.81	-
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	223,571.30	51,893.01	18,981.76	1,500.00	13,884.23
		ELEC OPS FOREMAN	153,409.76	-	-	217,395.60	-
		ELEC OPS LINEMAN	45,312.16	-	-	-	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	10,714.29	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,591.40	16,974.56	-	3,304.71	1,061.52
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	182,000.04	25,527.24	-	16,735.68	4,196.64
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	140,951.54	13,757.63	-	2,360.41	2,258.00
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	167,272.76	27,302.57	-	550.00	4,707.35
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,363.85	22,152.72	-	34,031.70	675.00
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	80,386.29	-	-	34,966.25	-
		SUPPLY CHAIN MATERIALS CONT MNGR	154,448.91	17,830.38	-	2,250.00	531.44
		GAS OPS CONST/PRGM/PRJCT MANAGER	134,695.79	12,630.99	-	500.00	5,095.90
		ELEC OPS SUPERVISOR	144,128.30	18,631.38	-	48,698.64	-
		SHARED SVS LAND TECH/LEAD LAND TECH	127,704.00	14,024.36	-	-	385.00
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	141,408.00	15,279.19	-	-	420.00
		ELEC ENG ENGINEER	124,880.00	13,092.58	-	986.76	1,460.83
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	196,002.00	-	-	3,450.00	4,953.51
		GAS OPS ENGINEER	144,065.86	-	-	24,055.83	3,976.08
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	104,096.65	-	-	750.00	4,741.05
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	127,850.88	5,607.91	-	33,479.85	2,049.66
		SHARED SVS MANAGER/SR MANAGER	207,447.74	36,414.91	-	9,644.65	1,306.62
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	88,784.20	15,103.57	-	5,405.72	210.00
		ELEC OPS ELECTRICIAN	130,124.96	-	-	55,628.02	258.34
		GENERATION CREW LEADER/CONTROL LEAD	154,971.48	-	-	173,885.05	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	163,017.64	29,657.80	-	16,386.52	6,174.46
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	153,823.56	17,113.43	-	-	378.00
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	184,636.80	32,219.51	-	1,500.00	4,613.56
		ELEC ENG ENGINEER	183,600.00	20,223.27	-	12,181.26	6,960.78
		IT ANALYST/SPECIALIST SR/EXP/PRN	64,821.43	-	-	15,000.00	486.93
		IT ENGINEER SR/EXP/PRN	139,827.54	15,779.57	-	-	-
		ELEC OPS LINEMAN	138,929.36	-	-	138,790.48	1,729.75
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EXP/PR/CHF	185,630.18	29,180.05	-	2,090.96	692.94
		ELEC OPS BUSINESS LIAISON	132,744.21	-	-	59,974.53	-
		GAS ENG ENGINEER	177,790.96	20,096.09	-	2,470.60	2,564.24
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	134,687.10	13,693.06	-	2,000.00	357.53
		IT DATA SCIENTIST SR/EXP/PRN	165,432.38	21,863.94	-	-	-
		ELEC ENG ENGINEER	192,732.00	21,262.83	-	400.00	573.02
		ELEC ENG MANAGER/SR MANAGER	213,977.28	35,786.42	18,419.80	1,000.00	5,797.26
		ELEC OPS CREW LEAD/LEADER	10,174.13	-	-	65,840.20	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	209,577.72	39,619.26	27,973.12	-	5,617.97
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	184,167.14	31,318.09	-	-	420.00
		GAS OPS OPERATOR	124,996.16	-	-	63,875.24	66.25
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	154,931.00	17,470.07	-	1,948.18	2,972.50
		SHARED SVS MANAGER/SR MANAGER	149,668.13	28,200.50	-	2,537.21	1,415.52
		GAS OPS ENGINEER	140,564.85	-	-	64,980.99	1,327.85
		ELEC OPS CREW LEAD/LEADER	139,017.30	-	-	27,470.96	-
		ENG PLNG & STRAT MANGER/SR MANAGER	151,769.37	18,247.43	-	5,600.00	1,282.96
		IT MANAGER/SR MANAGER	217,688.20	9,759.61	-	-	2,370.57
		ELEC OPS LINEMAN	119,545.02	-	-	-	-
		GAS ENG ENGINEER	167,043.90	21,896.05	-	4,494.50	6,166.12
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	124,440.00	13,074.76	-	334.05	390.50
		GAS ENG ESTIMATOR/SCHEDULER	134,396.11	-	-	30,879.05	811.98
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	120,510.19	-	-	23,782.15	438.85
		ELEC ENG ENGINEER	214,488.00	23,663.83	-	7,149.37	3,182.06
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	159,242.97	18,090.31	-	16,394.92	1,080.31
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	148,984.04	5,910.00	-	-	653.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	136,001.56	14,762.07	-	1,000.00	585.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	8,533.10	11,038.76	-	26,903.89	-
		ELEC ENG MAPPING TECH	129,814.21	-	-	12,052.33	420.00
		OPERATIONS TECHNICIAN	133,866.21	-	-	50,446.63	-
		IT MANAGER/SR MANAGER	196,084.00	32,795.27	32,796.61	5,000.00	561.58
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	186,191.30	31,572.52	-	500.00	999.93
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	159,999.96	14,451.56	-	5,344.34	1,439.46
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	174,393.00	31,134.57	-	1,300.00	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EXP/PR/CHF	131,701.98	14,300.59	-	2,625.00	1,039.61

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 ANALYST/COOR/CONST/SPEC SR/EXP/PRN	160,237.24	18,114.33	-	928.92	1,251.17
		SHARED SVS BIOLOGIST	151,178.00	15,884.63	-	7,873.60	1,911.85
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	218,294.32	49,763.97	415,254.51	-	495.20
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	211,013.08	33,658.79	37,219.54	5,000.00	558.57
		GENERATION TECHNICIAN	24,724.00	-	-	43,604.12	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,583.46	14,415.08	-	-	118.35
		ELEC OPS SUPERVISOR	198,597.10	29,332.19	15,892.60	58,911.94	130.00
		ELEC OPS TECHNICIAN	119,991.20	-	-	99,394.62	3,856.24
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,729.91	-	-	57,418.18	-
		GAS ENG ENGINEER	130,249.94	-	-	36,950.13	-
		GAS ENG TECHNICIAN	120,839.41	-	-	5,140.70	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	173,380.28	21,424.54	-	7,500.00	5,535.08
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	136,932.36	15,427.19	-	2,000.00	3,126.73
		ELEC ENG TECHNICIAN	156,300.96	-	-	32,482.10	-
		ELEC OPS SUPERVISOR	159,812.50	29,423.68	-	65,958.30	161.14
		ELEC OPS LINEMAN	111,189.13	-	-	190,382.96	125.15
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	166,982.80	20,298.13	-	17,227.02	4,413.24
		SAFETY RISK DIRECTOR	212,442.49	32,970.89	13,814.85	2,465.40	30,372.82
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,069.87	-	-	47,582.07	-
		SHARED SVS LAND AGENT/CONSLT	146,167.62	16,435.04	-	3,500.00	145.98
		ENVIRONMENTAL HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	138,000.00	13,479.72	-	5,638.91	5,642.32
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	172,074.62	29,715.63	-	1,000.00	-
		ELEC ENG ENGINEER	172,212.00	18,895.57	-	6,733.45	983.77
		ENVIRONMENTAL HEALTH & SAFETY MANAGER/SR MANAGER	209,835.78	36,514.50	37,401.56	-	1,190.65
		GAS ENG ESTIMATOR	117,330.39	-	-	1,577.13	1,869.30
		GENERATION OPERATOR	140,912.43	-	-	62,767.59	-
		ENERGY POLICY & PROC MANAGER/SR MANAGER	212,517.62	34,251.65	25,678.45	1,500.00	421.59
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	150,318.78	16,875.39	-	1,161.92	778.43
		SHARED SVS ENGINEER	141,555.30	15,920.16	-	845.74	8,215.07
		GENERATION PLANNER	136,055.90	-	-	55,809.48	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	141,137.81	-	-	144,817.56	324.25
		GENERATION OPERATOR	141,077.43	-	-	63,213.42	144.90
		ELEC OPS LINEMAN	136,141.44	-	-	232,779.94	-
		GENERATION SUPERVISOR	177,213.14	23,951.37	-	48,059.71	1,769.04
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	56,785.71	-	-	1,300.00	683.88
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,227.51	-	-	66,095.60	-
		SHARED SVS LAND AGENT/CONSLT	169,828.38	28,643.09	-	5,174.42	16,695.14
		ELEC OPS LINEMAN	114,117.78	-	-	122,076.24	2,597.82
		ELEC ENG ENGINEER	147,894.28	-	-	10,867.53	-
		ELEC OPS FOREMAN	140,506.43	-	-	72,925.84	-
		SHARED SVS LAND AGENT/CONSLT	142,555.64	-	-	38,860.30	579.98
		GENERATION WRITER	189,864.00	20,946.91	-	37,891.91	-
		IT SERVICE MNGR/ADMINSTRTR	142,598.88	17,277.13	-	4,832.15	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,917.34	-	-	143,106.51	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,801.43	-	-	36,168.37	1,280.00
		OPERATIONS SUPERVISOR	106,285.98	11,092.22	-	2,009.91	2,813.87
		ELEC ENG ENGINEER	141,259.15	-	-	171,574.30	420.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	135,834.57	-	-	257,923.45	27,358.06
		ELEC OPS SYSTEM OPERATOR/LEAD	171,907.26	-	-	144,762.19	9,191.93
		GAS OPS PRGM/PROJ MANAGER	172,212.00	19,949.15	-	27,717.76	4,082.23
		SHARED SVS LAND AGENT/CONSLT	160,391.92	17,884.15	-	3,402.00	3,163.64
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	137,402.48	-	-	51,994.30	-
		ELEC OPS ENGINEER	50,433.39	-	-	-	543.86
		ELEC OPS CREW LEAD/LEADER	184,603.09	-	-	172,944.99	-
		ELEC OPS FOREMAN	116,208.04	-	-	212,989.36	-
		ELEC OPS CREW LEAD/LEADER	147,186.70	-	-	18,690.08	-
		ELEC OPS MANAGER/SR MANAGER	190,249.98	30,365.09	30,486.33	23,000.00	173.69
		GAS ENG ENGINEER	189,607.82	22,120.55	-	750.00	1,221.72
		GAS ENG SUPERVISOR	168,307.54	20,879.38	-	55,552.37	210.00
		GENERATION TECHNICIAN	146,727.20	-	-	75,744.51	-
		GENERATION TECHNICIAN	28,256.00	-	-	36,019.77	-
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	181,249.92	30,598.54	25,740.89	6,000.00	420.57
		GAS ENG ENGINEER	167,083.51	-	-	110,719.84	420.00
		GENERATION AUDITOR/INVESTIGATOR SR/EX	140,770.89	14,715.39	-	8,437.63	2,925.59
		SHARED SVS LAND PLANNER/SURVEYOR	97,044.50	-	-	4,765.35	3,020.22
		ELEC ENG ENGINEER	2,219.25	19,859.46	-	3,337.19	-

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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	26,711.50	-	-	15,489.71	290.82
		FINANCE DIRECTOR	240,492.16	56,504.42	434,625.11	5,930.88	7,208.78
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	110,586.51	17,364.01	-	11,682.70	361.98
		ELEC OPS CREW LEAD/LEADER	140,578.07	-	-	2,879.29	650.18
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	192,030.94	32,051.31	11,863.60	-	11,809.60
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	200,564.16	37,971.67	67,942.22	5,290.32	10,322.57
		SHARED SVS LAND PLANNER	129,639.90	13,516.82	-	1,515.08	3,851.34
		SHARED SVS MANAGER/SR MANAGER	180,833.36	30,660.00	-	1,950.00	1,598.86
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	133,308.80	-	-	10,003.53	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,250.20	14,869.04	-	-	432.54
		ELEC OPS TECHNICIAN	132,723.05	-	-	53,795.70	6,120.43
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	192,732.00	21,262.83	-	30,195.66	2,033.77
		ELEC OPS ELECTRICIAN	129,038.32	-	-	65,217.49	-
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR EXP/PRN	127,725.48	13,963.00	-	1,261.49	6,039.36
		GAS OPS COOR/REP/STRAT SR/EX/PRN	154,689.62	18,289.42	-	1,946.85	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	139,372.96	14,775.25	-	-	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	140,847.75	-	-	59,595.10	1,212.44
		ELEC OPS ELECTRICIAN	130,541.88	-	-	-	-
		ELEC OPS LINEMAN	141,621.21	-	-	287,017.02	2,245.23
		GAS ENG TECHNICIAN	120,386.83	-	-	15,487.79	-
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	172,813.80	29,090.02	11,504.57	1,000.00	208.88
		GAS ENG ENGINEER	211,984.94	29,060.90	-	2,000.00	2,451.94
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	182,966.60	32,806.55	-	-	1,833.27
		ELEC ENG TECHNICIAN	130,602.18	-	-	8,513.19	1,758.28
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	184,307.86	32,403.87	-	2,200.00	2,707.54
		ELEC OPS LINEMAN	-	-	-	4,687.92	-
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	159,414.09	27,375.89	-	-	178.19
		CUSTOMER & COMMS MANAGER/SR MANAGER	167,346.64	28,034.18	-	6,100.00	2,327.05
		OPERATIONS MANAGER/SR MANAGER	180,000.00	28,217.40	-	4,000.00	15,047.85
		SHARED SVS BIOLOGIST	150,048.00	15,453.70	-	400.00	3,486.94
		ELEC OPS LINEMAN	135,619.58	-	-	283,384.35	-
		GAS OPS MECHANIC/WELDER	110,715.98	-	-	48,858.01	665.51
		ELEC ENG ELECTRICIAN	131,723.91	-	-	38,897.58	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,755.76	-	-	3,477.90	-
		GENERATION TECHNICIAN	145,073.84	-	-	68,255.59	-
		GENERATION TECHNICIAN	142,375.60	-	-	28,925.49	-
		GAS OPS FITTER	107,049.59	-	-	54,076.42	883.14
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	184,708.34	32,410.69	-	1,250.00	315.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	149,863.36	-	-	101,371.44	-
		ELEC OPS LINEMAN	132,192.56	-	-	143,137.81	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	132,987.64	14,422.46	-	8,305.18	4,548.21
		OPERATIONS PRJ MNGR/PLNR/REPAIR PRSN/OP	183,600.00	20,125.26	-	88.27	2,830.97
		ELEC OPS LINEMAN	135,999.04	-	-	196,540.03	-
		ELEC OPS ELECTRICIAN	122,151.33	-	-	65,817.17	-
		GENERATION TECHNICIAN	140,565.53	-	-	66,914.55	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,747.20	-	-	30,570.42	-
		SUPPLY CHAIN MATERIALS DIRECTOR	247,446.98	55,041.22	435,108.79	6,799.67	2,626.58
		GENERATION ENGINEER	198,468.00	21,896.05	-	38,284.35	1,594.36
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	146,926.44	16,689.09	-	14,137.77	1,413.18
		GENERATION TECHNICIAN	26,843.20	-	-	44,938.43	-
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	127,632.00	14,066.02	-	747.36	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	95,879.24	-	-	47,300.63	-
		GAS ENG ENGINEER	136,529.26	15,008.57	-	-	666.00
		GAS OPS ENGINEER	132,009.70	-	-	39,986.48	485.93
		ELEC ENG ENGINEER	141,860.00	14,635.08	-	709.06	2,203.82
		GAS ENG ENGINEER	168,624.00	18,543.17	-	30,146.48	7,714.19
		SUPPLY CHAIN MATERIALS DIRECTOR	236,003.14	52,119.81	436,616.39	12,800.00	4,774.53
		ELEC ENG ENGINEER	202,380.00	23,922.16	-	8,002.76	2,592.29
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	158,758.00	15,481.51	-	659.36	1,825.18
		IT ENGINEER SR/EX/PRN	13,730.16	-	-	-	-
		ELEC OPS ELECTRICIAN	131,762.80	-	-	108,094.22	167.68
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	150,528.02	17,000.47	-	1,000.00	350.00
		ELEC ENG ENGINEER	225,192.00	24,845.10	-	11,448.39	218.00
		GAS OPS ENGINEER	116,007.20	-	-	53,264.06	862.00
		ELEC OPS ENGINEER	201,886.00	23,384.75	-	42,165.67	1,502.53
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	220,680.00	23,439.31	-	1,375.24	3,211.47



PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
 RATE OF \$125,000 - \$249,999 PER ANNUM  
 FOR THE YEAR ENDED DECEMBER 31, 2023

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GENERATION ENGINEER	183,600.00	-	-	12,116.80	800.00
		ELEC ENG ENGINEER	198,468.00	21,896.05	-	-	5,094.92
		GAS OPS ENGINEER	135,146.52	-	-	10,421.92	136.04
		ELEC ENG ENGINEER	192,516.00	20,952.41	-	4,316.33	1,003.80
		GENERATION ENGINEER	198,468.00	21,896.05	-	34,157.76	2,857.61
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	163,062.12	18,043.46	-	3,824.52	2,114.28
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	163,127.24	26,811.34	-	2,000.00	1,177.14
		GAS ENG SENIOR BUSINESS REP	131,968.56	-	-	39,508.54	5,154.70
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	165,441.44	28,446.86	-	1,250.00	70.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	167,911.50	23,418.32	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,259.58	14,800.92	-	-	2,493.36
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	101,527.52	-	-	69,175.12	-
		ELEC ENG SUPERVISOR	216,692.84	27,906.87	-	15,558.55	4,280.87
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	16,956.86	-	350.00	1,565.26
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	136,798.00	15,480.85	-	900.00	2,662.09
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	127,204.14	15,777.73	-	1,829.64	1,639.94
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	179,461.89	-	-	301,478.99	181.54
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	171,063.36	25,734.10	-	7,697.85	2,127.85
		OPERATIONS MANGER/SR MANAGER	159,716.64	24,138.64	-	6,511.34	2,634.03
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	117,496.04	-	-	28,592.05	6,484.56
		IT DIRECTOR/SR DIRECTOR	244,984.78	42,121.76	42,271.88	187.95	5,272.91
		ELEC OPS FOREMAN	157,456.10	-	-	109,396.41	-
		ELEC OPS LINEWORKER/LINEMAN	140,884.84	-	-	102,935.80	19.79
		ELEC ENG SHOP LEADER/TESTER/MACHINIST	132,327.01	-	-	36,337.01	-
		IT SERVICE MNGR/ADMINSTRTR	132,299.03	17,239.45	-	977.55	1,888.49
		ELEC ENG ENGINEER	214,488.00	23,663.83	-	43,058.38	2,404.92
		ELEC OPS FOREMAN	130,123.87	-	-	65,240.53	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	198,339.12	31,207.50	27,973.12	1,000.00	905.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	171,205.60	25,180.05	-	2,620.00	224.00
		IT SUPERVISOR	153,040.64	17,116.68	-	2,500.00	1,915.99
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,006.40	-	-	39,166.05	960.00
		ELEC OPS LINEWORKER/LINEMAN	130,568.07	-	-	81,373.54	855.92
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	112,473.23	15,027.15	-	-	-
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	170,156.30	27,462.60	-	1,750.00	958.82
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	202,635.34	34,550.51	-	2,076.93	2,784.62
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	185,179.60	30,287.20	-	250.00	2,585.81
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	150,634.24	16,930.58	-	9,727.62	2,516.23
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	149,949.88	16,935.19	-	1,950.00	6,183.89
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	42,384.64	-	-	-	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	181,588.96	30,887.76	-	-	739.89
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	20,686.36	-	-	-	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	26,604.90	-	-	31,748.90	-
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	127,329.18	15,171.05	-	45,823.70	1,300.60
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER-CHF	201,388.67	34,223.21	-	3,000.00	671.51
		ELEC ENG SUPERVISOR	142,465.47	19,538.30	-	2,459.57	3,526.19
		GAS ENG ENGINEER	168,513.34	17,448.61	-	362.46	1,297.83
		ELEC OPS CONSLT/PLANNER	104,006.25	14,372.26	-	20,960.12	5,126.14
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	220,933.28	35,808.93	13,814.85	6,400.00	5,583.82
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	145,426.60	16,665.85	-	1,500.00	-
		GAS OPS MANAGER/SR MANAGER	227,261.12	40,409.03	35,169.33	2,500.00	385.00
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	132,591.11	-	-	70,584.60	754.49
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	141,072.00	15,563.90	-	317.82	1,200.56
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	215,388.00	36,067.84	39,633.79	4,250.00	5,345.91
		GAS OPS INVESTIGATOR	120,628.44	14,781.44	-	4,387.30	10,434.63
		ELEC OPS SUPERVISOR	192,098.94	28,272.13	-	67,524.11	5,745.20
		ELEC OPS DIRECTOR/SR DIRECTOR	214,298.75	37,708.56	30,486.33	5,000.00	28,755.29
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	157,007.80	19,828.08	-	2,189.28	4,937.16
		GAS OPS TECHNICIAN	135,944.56	-	-	82,445.78	1,414.78
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,234.72	16,371.14	-	500.00	-
		GAS ENG ESTIMATOR/SCHEDULER	132,402.69	-	-	21,470.54	4,144.40
		ELEC OPS LINEWORKER/LINEMAN	182,063.44	-	-	238,404.40	-
		ELEC OPS SUPERVISOR	164,981.72	19,081.95	-	13,167.25	5,259.95
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	128,632.15	-	-	54,117.25	1,503.24
		ELEC OPS FOREMAN	153,079.04	-	-	66,243.36	128.63
		OPERATIONS ENGINEER/ELECTRICIAN	127,852.80	-	-	53,442.76	2,689.52
		FINANCE EX AST/SR EX AST/PLNR/ENG	236,165.64	51,210.80	403,328.47	5,000.00	1,844.85

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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)
		FINANCE MANAGER/SR MANAGER	187,974.96	25,222.87	-	2,000.00	4,680.86
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,573.56	-	-	5,676.72	-
		IT DIRECTOR/SR DIRECTOR	223,799.62	37,364.48	28,051.17	-	24,380.50
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,000.04	-	-	13,024.40	8,680.74
		ELEC OPS WORKING LEADER	136,901.28	-	-	99,669.89	-
		ELEC OPS LINeworker/LINEMAN	11,155.35	-	-	8,438.59	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	149,671.18	24,815.36	-	11,140.08	2,471.11
		GAS ENG SENIOR BUSINESS REP	134,087.37	-	-	48,591.45	4,759.92
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	52,773.06	-	-	16,212.46	-
		OPERATIONS ENGINEER/ELECTRICIAN	123,257.52	-	-	7,269.22	3,291.44
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,033.52	18,520.31	-	-	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	148,451.50	10,889.04	-	36,519.13	3,085.58
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	212,305.88	35,418.44	23,368.17	-	385.00
		ELEC OPS CREW LEAD/LEADER	147,529.49	-	-	166,645.23	-
		ELEC OPS LINeworker/LINEMAN	124,412.73	-	-	56,602.30	-
		ELEC OPS LINeworker/LINEMAN	146,384.15	-	-	115,500.02	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	215,649.18	39,255.42	11,504.57	31,754.24	9,390.13
		IT DIRECTOR/SR DIRECTOR	223,427.22	35,619.59	91,310.39	3,750.00	30,678.14
		ELEC ENG MANAGER/SR MANAGER	180,030.48	23,963.15	-	-	2,295.57
		GAS OPS FOREMAN/LEADER/CREW LEADER	127,834.01	-	-	150,277.81	10,535.91
		GAS OPS ELEC LOCATOR	124,533.32	-	-	91,551.14	-
		ELEC OPS LINeworker/LINEMAN	120,746.55	-	-	105,774.85	-
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	181,969.68	23,946.32	-	52,654.06	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	136,975.24	-	-	103,587.29	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	154,512.00	17,047.35	-	5,738.89	385.00
		ELEC ENG ENGINEER	88,157.14	-	-	10,000.00	1,696.55
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	147,726.00	15,493.11	-	5,744.21	2,783.24
		GAS ENG ESTIMATOR/SCHEDULER	135,245.42	-	-	137,031.35	475.40
		ELEC OPS INSPECTOR/LEAD INSPECTOR	157,676.60	-	-	178,764.75	200.48
		ELEC OPS TECHNICIAN	134,330.02	-	-	16,360.92	579.31
		OPERATIONS MANGER/SR MANAGER	150,542.09	27,771.59	-	3,000.00	2,878.47
		GAS ENG ENGINEER	142,993.39	-	-	33,573.21	3,693.10
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	125,607.74	14,091.04	-	750.00	485.48
		OPERATIONS MANGER/SR MANAGER	202,333.30	34,437.31	-	-	33,212.78
		ELEC OPS SUPERVISOR	181,025.44	24,484.25	15,892.60	29,175.50	1,636.95
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	160,640.62	18,216.33	-	1,485.86	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	142,175.08	-	-	111,704.06	3,899.54
		GAS ENG ESTIMATOR/SCHEDULER	137,274.68	-	-	896.84	446.86
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	162,186.40	18,133.99	-	20.00	713.73
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	175,664.54	29,903.72	-	5,300.00	970.83
		GAS OPS MANAGER/SR MANAGER	189,192.04	31,921.49	-	3,661.60	6,004.74
		IT MANAGER/SR MANAGER	198,367.56	34,974.48	23,368.17	3,000.00	1,589.28
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	163,962.96	21,137.78	-	-	480.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	9,389.55	-	-	109,734.43	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	138,161.35	-	-	101,033.91	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,498.85	-	-	175,415.86	30.00
		ELEC ENG ENGINEER	202,380.00	22,346.45	-	51,433.25	1,867.22
		GAS OPS MECHANIC/WELDER	126,960.32	-	-	31,928.84	178.82
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	514.97	15,795.10	-	3,263.42	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	212,027.20	37,660.98	34,950.79	16,800.00	10,590.95
		GAS ENG SUPERVISOR	193,045.80	26,773.07	-	1,500.00	2,831.75
		IT DIRECTOR/SR DIRECTOR	243,503.22	57,036.63	427,193.26	8,500.00	6,371.06
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	11,180.80	-	-	1,135.93	-
		ENERGY PLCY & PROC SCHEDULER/TRADER/LIAISON SR/EXP	151,218.60	16,369.72	-	300.00	1,396.82
		GENERATION ENGINEER	128,333.36	-	-	29,435.07	1,266.02
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	135,307.93	13,913.44	-	1,000.00	210.00
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	166,540.00	18,184.67	-	30,901.51	169.00
		FINANCE DIRECTOR	244,522.60	58,853.48	76,660.71	5,377.00	986.53
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	178,504.76	20,111.56	-	56,336.98	-
		OPERATIONS CONST/NOTF/PRGM/PRJCT MANAGER	146,513.85	18,558.99	-	4,130.50	10,172.89
		GAS OPS FITTER	127,539.87	-	-	89,041.91	-
		ELEC OPS ENGINEER	146,512.00	13,977.27	-	3,264.32	11,318.84
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	167,548.32	27,644.47	-	3,400.00	3,305.19
		GENERATION PLANNER	154,892.94	19,080.18	-	94,279.81	4,434.90
		ELEC OPS MACHINIST/WELDER	97,091.60	-	-	30,568.32	-
		FINANCE DIRECTOR	208,431.72	42,676.10	78,764.84	1,000.00	5,069.15

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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 TECHNICIAN	147,418.38	-	-	52,229.11	-
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	216,916.16	28,127.55	-	-	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	145,491.92	-	-	95,430.30	-
		SHARED SVS BIOLOGIST	151,545.94	19,008.03	-	-	3,739.48
		GAS OPS TECHNICIAN	139,814.04	-	-	58,771.02	944.43
		ENT HEALTH & SAFETY SUPERVISOR/REP	180,115.06	31,655.15	-	35,119.34	5,013.48
		ELEC OPS LINEWORKER/LINEMAN	139,629.73	-	-	75,232.50	892.31
		GAS OPS COOR/REP/STRAT SR/EX/PRN	128,330.27	-	-	69,703.75	938.73
		ELEC OPS MACHINIST/WELDER	125,713.44	-	-	3,547.44	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	60,252.73	55,313.36	431,582.57	30,470.87	-
		ELEC OPS LINEWORKER/LINEMAN	141,976.12	-	-	139,753.47	-
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	159,999.96	34,925.22	-	2,076.84	4,987.67
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	141,999.96	15,231.00	-	1,979.83	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,954.34	-	-	34,284.30	595.41
		ELEC OPS CREW LEAD/LEADER	141,804.00	-	-	42,738.97	-
		GAS OPS ENGINEER	126,413.91	-	-	39,200.28	34,616.35
		ELEC OPS LINEWORKER/LINEMAN	136,242.65	-	-	171,470.93	603.47
		ELEC OPS TECHNICIAN	196,106.89	-	-	212,106.85	-
		GAS ENG ENGINEER	156,630.85	-	-	148,708.76	960.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,931.00	-	-	243,834.93	-
		IT SERVICE MNGR/ADMINSTRTR	119,308.53	17,705.21	-	18,396.75	716.94
		ELEC ENG MANAGER/SR MANAGER	226,571.36	37,463.77	13,814.85	-	8,146.73
		GAS OPS OPERATOR	116,119.40	-	-	47,994.53	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	145,087.23	-	-	91,457.07	1,054.53
		GAS ENG TECHNICIAN	130,468.79	-	-	6,758.89	558.38
		CUSTOMER & COMMS MANAGER/SR MANAGER	211,575.00	37,366.90	-	9,814.22	620.33
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,086.13	-	-	149,970.21	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	24,862.40	-	-	45,640.60	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	37,272.73	-	-	-	1,105.48
		IT SUPERVISOR	178,728.92	20,775.55	-	353.92	1,679.58
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,363.51	-	-	221,371.76	-
		ELEC OPS TECHNICIAN	137,210.35	-	-	72,795.73	121.90
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	98,426.47	12,664.98	-	5,000.00	5,257.79
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,049.27	-	-	162,630.66	150.39
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	137,571.62	15,451.53	-	820.00	385.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	83,521.88	-	-	338,833.85	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	154,466.44	17,370.82	-	2,017.98	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	128,489.46	-	-	8,751.84	-
		ELEC OPS TECHNICIAN	121,237.84	-	-	135,793.26	18.52
		GAS OPS SUPERVISOR	144,630.40	19,426.18	-	72,908.27	624.83
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,193.40	16,088.97	-	1,182.10	4,862.48
		ELEC ENG ENGINEER	100,834.42	-	-	37,991.21	865.57
		ELEC OPS MANAGER/SR MANAGER	187,988.32	34,604.29	-	21,000.00	2,140.56
		GENERATION PLANNER	43,646.52	15,496.09	-	38,179.98	192.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,807.43	-	-	178,601.53	-
		GAS ENG ENGINEER	150,054.52	-	-	17,895.04	2,353.77
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	180,804.24	31,301.93	11,504.57	500.00	2,290.91
		OPERATIONS INSPECTOR/LEAD INSPECTOR	144,980.76	-	-	75,525.12	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	128,005.16	4,000.23	-	4,993.59	1,369.26
		GAS OPS SUPERVISOR	13,903.84	23,996.51	-	41,001.96	-
		ELEC OPS TECHNICIAN	154,936.59	-	-	29,836.70	1,016.59
		GENERATION SUPERVISOR	209,264.80	28,498.84	-	82,297.74	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	128,641.64	13,701.68	-	-	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	26,868.05	-	-	2,837.68	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	29,507.57	-	-	2,500.00	200.74
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	130,908.70	-	-	20,000.00	563.74
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	148,178.80	5,471.33	-	1,100.00	878.80
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	124,687.68	12,181.41	-	-	1,193.11
		ELEC ENG MANAGER/SR MANAGER	240,722.76	39,743.23	43,848.49	4,000.00	1,477.53
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,356.20	-	-	61,517.25	-
		GENERATION SUPERVISOR	15,256.24	-	-	17,000.56	-
		GAS OPS TECHNICIAN	132,481.48	-	-	30,703.51	-
		FINANCE MANAGER/SR MANAGER	173,570.38	27,490.13	-	5,442.00	-
		ELEC OPS LINEWORKER/LINEMAN	146,867.24	-	-	145,071.96	757.44
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	148,939.88	17,513.40	-	1,026.04	431.51
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	222,292.10	53,633.98	58,499.16	6,846.75	39,211.36

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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)
		OPERATIONS TECHNICIAN	158,943.75	-	-	42,767.67	6,283.22
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	179,800.00	26,801.22	-	-	6,164.86
		GAS ENG ENGINEER	159,607.09	-	-	33,723.93	6,351.62
		GAS OPS TECHNICIAN	132,254.75	-	-	149.30	-
		GAS OPS SUPERVISOR	136,454.12	15,389.98	-	2,142.56	786.67
		IT TECHNICIAN	38,609.33	-	-	6,095.52	-
		ELEC OPS TECHNICIAN	138,215.34	-	-	30,972.37	-
		GAS OPS PRGM/PROJ MANAGER	180,816.00	20,945.77	-	18,072.86	3,143.53
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	202,782.38	35,878.49	27,030.56	2,000.00	880.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	160,535.25	21,440.12	-	1,500.00	420.00
		ELEC OPS TECHNICIAN	172,732.00	-	-	11,351.40	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	158,818.34	20,332.90	-	50.00	3,345.63
		ELEC OPS SYSTEM OPERATOR/LEAD	126,624.34	-	-	141,045.86	-
		ELEC ENG ENGINEER	124,540.00	8,132.95	-	275.00	5,157.98
		ELEC ENG TECHNICIAN	162,486.03	-	-	37,455.63	-
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	124,926.25	14,348.12	-	1,561.13	560.00
		ELEC OPS LINEMAN/LINEMAN	41,535.24	-	-	81,746.76	-
		GENERATION TECHNICIAN	19,740.30	-	-	22,332.47	-
		GAS ENG ENGINEER	166,235.01	-	-	44,779.13	637.22
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	127,199.60	-	-	24,003.85	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	56,923.20	-	-	18,937.76	-
		SHARED SVS MANAGER/SR MANAGER	167,036.46	28,172.20	-	1,693.12	8,415.96
		ELEC OPS SUPERVISOR	165,000.00	22,095.96	-	42,327.41	-
		SHARED SVS BIOLOGIST	137,036.00	14,399.34	-	2,693.84	4,269.58
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,006.26	18,366.11	-	-	948.07
		ELEC OPS LINEMAN/LINEMAN	123,381.95	-	-	132,574.42	6,566.54
		ELEC OPS SUPERVISOR	165,671.02	22,188.41	-	87,147.21	5,311.00
		ELEC OPS SUPERVISOR	172,542.46	22,353.93	-	48,592.18	1,356.75
		IT MANAGER/SR MANAGER	232,701.02	39,231.70	13,814.85	4,601.08	1,111.23
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	183,600.00	20,256.01	-	100.00	516.00
		IT ENGINEER SR/EX/PRN	164,898.72	15,347.83	-	-	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	78,490.61	-	-	1,052.64	410.70
		GAS OPS OPERATOR	103,471.73	-	-	29,507.14	187.72
		ELEC OPS LINEMAN/LINEMAN	138,673.56	-	-	130,435.82	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	178,649.68	19,957.19	-	4,388.86	11,303.03
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	18,710.37	-	-	63,046.28	682.74
		GAS OPS MECHANIC/WELDER	125,956.00	-	-	15,190.32	5.39
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	125,198.19	-	-	35,259.81	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,053.80	-	-	24,290.14	-
		GENERATION SCHEDULER	170,810.00	19,057.29	-	21,012.72	280.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	194,512.45	32,342.03	-	1,500.00	175.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,802.16	15,331.32	-	1,000.00	880.00
		ELEC ENG ENGINEER	194,781.08	21,262.83	-	-	3,386.24
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	110,183.08	-	-	-	4,805.37
		ELEC ENG ENGINEER	95,869.64	25,354.10	-	33,338.59	-
		ELEC OPS SUPERVISOR	164,527.44	16,391.99	-	58,020.45	293.52
		ELEC OPS LINEMAN/LINEMAN	90,284.41	-	-	72,296.81	-
		ELEC OPS LINEMAN/LINEMAN	144,126.40	-	-	114,664.16	-
		ELEC OPS LINEMAN/LINEMAN	139,474.82	-	-	146,122.73	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	46,485.18	10,781.01	-	2,442.72	2,537.08
		OPERATIONS SUPERVISOR	119,058.00	-	-	1,172.60	3,403.11
		ELEC OPS FOREMAN	151,958.88	-	-	107,732.34	1,700.39
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	189,094.42	32,499.67	-	1,450.00	1,540.35
		GENERATION TECHNICIAN	7,417.20	-	-	6,392.50	-
		ELEC OPS LINEMAN/LINEMAN	101,530.49	-	-	309,124.23	-
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	235,796.39	42,471.87	51,864.50	6,075.83	11,313.16
		ELEC OPS TECHNICIAN	168,622.46	-	-	314,897.94	-
		GAS OPS TECHNICIAN	132,950.41	-	-	23,697.20	433.61
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	204,478.00	24,993.96	-	19,209.99	3,504.42
		SHARED SVS SUPERVISOR/CHIEF/EX AST	40,932.42	19,006.61	-	12,769.36	839.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	156,929.48	18,320.29	-	-	1,544.66
		ELEC ENG ENGINEER	147,073.61	-	-	1,850.06	420.00
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	148,800.00	16,745.35	-	14,460.00	12,081.94
		ELEC OPS LINEMAN/LINEMAN	150,564.67	-	-	156,588.46	919.62
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	153,706.06	17,359.40	-	7,319.55	-
		ELEC OPS FOREMAN	67,456.40	-	-	119,809.89	-

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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 PRGM/PROJ/PERF MANAGER SR/EXP/PRN	172,212.00	20,356.28	-	11,830.07	2,206.58
		OPERATIONS INSPECTOR/LEAD INSPECTOR	143,755.95	-	-	203,322.25	2,174.64
		SHARED SVS BIOLOGIST	159,228.00	16,002.65	-	267.93	447.23
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	142,642.34	-	-	124,525.54	957.03
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	172,550.00	18,085.31	-	-	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,352.22	-	-	35,290.19	4,487.29
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	143,386.14	15,725.14	-	1,000.00	-
		ELEC OPS SYSTEM OPERATOR/LEAD	100,347.64	-	-	134,343.04	-
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	146,728.84	16,325.43	-	1,000.00	1,113.59
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,359.55	-	-	83,937.08	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	10,714.29	-	-	-	-
		IT TECHNICIAN	138,968.04	-	-	94,106.66	-
		HR ECO RECRUITER EX	155,480.38	17,434.81	-	1,789.36	7,780.88
		ELEC OPS EX AST/SR EX AST/ENG AST	120,198.20	-	-	14,530.37	3,542.31
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	151,900.00	16,707.76	-	2,000.00	436.48
		GAS ENG MANAGER/SR MANAGER	189,194.30	31,914.32	11,504.57	2,000.00	1,427.52
		ELEC OPS SYSTEM OPERATOR/LEAD	165,283.63	-	-	22,910.77	-
		ELEC OPS SYSTEM OPERATOR/LEAD	179,832.40	-	-	21,659.86	74.67
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	146,195.48	15,586.62	-	3,750.00	2,198.43
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	145,950.44	15,691.10	-	500.00	960.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	110,557.40	-	-	354,604.09	1,483.60
		GEN CNSL & ETHICS COMP MANGER/SR MANGER	173,225.04	28,732.80	11,504.57	1,750.00	6,167.20
		OPERATIONS TECHNICIAN	130,675.69	-	-	61,001.34	-
		MENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	62,069.44	-	-	6,241.58	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	100,096.29	-	-	253,744.08	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	14,279.91	-	-	20,000.00	410.03
		ELEC ENG ENGINEER	200,020.24	33,898.54	-	450.00	-
		ELEC ENG SHOP LEADER/TESTER/MACHINIST	112,487.51	-	-	40,864.23	-
		ELEC ENG ESTIMATOR	134,144.93	-	-	87,377.69	472.40
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	191,632.02	33,117.29	18,981.76	-	420.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	121,951.05	37,038.34	-	11,182.43	2,004.41
		GAS OPS OPERATOR	132,477.60	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	172,016.98	18,925.12	-	1,331.68	1,533.46
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	190,177.20	33,601.74	-	1,260.84	15,474.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	153,883.40	17,317.43	-	3,157.14	4,801.14
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,992.20	-	-	320,752.76	1,306.68
		GAS OPS TECHNICIAN	107,477.86	-	-	25,286.85	1,440.60
		SHARED SVS LAND AGENT/CONSLT	140,283.46	-	-	1,898.05	1,681.04
		GAS ENG DIRECTOR/CHIEF	199,470.84	33,534.39	-	1,000.00	2,514.75
		ELEC OPS ELECTRICIAN	130,923.75	-	-	45,646.28	-
		ELEC OPS SUPERVISOR	165,188.03	20,383.89	-	27,849.19	1,652.46
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	190,625.20	31,994.69	-	600.00	485.38
		ELEC ENG SUPERVISOR	128,407.45	-	-	25,029.06	960.00
		ELEC OPS DATA SCTS/TECH WRITER EXP/PRN	202,873.10	33,207.41	-	-	1,963.49
		IT MANAGER/SR MANAGER	191,098.16	21,852.61	13,512.96	-	2,276.14
		ELEC OPS MANAGER/SR MANAGER	196,426.90	32,510.81	-	-	2,154.80
		SHARED SVS DATA SCIENTIST/WRITER/COMPL	173,904.76	19,553.71	-	1,893.15	7,791.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,214.68	15,961.30	-	5,068.57	1,496.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,565.48	15,207.59	-	-	861.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,071.36	16,629.70	-	-	350.00
		IT ENGINEER SR/EXP/PRN	194,062.50	34,078.59	11,504.57	-	2,683.04
		OPERATIONS MANGER/SR MANAGER	177,304.14	29,915.68	-	-	787.99
		GAS OPS TECHNICIAN	46,566.40	-	-	1,767.02	-
		IT MANAGER/SR MANAGER	179,481.52	30,430.79	-	12,678.64	3,756.12
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	140,404.00	14,752.12	-	816.48	612.02
		ENG PLNG & STRAT CONST/RELST/DB MNGR EX/PRN	161,412.12	18,453.15	-	250.00	3,413.36
		IT ANALYST/SPECIALIST SR/EXP/PRN	33,586.08	16,081.89	-	33,271.48	105.00
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	205,157.64	35,347.12	-	2,000.00	512.35
		ELEC OPS LINEWORKER/LINEMAN	141,333.37	-	-	94,228.32	-
		GAS OPS MECHANIC/WELDER	127,451.20	-	-	8,929.07	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	141,532.68	13,987.84	-	5,074.42	6,409.49
		ELEC OPS SYSTEM OPERATOR/LEAD	143,045.76	-	-	78,771.38	127.45
		ELEC OPS MANAGER/SR MANAGER	186,699.99	18,037.63	-	34,280.72	37,124.87
		IT DIRECTOR/SR DIRECTOR	239,796.46	55,756.79	91,227.26	2,100.00	5,289.53
		ELEC OPS TECHNICIAN	115,204.40	-	-	62,080.84	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,395.12	27,769.16	-	-	1,280.00

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		SHARED SVS SUPERVISOR/CHIEF/EX AST	144,367.10	19,312.42	-	3,382.95	1,499.40
		GENERATION SUPERVISOR	37,343.82	-	-	-	-
		SHARED SVS PERMIT FACILITATOR	127,658.61	-	-	17,325.32	490.00
		GAS OPS DIRECTOR/SR DIRECTOR	243,147.50	68,307.39	438,497.80	2,850.00	13,874.17
		GAS OPS TECHNICIAN	143,533.12	-	-	75,321.74	454.59
		GAS OPS MECHANIC/WELDER	132,257.94	-	-	48,991.32	-
		ELEC OPS LINEWORKER/LINEMAN	143,595.49	-	-	270,675.81	-
		ELEC ENG TECHNICIAN	171,662.96	-	-	94,140.07	-
		GAS OPS ENGINEER	143,859.01	-	-	47,772.77	210.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	148,142.02	32,055.15	-	-	169.98
		GAS OPS TECHNICIAN	136,280.63	-	-	80,130.29	-
		ELEC OPS LINEWORKER/LINEMAN	82,420.09	-	-	38,614.76	-
		GAS ENG ENGINEER	148,769.51	-	-	53,223.15	175.00
		GAS ENG ENGINEER	138,326.28	18,286.29	-	61,968.59	1,028.23
		ELEC ENG ENGINEER	212,818.00	22,379.09	-	19,406.80	6,960.21
		ELEC ENG ENGINEER	170,238.00	17,887.75	-	400.00	5,628.53
		GAS ENG ESTIMATOR/SCHEDULER	154,044.89	-	-	73,232.44	3,146.32
		GAS ENG ENGINEER	161,063.16	-	-	230,387.81	2,005.42
		GAS ENG ENGINEER	125,638.52	15,738.61	-	2,279.51	2,293.38
		IT ENGINEER SR/EX/PRN	180,068.12	20,295.62	-	1,000.00	1,035.97
		GAS ENG ESTIMATOR/SCHEDULER	135,323.98	-	-	21,117.73	420.00
		GAS ENG ENGINEER	101,800.93	-	-	26,406.48	-
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	126,300.70	14,035.83	-	500.00	532.25
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	162,696.88	18,268.07	-	3,213.77	960.00
		GAS ENG ENGINEER	141,053.02	-	-	49,516.17	-
		GAS OPS ENGINEER	141,197.65	-	-	2,718.29	-
		GAS ENG ENGINEER	197,242.18	22,519.38	-	1,500.00	2,073.18
		GAS ENG ENGINEER	203,939.34	33,221.23	-	2,129.52	385.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	141,399.08	15,937.22	-	2,000.00	614.21
		GAS OPS FOREMAN/LEADER/CREW LEADER	156,782.30	-	-	118,196.27	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	149,159.39	-	-	147,400.25	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	174,571.76	23,736.67	-	1,012.08	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,020.53	-	-	120,672.35	274.00
		ELEC ENG ENGINEER	147,155.43	-	-	102,309.12	175.00
		ELEC OPS CABLE SPLICER/CABLEMAN	167,783.58	-	-	72,095.46	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	171,316.14	22,204.73	-	1,609.25	6,102.91
		IT ENGINEER SR/EX/PRN	175,161.36	20,301.49	13,512.96	10,000.00	-
		GAS OPS SUPERVISOR	201,606.38	23,464.80	-	2,000.00	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	68,500.00	-	-	-	200.00
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	162,474.18	18,305.61	-	-	555.12
		SAFETY RISK MANAGER/SR MANAGER	165,594.30	27,177.14	-	4,000.00	2,296.30
		ELEC OPS LINEWORKER/LINEMAN	124,575.25	-	-	403,696.42	11,123.81
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,844.96	17,208.79	-	-	245.00
		GENERATION CREW LEADER/CONTROL LEAD	148,772.22	-	-	127,104.51	539.34
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	118,125.44	15,608.58	-	16,877.33	3,547.34
		SHARED SVS SCIENTIST/TECHNICIAN	118,250.23	14,937.55	-	766.21	1,559.39
		GENERATION TECHNICIAN	146,833.20	-	-	53,192.49	-
		GENERATION ENGINEER	122,920.25	13,038.87	-	19,151.55	210.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,104.89	17,429.98	-	-	928.82
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	233.70	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	132,433.80	13,533.59	-	69,026.33	239.88
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,420.48	15,476.62	-	-	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	83,508.75	16,740.49	-	34,940.28	3,222.02
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	206,799.80	32,170.48	-	2,500.00	3,506.58
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	17,762.62	-	4,424.28	2,398.28
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	15,838.15	-	931.76	420.00
		GAS ENG ENGINEER	152,174.08	-	-	35,214.26	1,741.26
		GENERATION ELECTRICIAN	138,430.62	-	-	16,633.73	312.41
		ELEC OPS ENGINEER	153,729.80	-	-	92,715.52	10,596.50
		ELEC OPS TECHNICIAN	157,092.00	-	-	9,264.72	-
		ELEC ENG SUPERVISOR	180,210.69	22,170.93	-	4,490.12	3,305.56
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,022.26	-	-	63,302.47	480.82
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	116,411.28	-	-	198,962.28	-
		ELEC OPS CREW LEAD/LEADER	166,514.62	-	-	98,743.61	-
		ELEC OPS CABLE SPLICER/CABLEMAN	113,016.25	-	-	161,210.65	151.36
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,124.82	-	-	68,537.14	3,830.10

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 MACHINIST/MECHANIC/RIGGER/WELDER	153,072.76	-	-	146,060.84	1,519.52
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,918.55	-	-	16,580.83	-
		GENERATION CREW LEADER/CONTROL LEAD	100,185.28	-	-	3,810.42	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	184,380.78	31,426.52	-	-	1,102.16
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	168,068.54	19,773.73	-	-	702.61
		SHARED SVS LAND PLANNER	145,880.00	15,327.19	-	700.00	1,153.41
		GAS OPS ENGINEER	166,375.14	17,850.72	-	7,028.48	3,394.78
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,575.00	15,959.76	-	-	1,321.42
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,869.01	17,069.35	-	12,089.18	1,887.30
		ELEC OPS SYSTEM OPERATOR/LEAD	99,032.23	-	-	218,645.64	2,228.78
		ELEC OPS CONSLT/PLANNER	130,955.76	14,192.72	-	8,328.93	778.66
		GENERATION OPERATOR	141,377.88	-	-	163,430.10	163.48
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	72,287.88	7,528.04	-	21,778.16	-
		GAS ENG SUPERVISOR	189,328.61	24,911.16	-	8,043.96	4,067.75
		IT MANAGER/SR MANAGER	205,429.14	34,661.10	-	2,795.20	5,180.13
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	131,753.72	14,165.92	-	800.00	2,839.50
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	225,729.12	50,801.73	389,295.08	49,297.77	1,987.63
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,406.21	-	-	136,397.65	1,718.11
		GAS ENG ENGINEER	1,530.00	20,669.40	-	13,488.54	-
		SHARED SVS LAND PLANNER/SURVEYOR	138,029.00	10,939.97	-	-	1,581.17
		SHARED SVS PERMIT FACILITATOR	125,169.20	-	-	11,057.64	795.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,732.00	21,262.83	-	16,430.18	1,369.53
		GAS OPS ENGINEER	128,229.04	-	-	42,447.09	8,295.75
		FINANCE MANAGER/SR MANAGER	183,458.70	29,789.63	13,814.85	5,500.00	465.54
		GAS ENG ESTIMATOR/SCHEDULER	125,088.26	-	-	80,589.16	420.00
		ELEC OPS ENGINEER	113,108.14	11,590.66	-	3,347.06	13,878.17
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	183,999.96	31,011.82	-	707.68	568.40
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	128,468.44	13,687.14	-	500.00	553.00
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	127,634.06	14,706.93	-	500.00	615.57
		ELEC ENG ENGINEER	127,297.16	-	-	17,714.75	1,148.24
		ELEC ENG ENGINEER	225,192.00	24,845.10	-	11,757.26	845.94
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	160,333.36	18,195.76	-	6,752.78	1,718.23
		GAS ENG SUPERVISOR	196,864.78	26,739.75	-	1,000.00	6,878.63
		GAS OPS SUPERVISOR	161,103.80	18,948.51	-	96,408.07	44,663.78
		GAS OPS ENGINEER	122,777.79	-	-	7,777.38	414.63
		ELEC OPS MANAGER/SR MANAGER	151,078.15	16,163.60	-	18,511.48	11,557.56
		GAS ENG SUPERVISOR	164,647.17	22,579.48	-	13,739.73	13,089.98
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,940.93	-	-	5,125.52	1,165.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,531.52	17,403.11	-	-	-
		ELEC OPS ELECTRICIAN	129,193.48	-	-	38,395.63	1,541.97
		ELEC OPS LINEWORKER/LINEMAN	55,810.75	-	-	37,285.41	-
		GAS OPS MECHANIC/WELDER	122,455.71	-	-	2,865.24	505.01
		GAS ENG ESTIMATOR/SCHEDULER	138,845.99	-	-	24,729.73	5,435.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,470.88	-	-	111,962.50	-
		ELEC OPS CREW LEAD/LEADER	156,418.72	-	-	282,352.01	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	193,899.36	32,874.83	-	-	1,192.59
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,843.72	-	-	58,880.52	-
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	151,391.66	5,831.03	-	1,250.00	853.06
		ELEC ENG ENGINEER	51,937.29	15,499.16	-	15,977.99	478.38
		SHARED SVS MANAGER/SR MANAGER	149,824.89	16,571.35	-	2,537.21	1,462.71
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	235,199.85	55,343.01	61,936.08	21,500.00	16,041.66
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	94,851.40	-	-	53,228.27	-
		ELEC OPS SUPERVISOR	105,244.64	23,620.66	-	61,112.84	630.64
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	156,711.00	16,820.50	-	700.00	182.09
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	4,851.20	-	-	272.88	-
		ELEC OPS CONSULTANT EXP/PRN	102,714.02	29,547.54	-	1,500.00	5,157.14
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	130,248.64	17,369.47	-	11,695.34	15,462.32
		SHARED SVS MANAGER/SR MANAGER	31,697.34	-	-	-	425.14
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,906.61	18,606.67	-	6,150.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,775.50	-	-	73,043.65	584.19
		ELEC OPS LINEWORKER/LINEMAN	176,903.85	-	-	99,997.29	214.19
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,383.31	-	-	25,291.34	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	99,654.89	-	-	9,902.24	6,849.96
		GENERATION SUPERVISOR	209,777.79	33,555.13	-	90,629.03	2,403.54
		OPERATIONS MANGER/SR MANAGER	199,263.20	34,575.28	-	4,302.22	2,111.37
		ELEC ENG SUPERVISOR	145,105.04	-	-	24,685.29	532.01

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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)
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	74,632.88	-	-	-	1,713.93
		ELEC OPS MANAGER/SR MANAGER	213,895.70	38,557.52	18,419.80	8,050.00	4,464.93
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	135,220.12	14,466.77	-	2,000.00	758.26
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,460.00	13,537.12	-	5,025.77	443.56
		ELEC OPS SUPERVISOR	159,465.09	-	-	88,444.18	2,770.19
		ELEC OPS LINEMAN	137,677.10	-	-	201,774.72	-
		GAS OPS SUPERVISOR	163,199.94	22,064.57	-	17,306.36	-
		GAS ENG DATA SCIENTIST SR/EXP	152,699.54	17,712.15	-	750.00	-
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	122,289.73	18,273.59	-	16,210.20	1,973.68
		ELEC OPS SUPERVISOR	139,601.20	-	-	320,529.63	86.04
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,505.06	16,031.07	-	21,905.73	1,822.36
		ELEC OPS EX AST/SR EX AST/ENG AST	44,106.00	-	-	3,395.88	1,476.75
		GENERATION PLANNER	144,052.51	-	-	99,180.50	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	152,488.00	15,978.95	-	2,715.53	3,087.32
		ELEC OPS LINEMAN	118,612.99	-	-	75,730.08	107.42
		ELEC OPS FOREMAN	152,409.16	-	-	152,013.40	-
		ENERGY POLY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	69,621.10	-	-	9,000.00	1,346.59
		ELEC ENG ENGINEER	130,260.01	15,656.53	-	7,033.44	1,163.38
		ELEC ENG ENGINEER	225,192.00	24,424.44	-	28,255.86	3,233.53
		GAS OPS FOREMAN/LEADER/CREW LEADER	119,637.60	-	-	75,344.02	-
		ELEC OPS ENGINEER	124,696.12	16,822.09	-	20,153.43	1,994.26
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	143,640.00	15,846.85	-	7,505.28	546.93
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	160,059.04	18,100.15	-	33,528.66	571.62
		SHARED SVS LAND PLANNER	129,272.95	15,172.20	-	1,200.86	5,210.61
		GAS OPS TECHNICIAN	140,086.28	-	-	13,681.72	-
		GAS OPS SUPERVISOR	153,255.16	18,349.51	-	4,020.13	402.28
		ELEC OPS CREW LEAD/LEADER	153,915.96	-	-	21,677.31	-
		GAS OPS MECHANIC/WELDER	124,015.52	-	-	25,150.44	142.80
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	20,764.80	-	-	42,997.44	-
		ELEC OPS SYSTEM OPERATOR/LEAD	138,512.64	-	-	106,920.29	-
		SHARED SVS CREW LEAD/LEADER	131,834.40	-	-	41,291.99	-
		ELEC OPS SUPERVISOR	142,328.25	-	-	37,169.52	-
		SUPPLY CHAIN MATERIALS CONT MNGR	164,348.48	28,723.24	-	5,897.80	1,839.75
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	133,030.18	14,461.69	-	4,059.24	5,881.28
		ELEC OPS CREW LEAD/LEADER	93,177.54	-	-	93,644.74	229.84
		IT ANALYST/SPECIALIST SR/EXP/PRN	187,640.18	31,127.60	-	2,725.76	315.00
		ELEC ENG ENGINEER	151,637.26	-	-	48,768.62	4,839.33
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	165,817.08	18,135.36	-	3,282.15	531.95
		ELEC OPS LINEMAN	144,071.09	-	-	125,448.40	-
		ELEC ENG TECHNICIAN	157,001.74	-	-	48,939.07	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	153,165.68	-	-	99,837.70	5,823.60
		IT ENGINEER SR/EX/PRN	119,068.02	15,884.80	54,350.42	2,000.00	1,881.58
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	162,660.00	18,186.41	-	970.36	3,036.50
		ELEC OPS ENGINEER	154,699.43	19,078.36	-	704.08	2,261.15
		HR ECO MANAGER/SR MANAGER	175,793.12	28,325.55	-	3,900.00	741.98
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	148,376.30	17,039.32	-	50.00	3,597.07
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,288.96	-	-	22,759.90	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,199.32	12,392.80	-	32,543.88	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	160,806.60	18,842.35	-	6,600.00	4,236.49
		GAS ENG MANAGER/SR MANAGER	174,366.68	28,794.47	-	1,507.84	6,058.30
		GAS ENG ENGINEER	152,450.40	-	-	46,344.87	385.51
		ELEC OPS CREW LEAD/LEADER	141,145.42	-	-	28,297.36	170.30
		OPERATIONS INSPECTOR/LEAD INSPECTOR	114,964.09	-	-	76,780.37	120.06
		ELEC OPS TECHNICIAN	139,794.55	-	-	68,382.84	-
		IT TECHNICIAN	130,779.40	-	-	87,606.99	-
		ELEC OPS LINEMAN	42,876.38	-	-	49,621.30	2,295.50
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,104.80	-	-	42,508.20	-
		OPERATIONS SUPERVISOR	154,500.00	18,483.60	-	70,239.87	14,412.77
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	125,004.00	-	-	525.00	3,215.58
		GAS ENG ENGINEER	131,366.25	-	-	400.00	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	137,628.32	14,733.13	-	7,536.58	2,199.55
		ELEC ENG MANAGER/SR MANAGER	192,510.00	32,455.80	-	4,100.00	23,395.90
		GENERATION SCHEDULER	144,834.00	15,918.28	-	24,866.59	-
		ELEC ENG TECHNICIAN	139,850.11	-	-	38,616.45	-
		GAS ENG ENGINEER	161,334.77	-	-	60,175.78	978.34
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	171,374.90	19,476.32	-	36,305.86	-



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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)
		GAS ENG INTERCONNECTION MNGR	177,233.32	20,243.11	-	10,096.57	22,038.39
		ELEC OPS ENGINEER	125,810.16	14,304.71	-	21,235.02	5,232.81
		GENERATION WRITER	197,924.00	21,161.35	-	50,652.59	1,245.00
		SHARED SVS LAND AGENT/CONSLT	161,337.96	17,617.75	-	1,000.00	3,364.08
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	182,878.49	29,456.85	-	6,351.95	802.23
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	145,614.56	16,163.12	-	800.00	1,017.57
		GAS ENG ENGINEER	141,248.34	-	-	75,516.48	1,454.78
		ELEC OPS INSPECTOR/LEAD INSPECTOR	152,686.04	-	-	90,894.03	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	137,852.60	16,216.07	-	25,231.46	2,251.34
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	154,299.00	-	-	107,092.59	1,688.39
		ELEC OPS INSPECTOR/LEAD INSPECTOR	122,354.50	10,421.16	-	42,534.86	8,017.27
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	140,826.00	15,309.10	-	1,017.30	2,685.63
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	135,301.64	14,515.78	-	500.00	1,373.00
		ELEC OPS FOREMAN	111,753.24	-	-	38,397.97	411.60
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	142,257.88	16,068.33	-	-	560.00
		GAS OPS TECHNICIAN	134,927.73	-	-	83,441.58	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	203,300.04	35,243.84	762.38	35,002.82	42,126.63
		GAS OPS MECHANIC/WELDER	130,715.83	-	-	67,265.26	6,620.61
		SHARED SVS LAND PLANNER	144,214.00	15,644.53	-	38,326.49	2,267.29
		TT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	141,632.60	-	-	53,610.08	-
		TT TECHNICIAN	140,114.12	-	-	87,704.51	-
		TT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	148,637.54	-	-	54,006.93	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	147,159.96	15,206.71	-	-	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	111,336.26	13,618.63	-	1,024.28	4,673.56
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	150,200.67	16,130.63	-	750.00	613.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	154,807.30	16,758.18	-	1,250.00	988.00
		ELEC ENG ENGINEER	147,522.31	-	-	115,207.09	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	155,816.56	18,199.38	-	12,390.66	1,369.76
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	143,640.00	15,846.85	-	3,185.51	315.00
		GAS ENG ENGINEER	185,431.54	20,406.42	-	1,738.32	175.00
		GAS OPS MECHANIC/WELDER	127,598.55	-	-	38,707.03	129.70
		TT ANALYST/SPECIALIST SR/EXP/PRN	169,259.64	27,987.24	-	3,500.00	445.00
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	163,541.69	17,342.23	-	5,000.00	10,752.99
		ELEC ENG ENGINEER	198,468.00	19,759.51	-	454.69	463.10
		GAS ENG ENGINEER	176,517.30	19,069.75	-	-	681.98
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	174,520.52	19,394.49	-	1,000.00	1,344.00
		ELEC ENG ENGINEER	193,571.20	21,266.95	-	1,383.86	279.39
		GAS ENG SENIOR BUSINESS REP	146,384.99	-	-	26,520.89	507.64
		TT ANALYST/SPECIALIST SR/EXP/PRN	14,281.84	18,939.24	-	36,050.57	70.00
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	172,108.78	28,431.77	-	300.00	965.33
		ELEC ENG ENGINEER	172,212.00	19,038.79	-	1,247.64	508.43
		ELEC OPS LINEMAN/LINEMAN	123,384.90	-	-	67,565.28	2,954.62
		ELEC OPS FOREMAN	69,113.43	-	-	118,925.53	-
		ELEC OPS FOREMAN	149,592.52	-	-	59,681.44	-
		ELEC OPS SUPERVISOR	169,974.52	22,980.49	-	140,268.84	6,150.25
		ELEC OPS LINEMAN/LINEMAN	140,125.58	-	-	87,929.59	-
		OPERATIONS SUPERVISOR	125,762.50	16,314.62	-	4,014.74	4,205.04
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,445.26	-	-	163,159.24	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	122,799.10	13,643.47	-	20.00	915.64
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	129,274.00	13,654.18	-	-	498.74
		ELEC OPS SUPERVISOR	157,404.18	23,184.14	-	41,775.80	7,657.91
		ELEC ENG TECHNICIAN	151,038.72	-	-	39,826.74	-
		SHARED SVS MANAGER/SR MANAGER	188,588.56	34,303.54	18,419.80	12,541.38	12,653.92
		GAS OPS FOREMAN/LEADER/CREW LEADER	110,051.98	-	-	40,881.75	-
		GAS OPS DISPATCHER	80,562.45	-	-	143,300.38	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	121,487.37	-	-	178,885.72	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,128.04	-	-	84,364.48	-
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	5,505.54	180.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,298.88	-	-	37,153.47	-
		TT ANALYST/SPECIALIST SR/EXP/PRN	39,669.26	16,846.10	-	49,690.80	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	193,955.18	30,407.59	-	-	10,313.34
		GENERATION SUPERVISOR	128,305.84	12,450.95	-	53,909.07	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,614.75	-	-	22,711.60	324.25
		ELEC OPS CREW LEAD/LEADER	153,081.75	-	-	114,923.69	-
		TT ANALYST/SPECIALIST SR/EXP/PRN	180,885.62	20,429.02	-	-	490.00
		GENERATION TECHNICIAN	140,503.95	-	-	59,021.82	1,241.38

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 ENGINEER	126,252.55	13,730.28	-	23,558.16	3,139.75
		CUSTOMER & COMMS EX ASST/SR EX ASST	116,550.16	17,107.56	-	24,244.70	8,259.24
		OPERATIONS INSPECTOR/LEAD INSPECTOR	135,290.59	-	-	78,074.93	-
		ELEC OPS SUPERVISOR	172,065.92	20,383.82	-	69,435.11	-
		ELEC OPS WORKING LEADER	56,367.03	-	-	13,665.07	-
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	130,761.60	16,354.08	-	-	-
		IT TECHNICIAN	133,412.90	-	-	56,401.92	130.90
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	131,293.20	-	-	4,022.63	4,263.46
		ELEC ENG SUPERVISOR	184,717.18	23,673.48	-	4,473.14	3,855.25
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,731.07	-	-	163,923.01	-
		ELEC OPS LINEMAN/LINEMAN	147,014.25	-	-	196,934.87	32.91
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	183,600.00	22,426.31	-	7,040.97	512.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,859.83	-	-	165,558.52	-
		GENERATION SUPERVISOR	158,022.38	21,313.16	-	51,026.81	-
		ELEC OPS TECHNICIAN	196,456.72	-	-	126,113.54	-
		ELEC ENG SUPERVISOR	166,207.07	19,074.18	-	87,577.30	2,883.10
		SHARED SVS MANAGER/SR MANAGER	171,875.00	30,353.40	18,419.80	2,637.21	5,103.30
		ELEC ENG MANAGER/SR MANAGER	163,346.04	27,971.22	-	-	1,771.20
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	139,037.74	15,627.19	-	500.00	560.00
		GENERATION ENGINEER	113,750.00	-	-	15,504.74	2,055.00
		ELEC ENG ENGINEER	202,380.00	22,327.35	-	31,361.77	-
		IT DIRECTOR/SR DIRECTOR	211,833.36	36,204.05	13,814.85	2,800.00	17,383.70
		ELEC ENG ENGINEER	205,639.57	30,732.62	-	4,696.64	5,225.96
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,135.20	-	-	68,595.00	-
		GAS ENG SUPERVISOR	197,532.12	27,974.09	-	9,620.55	3,588.04
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	176,460.36	29,668.48	-	500.00	448.00
		OPERATIONS CONST/NOTF/PRGRM/PRCT MANAGER	145,476.55	16,292.55	-	-	784.00
		ELEC ENG ENGINEER	184,365.00	20,256.01	-	10,112.78	9,916.76
		GAS OPS MECHANIC/WELDER	126,244.92	-	-	58,457.89	5,059.67
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	132,479.40	14,516.84	-	-	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,742.20	-	-	42,023.92	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	160,131.90	28,142.27	-	1,691.47	-
		ELEC OPS SYSTEM OPERATOR/LEAD	120,305.96	-	-	194,799.51	1,416.65
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	145,693.60	-	-	66,672.84	5,694.08
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	152,932.76	15,806.79	-	13,508.10	214.79
		GAS OPS CONST/PRGM/PRCT MANAGER	142,175.04	16,728.38	-	3,000.00	6,758.88
		IT AGILE COACH/SCRUM MASTER SR/EXP/PRN	221,495.76	36,772.80	-	-	6,310.83
		ELEC OPS LINEMAN/LINEMAN	87,587.50	-	-	82,834.99	-
		IT TECHNICIAN	131,793.84	-	-	82,871.04	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	122,696.38	13,487.54	-	500.00	2,781.42
		GENERATION OPERATOR	119,491.48	-	-	68,102.76	128.72
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	139,133.17	19,607.64	-	18,713.45	73.36
		ELEC OPS MANAGER/SR MANAGER	184,543.18	28,891.69	-	1,250.00	1,204.33
		GAS ENG ENGINEER	203,514.40	35,305.75	-	5,749.08	23,408.80
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	141,072.00	15,563.90	-	1,585.12	5,314.31
		GENERATION ENGINEER	180,142.00	19,111.68	-	19,348.90	4,361.99
		GAS OPS OPERATOR	131,082.20	-	-	67,248.74	-
		GENERATION ENGINEER	134,379.38	21,896.05	-	43,282.92	-
		SHARED SVS LAND AGENT/CONSLT	162,012.00	17,792.51	-	43,843.30	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	37,843.77	-	-	69,163.46	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,732.40	-	-	10,448.10	-
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	196,248.88	32,230.02	11,504.57	900.00	6,883.18
		ELEC OPS FOREMAN	145,296.22	-	-	177,760.15	-
		GAS OPS OPERATOR	130,484.88	-	-	28,364.61	-
		HR ECO MANAGER/SR MANAGER	216,777.34	35,241.08	-	10,520.16	6,511.70
		IT TECHNICIAN	144,657.69	-	-	35,950.94	587.60
		GAS OPS MANAGER/SR MANAGER	204,404.04	36,697.54	11,504.57	-	1,107.38
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	130,840.38	15,840.91	-	16,982.37	5,754.67
		GAS OPS SUPERVISOR	129,960.28	15,230.90	-	14,343.86	15,244.24
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,800.73	-	-	35,301.54	250.00
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	163,274.74	26,383.95	-	-	1,519.56
		GEN CNSL & ETHICS COMP MANGER/SR MANGER	182,998.10	30,104.46	-	2,500.00	4,878.26
		GAS ENG ENGINEER	132,626.00	13,740.04	-	783.34	2,876.66
		GAS ENG MANAGER/SR MANAGER	208,746.22	33,566.52	43,848.49	-	27,746.30
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	199,466.66	32,762.40	-	2,000.00	385.00
		ELEC OPS LINEMAN/LINEMAN	177,828.24	-	-	223,041.48	-

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		FINANCE AUDITOR SR/EX/PRN	153,990.62	18,633.82	-	-	745.32
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EX/PRN	89,447.82	10,081.73	-	500.00	343.00
		GAS OPS MECHANIC/WELDER	119,870.87	-	-	34,444.35	355.02
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	107,365.92	-	-	5,000.00	294.19
		IT SUPERVISOR	160,374.34	21,779.10	-	789.29	1,119.70
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	195,065.46	31,419.39	-	-	35.00
		ELEC OPS SUPERVISOR	155,159.86	18,783.57	-	162,225.81	5,492.43
		ELEC ENG ENGINEER	145,254.02	-	-	68,667.73	1,948.70
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	126,809.74	11,720.14	-	250.00	-
		GENERATION ENGINEER	62,338.57	-	-	15,761.01	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EX/PRN	156,234.32	18,133.32	-	-	73.81
		FINANCE MANAGER/SR MANAGER	213,200.62	37,335.54	49,952.00	3,000.00	10,414.34
		IT ENGINEER SR/EX/PRN	162,660.00	17,945.67	-	1,642.20	3,979.85
		IT ANALYST/SPECIALIST SR/EX/PRN	130,290.82	13,334.64	-	12,286.49	453.19
		ENG PLNG & STRAT EX AST/SR EX AST/CHF/CONT ADMIN	96,118.25	18,041.93	-	72,330.58	28.00
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	143,711.90	15,585.37	-	2,000.00	1,358.80
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,065.39	-	-	37,689.62	-
		GAS ENG ENGINEER	169,920.48	18,430.69	-	2,639.22	4,255.36
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	118,983.71	-	-	92,885.70	99.56
		ELEC ENG SUPERVISOR	188,696.66	27,550.97	-	78,889.87	1,269.75
		GAS OPS TECHNICIAN	81,045.55	-	-	68,876.15	866.91
		OPERATIONS SUPERVISOR	153,899.98	18,774.43	-	61,233.81	25,105.93
		ELEC OPS FOREMAN	160,316.98	-	-	103,289.51	-
		ELEC OPS MANAGER/SR MANAGER	166,472.72	30,083.24	-	-	1,214.21
		ELEC OPS SUPERVISOR	161,871.80	21,297.05	-	138,669.30	29,108.70
		ELEC OPS LEAD OPERATOR	156,200.33	-	-	92,885.60	-
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EX/PRN	102,024.50	17,555.05	-	8,317.54	-
		ELEC OPS MANAGER/SR MANAGER	224,142.20	37,865.12	-	28,284.00	5,954.61
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,338.40	-	-	319,562.36	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	160,136.80	16,858.40	-	2,000.00	37,248.92
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	120,911.90	12,774.20	-	5,342.38	1,641.14
		ELEC ENG SUPERVISOR	216,050.82	24,720.61	-	2,484.00	881.70
		GAS ENG ENGINEER	197,774.68	21,683.55	-	700.00	2,113.17
		MENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	123,849.72	13,486.59	-	-	540.00
		IT ARCHITECH EXP/PRN	192,866.46	33,707.22	11,863.60	-	344.13
		ELEC OPS LINEWORKER/LINEMAN	180,536.00	-	-	100,519.99	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	151,947.14	20,173.80	-	-	1,252.15
		GAS OPS SUPERVISOR	152,624.96	20,546.94	-	9,490.78	428.61
		GAS OPS ENGINEER	83,964.62	-	-	213.64	210.00
		GENERATION ENGINEER	128,214.00	13,506.07	-	12,828.24	985.49
		OPERATIONS SUPERVISOR	171,155.68	24,190.29	15,892.60	110,330.34	4,963.36
		GAS ENG ENGINEER	183,600.00	21,868.90	-	1,279.92	1,441.87
		GAS ENG ENGINEER	170,810.00	17,881.36	-	1,903.72	2,199.06
		GAS OPS FOREMAN/LEADER/CREW LEADER	157,419.05	-	-	67,952.30	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	156,988.00	-	-	69,503.67	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EX/PRN	139,163.96	15,225.66	-	-	17,374.22
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	157,677.36	23,274.29	-	50,371.12	9,313.57
		ELEC OPS SUPERVISOR	187,950.00	15,237.66	-	-	3,158.19
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	246,062.24	55,445.91	413,269.84	6,550.00	353.23
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	143,640.00	15,546.48	-	800.00	-
		GAS ENG ENGINEER	210,094.26	34,664.30	-	3,832.50	7,206.70
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	145,725.18	24,737.13	-	7,372.56	4,650.71
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	21,413.70	-	-	37,362.87	-
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	151,580.56	16,434.58	-	-	1,040.00
		GENERATION CREW LEADER/CONTROL LEAD	152,117.52	-	-	179,134.39	-
		ELEC OPS TECHNICIAN	138,634.84	-	-	74,959.17	-
		OPERATIONS MANGER/SR MANAGER	192,591.00	26,902.80	-	149,372.38	29,077.40
		ELEC ENG ENGINEER	121,003.27	-	-	63,905.13	599.62
		SHARED SVS LAND PLANNER	135,654.00	12,926.80	-	225.20	473.24
		ELEC OPS LINEWORKER/LINEMAN	138,820.35	-	-	138,876.00	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,500.00	15,721.86	-	1,507.22	380.00
		ELEC ENG ENGINEER	194,742.00	23,866.44	-	-	5,288.98
		GAS OPS ENGINEER	138,209.50	-	-	1,281.84	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	170,772.70	28,062.43	-	5,600.00	998.04
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	145,720.34	16,010.98	-	14,104.99	565.19
		ELEC OPS INSPECTOR/LEAD INSPECTOR	128,931.56	10,615.47	-	41,493.06	955.65

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		ELEC ENG ENGINEER	153,522.29	-	-	111,389.96	420.00
		GAS ENG SENIOR BUSINESS REP	133,956.24	-	-	80,114.03	3,921.58
		GAS ENG MANAGER/SR MANAGER	179,196.32	30,272.25	11,504.57	1,000.00	762.62
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	96,163.10	11,691.21	-	-	136.35
		GAS ENG ENGINEER	203,053.88	22,370.73	-	16,283.94	569.72
		ELEC OPS INSPECTOR/LEAD INSPECTOR	165,270.92	-	-	123,996.37	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	13,492.43	-	-	-	83.42
		GAS ENG ENGINEER	157,928.32	16,628.12	-	14,164.56	6,220.23
		OPERATIONS SR EX AST/EX AST/OP CLERK	155,367.68	17,346.12	-	5,500.00	2,177.97
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	62,545.47	-	-	3,148.47	3,372.06
		GAS ENG ENGINEER	150,205.71	-	-	55,020.36	1,181.81
		FINANCE MANAGER/SR MANAGER	172,111.52	27,990.86	-	1,000.00	1,524.29
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	150,714.32	-	-	198,308.98	-
		ELEC OPS LINEWORKER/LINEMAN	127,893.38	-	-	87,300.15	-
		ELEC OPS SUPERVISOR	159,832.80	20,701.34	-	58,779.48	1,508.01
		SUPPLY CHAIN MATERIALS SUPPLIER RESPON	146,984.82	16,613.48	-	1,293.48	420.00
		GENERATION PLANNER	51,877.28	-	-	73,874.37	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	127,730.10	12,108.78	-	36,198.58	6,906.81
		HR ECO LABOR NEGOTIATOR PNR	188,016.54	33,479.92	-	6,600.00	607.67
		ELEC ENG ENGINEER	161,653.00	19,014.53	-	600.00	1,129.03
		ELEC ENG TECHNICIAN	114,555.71	-	-	12,859.33	-
		ELEC OPS SYSTEM OPERATOR/LEAD	113,648.91	-	-	167,985.97	868.07
		ELEC OPS LINEWORKER/LINEMAN	125,014.82	-	-	189,760.65	271.17
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,839.46	-	-	76,184.12	280.34
		GENERATION TECHNICIAN	73,021.97	-	-	77,460.68	2,535.19
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	91,407.45	19,773.53	-	31,227.43	367.01
		ELEC OPS WORKING LEADER	127,372.64	-	-	54,637.07	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,711.49	-	-	72,987.04	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	124,113.76	14,052.50	-	-	3,328.36
		SHARED SVS PERMIT FACILITATOR	130,274.81	-	-	23,806.05	420.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	97,274.21	-	-	55,109.39	230.56
		GAS ENG SUPERVISOR	199,656.54	26,902.91	-	2,150.00	105.76
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	53,913.03	-	-	-	341.56
		ELEC OPS ENGINEER	126,660.00	-	-	15,661.70	8,655.17
		GENERATION ELECTRICIAN	66,710.00	-	-	52,003.23	-
		CUSTOMER & COMMS EX ASST/SR EX ASST	128,579.12	19,503.03	-	34,980.93	1,485.52
		ELEC OPS LINEWORKER/LINEMAN	68,779.89	-	-	162,340.25	636.89
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	149,778.06	16,881.59	-	863.29	-
		ELEC OPS FOREMAN	150,593.84	-	-	118,698.74	-
		GAS OPS SUPERVISOR	192,467.96	26,679.71	-	15,501.41	4,134.93
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,393.00	-	-	117,701.76	-
		IT EX AST/DR AST/CHIEF	63,492.05	-	-	120,000.00	-
		IT ARCHITECH EXP/PRN	202,391.78	32,532.51	-	-	4,429.10
		GAS ENG ENGINEER	209,888.30	35,556.84	-	850.00	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	144,432.44	-	-	72,559.91	-
		ELEC OPS TECHNICIAN	157,054.23	-	-	169,661.17	-
		GAS ENG SUPERVISOR	167,898.86	20,597.22	-	38,495.39	4,548.97
		ELC OPS CONSTL/PLANNER	157,080.00	18,568.19	-	3,232.00	3,351.70
		GAS OPS MECHANIC/WELDER	131,250.11	-	-	123,820.39	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	154,257.58	17,261.16	-	2,822.45	2,244.76
		GAS OPS ENGINEER	127,934.36	-	-	42,233.71	4,796.99
		ELEC OPS LINEWORKER/LINEMAN	141,217.29	-	-	106,754.25	172.92
		IT INVESTIGATOR SR/EXP	161,192.26	17,197.97	-	1,000.00	7,668.35
		OPERATIONS DATA ENGINEER/SCIENTIST	142,915.91	-	-	2,000.00	-
		GAS ENG ENGINEER	146,178.72	16,318.14	-	75,056.94	3,329.85
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.22	-	-	23,088.12	-
		ELEC OPS WORKING LEADER	18,670.40	-	-	70,968.25	-
		ELEC OPS ELECTRICIAN	126,419.52	-	-	70,546.88	36.68
		ELEC OPS ELECTRICIAN	131,086.56	-	-	116,297.99	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	168,000.00	20,039.73	-	-	594.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,171.72	17,972.92	-	-	385.00
		GAS ENG ESTIMATOR/SCHEDULER	141,660.44	-	-	70,372.83	608.56
		CUSTOMER & COMMS MANAGER/SR MANAGER	178,717.94	29,791.41	-	800.00	1,397.59
		GENERATION SUPERVISOR	173,626.82	23,426.97	-	50,035.55	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	164,420.90	18,543.20	-	26,960.03	2,780.68
		ELEC OPS CONSULTANT EXP/PRN	178,298.80	31,426.50	-	517.80	510.40

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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)
		GAS ENG ENGINEER	155,497.05	-	-	59,079.38	960.00
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	135,156.52	16,558.16	-	2,500.00	1,019.66
		ELEC OPS SUPERVISOR	179,121.20	24,253.16	-	1,000.00	10,372.71
		GAS OPS ENGINEER	121,174.30	-	-	55,394.89	-
		GENERATION ENGINEER	198,468.00	21,478.01	-	26,422.75	3,339.42
		ELEC ENG TECHNICIAN	143,050.47	-	-	13,518.81	-
		HR ECO RECRUITER EX	132,118.72	14,653.31	-	2,500.00	883.11
		ELEC OPS LINeworker/LINEMAN	151,633.27	-	-	125,609.35	-
		SHARED SVS BUS PART/ADMINSTR/FAC LEAD	195,835.60	33,109.20	-	2,537.21	3,210.31
		GAS OPS DISPATCHER	103,233.05	-	-	89,741.18	960.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	170,004.00	-	-	-	1,110.08
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	153,289.51	16,317.96	-	5,500.00	1,232.30
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,052.28	-	-	95,696.17	1,682.55
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	157,046.21	17,480.03	-	28,954.33	5,772.88
		ELEC ENG ENGINEER	175,215.46	18,927.77	-	6,096.69	385.22
		ELEC ENG ENGINEER	142,436.27	-	-	16,392.27	6,023.36
		ELEC ENG ENGINEER	161,404.00	18,191.68	-	156.40	592.93
		OPERATIONS SR EX AST/EX AST/OP CLERK	136,085.01	18,168.48	-	14,369.76	1,152.33
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,115.82	-	-	94,051.72	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	155,422.50	19,047.06	-	16,670.73	12,108.18
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,738.06	-	-	77,568.68	9,109.26
		GAS OPS OPERATOR	124,184.63	-	-	63,176.78	-
		FINANCE MANAGER/SR MANAGER	196,333.36	39,172.60	31,344.88	500.00	3,850.90
		SHARED SVS CONT/PGRM/PROJ MANAGER	180,025.30	29,751.14	11,863.60	2,937.20	387.63
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	130,357.72	12,257.72	-	500.00	420.00
		GAS OPS ENGINEER	182,835.00	21,235.46	-	400.00	594.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	185,184.04	31,308.38	18,981.76	5,108.28	808.73
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	142,021.58	15,982.35	-	1,004.64	995.40
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	137,277.86	-	-	72,219.41	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	192,732.00	22,325.97	-	13,733.62	1,963.33
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	205,999.98	-	-	900.00	1,303.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,507.60	-	-	47,319.96	-
		IT TECHNICIAN	126,075.13	-	-	15,701.30	963.00
		ELEC OPS ENGINEER	155,138.94	8,387.38	-	700.12	8,816.57
		ELEC OPS FOREMAN	128,744.23	-	-	321,507.25	-
		ELEC OPS BUSINESS LIAISON	11,527.89	-	-	6,048.97	104.19
		IT MANAGER/SR MANAGER	232,549.40	41,682.42	13,814.85	-	8,889.24
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	138,350.76	15,381.02	-	-	10,251.27
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,086.16	-	-	87,959.95	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	143,218.13	-	-	102,276.10	-
		ELEC ENG SUPERVISOR	158,524.09	16,593.19	-	25.00	604.33
		GAS OPS OPERATOR	127,958.56	-	-	39,846.15	-
		ELEC OPS TECHNICIAN	132,184.51	-	-	40,591.06	-
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	155,880.00	17,181.05	-	931.13	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,663.95	-	-	75,478.26	613.63
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	122,395.76	-	-	14,954.66	-
		FINANCE MANAGER/SR MANAGER	98,163.86	33,340.56	15,656.83	40,593.14	245.00
		ELEC ENG ENGINEER	153,121.07	-	-	59,159.73	459.03
		ELEC OPS MACHINIST/WELDER	117,433.71	-	-	40,262.18	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	111,205.50	-	-	5,000.00	196.00
		SHARED SVS WRKNG LEADER/GOV REL REP	139,168.28	14,304.80	-	-	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	183,637.96	33,572.18	-	151,104.76	9,713.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,260.77	-	-	289,007.63	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	220,822.94	49,219.52	39,134.27	7,500.00	23,460.29
		ELEC OPS LINeworker/LINEMAN	177,160.82	-	-	196,470.98	-
		ELEC OPS CREW LEAD/LEADER	157,976.77	-	-	117,215.85	-
		ELEC OPS LINeworker/LINEMAN	138,787.35	-	-	160,504.85	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,947.67	-	-	84,726.64	321.62
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	130,553.28	21,466.18	-	105,141.04	14,341.80
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	127,468.96	13,732.00	-	-	-
		GAS ENG ENGINEER	184,921.44	20,302.35	-	1,296.87	3,425.63
		ELEC ENG ENGINEER	192,780.00	21,268.33	-	16,969.82	420.00
		GAS ENG ENGINEER	171,978.32	19,159.41	-	500.00	2,451.89
		ELEC ENG ENGINEER	194,389.15	20,600.77	-	805.04	2,550.67
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	139,012.90	17,799.76	-	2,000.00	463.75
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	165,654.54	20,888.34	-	1,250.00	996.48

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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)
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	210,877.82	35,100.18	-	1,000.00	6,165.51
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	113,892.55	16,657.19	-	2,675.23	70.00
		ELEC ENG ENGINEER	135,795.46	-	-	47,895.53	4,475.82
		GAS ENG ENGINEER	136,973.76	-	-	46,554.54	1,190.62
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	100,783.56	17,778.42	-	500.00	-
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	193,208.67	32,385.67	26,493.45	23,400.00	4,166.99
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	154,148.46	16,482.40	-	-	476.05
		ELEC ENG TECHNICIAN	127,360.32	-	-	62,613.82	960.00
		OPERATIONS MANGER/SR MANAGER	194,000.04	30,825.95	28,113.61	6,000.00	1,862.97
		IT MANAGER/SR MANAGER	180,650.16	31,852.16	-	-	245.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,150.56	17,469.19	-	-	441.00
		ELEC ENG ENGINEER	183,600.00	20,256.01	-	-	960.00
		GAS OPS PRGM/PROJ MANAGER	170,117.15	15,572.13	-	2,627.98	3,325.79
		ELEC ENG ENGINEER	179,730.24	22,781.61	-	1,165.00	3,707.91
		IT MANAGER/SR MANAGER	182,153.22	31,728.21	-	378.48	4,303.99
		GAS ENG ENGINEER	135,006.65	-	-	101,283.36	2,342.04
		GAS ENG SUPERVISOR	176,418.68	22,448.26	-	1,000.00	455.00
		ELEC OPS ENGINEER	171,204.29	20,905.67	-	76,080.62	3,825.27
		GAS ENG ENGINEER	185,420.74	21,412.44	-	2,500.00	385.00
		GAS ENG ENGINEER	151,377.37	-	-	71,143.46	656.62
		FINANCE AUDITOR SR/EX/PRN	165,971.00	26,657.09	-	321.08	497.85
		ELEC OPS DATA SCTS/TECH WRITER EXP/PRN	139,082.84	14,541.67	-	2,309.68	-
		GAS ENG SENIOR BUSINESS REP	146,663.80	-	-	30,261.03	525.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	122,922.32	14,302.16	-	-	936.00
		GAS OPS COOR/REP/STRAT SR/EX/PRN	63,946.48	-	-	44,798.45	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	165,072.00	17,468.75	-	11,358.64	3,779.82
		SHARED SVS LAND PLANNER	166,920.00	19,730.81	-	2,164.25	1,235.28
		ELEC OPS CABLE SPLICER/CABLEMAN	159,931.66	-	-	76,306.30	-
		ELEC OPS LINEMAN	142,116.18	-	-	169,062.14	-
		ELEC OPS TECHNICIAN	192,135.76	-	-	37,506.58	-
		ELEC ENG SUPERVISOR	181,012.15	28,869.42	-	17,472.88	17,245.26
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	122,251.08	52,960.97	57,595.52	16,960.86	4,912.08
		ELEC OPS LINEMAN	122,659.13	-	-	100,782.18	230.71
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	229,333.34	53,687.91	13,814.85	18,084.40	4,235.92
		SHARED SVS LAND AGENT/CONSLT	140,758.16	-	-	10,516.00	4,388.96
		ELEC ENG ENGINEER	148,012.49	-	-	110,627.08	420.00
		GAS ENG ENGINEER	149,222.33	-	-	91,966.38	420.00
		IT TECHNICIAN	132,999.99	-	-	1,242.14	286.38
		SHARED SVS SUPERVISOR/CHIEF/EX AST	140,545.40	9,227.06	-	-	22,940.27
		ELEC OPS SYSTEM OPERATOR/LEAD	70,951.10	-	-	509,846.13	1,272.54
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	122,524.71	-	-	16,799.94	163.75
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	187,452.94	32,451.39	-	5,000.00	800.25
		GENERATION TECHNICIAN	14,143.80	-	-	24,542.38	-
		ELEC OPS ENGINEER	166,710.50	18,723.01	-	-	77.29
		GAS ENG ESTIMATOR/SCHEDULER	138,676.28	-	-	8,830.25	2,051.69
		OPERATIONS MANGER/SR MANAGER	125,459.98	14,483.38	-	-	2,456.43
		SHARED SVS SUPERVISOR/CHIEF/EX AST	137,127.66	16,093.77	-	-	7,773.80
		GAS ENG MANAGER/SR MANAGER	186,118.91	36,661.13	23,368.17	20,159.04	1,109.24
		GAS OPS SUPERVISOR	153,205.60	16,976.88	-	30,544.74	-
		SHARED SVS SCIENTIST/TECHNICIAN	127,334.00	14,335.63	-	2,371.77	5,969.60
		GAS ENG ENGINEER	147,311.01	-	-	61,044.90	525.00
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	129,227.20	14,425.10	-	13,050.48	-
		GAS ENG ENGINEER	183,600.00	20,256.01	-	400.00	2,106.72
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	186,843.86	41,545.60	11,504.57	5,500.00	1,126.08
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	126,984.48	14,980.11	-	532.44	1,240.38
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	152,059.80	16,252.65	-	2,000.00	35.00
		ELEC ENG ENGINEER	115,708.12	-	-	33,542.27	907.77
		ENERGY PLCY & PROC MANAGER/SR MANAGER	194,137.71	32,226.28	25,740.89	-	3,892.55
		IT ARCHITECT EXP/PRN	185,357.42	19,976.11	-	-	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	92,039.12	-	-	40,795.35	-
		GAS OPS SUPERVISOR	148,036.10	21,167.31	-	9,799.22	3,942.64
		GAS OPS OPERATOR	131,116.44	-	-	40,186.05	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	167,394.10	28,323.14	-	-	-
		GAS ENG ENGINEER	144,671.06	16,254.24	-	-	960.00
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	170,999.16	20,263.32	-	-	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	142,295.88	15,252.02	-	3,136.38	465.21

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		GAS ENG SUPERVISOR	11,881.84	30,923.89	-	11,245.13	35.00
		ELEC ENG ENGINEER	192,732.00	21,262.83	-	2,965.12	5,980.59
		ELEC ENG ENGINEER	214,488.00	23,564.70	-	64,488.40	2,692.14
		OPERATIONS DATA ENGINEER/SCIENTIST	130,030.63	13,786.79	-	2,000.00	1,483.83
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	124,912.52	13,502.40	-	-	2,569.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	156,705.45	17,670.38	-	750.00	420.00
		GAS ENG SUPERVISOR	190,608.26	25,708.15	-	69,253.68	5,184.99
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,283.78	-	-	33,806.52	122.41
		ELEC OPS OPERATOR	131,903.62	-	-	46,848.33	-
		GAS OPS SUPERVISOR	142,933.46	19,123.80	-	65,761.34	9,799.20
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	238,997.46	55,666.37	68,028.96	-	105,567.09
		GAS ENG SUPERVISOR	13,476.99	-	-	-	-
		ELEC OPS OPERATOR	126,439.00	-	-	58,072.18	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	154,512.00	18,265.02	-	24,586.68	-
		ELEC OPS ENGINEER	155,132.00	8,605.76	-	4,001.45	5,851.77
		ENG PLNG & STRAT MANGER/SR MANAGER	196,709.74	37,248.95	13,814.85	-	2,827.27
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	-	39,085.60	-	-	-
		GAS OPS SUPERVISOR	160,035.80	22,760.37	-	3,678.12	23,328.12
		GAS ENG TECHNICIAN	122,166.64	-	-	59,250.17	1,067.01
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	151,137.41	16,529.87	-	45,862.88	8,413.76
		ELEC OPS CABLE SPLICER/CABLEMAN	151,219.30	-	-	156,046.74	333.02
		GAS OPS OPERATOR	115,224.28	-	-	38,233.40	-
		GAS ENG MANAGER/SR MANAGER	210,462.66	36,917.76	25,740.89	-	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	8,625.67	-	-	15,069.60	-
		ELEC OPS ENGINEER	167,238.00	17,582.82	-	1,748.14	727.02
		CUSTOMER & COMMS MANAGER/SR MANAGER	197,597.80	34,507.61	28,051.17	3,700.00	2,844.62
		ELEC OPS CREW LEAD/LEADER	194,018.94	-	-	104,261.39	-
		GAS OPS MANAGER/SR MANAGER	213,800.04	35,184.76	-	16,720.00	11,531.34
		OPERATIONS SUPERVISOR	159,460.08	21,433.49	-	35,929.60	607.84
		ELEC ENG ESTIMATOR	139,421.74	-	-	901.42	-
		GAS ENG ESTIMATOR/SCHEDULER	148,109.73	-	-	70,132.22	570.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	29,624.16	-	-	46,178.37	-
		ELEC OPS SUPERVISOR	165,966.42	24,445.26	-	74,994.93	754.05
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	177,547.32	30,017.26	-	-	483.68
		IT ANALYST/SPECIALIST SR/EXP/PRN	175,987.44	29,958.48	-	4,800.00	526.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	156,056.48	17,287.33	-	1,612.84	-
		ELEC OPS WORKING LEADER	134,500.62	-	-	49,188.34	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	154,390.14	20,974.94	-	11,177.02	7,043.39
		ELEC ENG ENGINEER	148,258.33	-	-	54,452.74	1,894.19
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	194,754.66	36,927.50	-	1,945.90	36,163.12
		GAS OPS MECHANIC/WELDER	64,575.44	-	-	76,033.93	187.33
		GENERATION ENGINEER	198,468.00	23,369.80	-	54,382.59	-
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	142,681.88	16,101.81	-	1,000.00	35.00
		GAS ENG DATA SCIENTIST SR/EXP	169,452.22	19,129.54	-	1,000.00	678.83
		GAS ENG ENGINEER	161,198.67	-	-	16,697.82	960.00
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	125,778.38	13,878.07	-	-	1,427.65
		ENG PLNG & STRAT SUPERVISOR/LIAISON	158,257.34	21,338.47	-	-	458.00
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	176,717.66	31,258.63	-	5,375.55	2,022.86
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	147,179.42	14,995.20	-	-	1,648.32
		IT ANALYST/SPECIALIST SR/EXP/PRN	143,685.00	16,162.20	-	-	1,031.91
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	153,759.40	17,224.12	-	400.00	8,975.36
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	137,686.44	17,763.16	-	1,500.00	4,330.81
		OPERATIONS DATA ENGINEER/SCIENTIST	162,875.78	18,327.58	-	6,149.73	350.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	232,077.14	54,561.18	80,300.53	5,634.60	1,105.82
		ELEC ENG ENGINEER	162,812.88	-	-	8,454.16	2,444.80
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	146,416.38	17,086.44	-	2,986.94	3,387.99
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,189.95	-	-	20,135.05	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	119,408.26	12,772.16	-	-	1,212.74
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	15,068.18	-	-	-	35.00
		ELEC ENG ENGINEER	177,774.00	19,000.98	-	656.40	973.19
		GENERATION SCHEDULER	68,422.62	-	-	37,467.02	-
		CUSTOMER & COMMS SUPERVISOR	160,494.82	21,857.09	-	7,900.00	3,221.20
		SHARED SVS LAND TECH/LEAD LAND TECH	130,177.01	-	-	23,924.86	1,542.99
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	18,686.80	-	-	16,838.18	-
		GENERATION TECHNICIAN	126,011.10	-	-	60,387.78	-
		ELEC ENG SUPERVISOR	173,422.86	24,362.38	-	110,238.99	21,757.79

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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	172,576.00	18,020.45	-	3,445.46	7,091.96
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	130,178.00	13,722.63	-	504.64	1,049.83
		ELEC ENG ESTIMATOR	138,651.14	-	-	78,705.92	481.57
		GAS ENG ENGINEER	152,432.57	-	-	174,957.42	420.00
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	135,740.32	16,230.15	-	76,316.11	843.34
		OPERATIONS TECHNICIAN	130,527.69	-	-	35,600.89	-
		ELEC OPS SYSTEM OPERATOR/LEAD	116,304.12	-	-	111,228.46	-
		GAS ENG ENGINEER	162,114.20	17,605.18	-	8,755.51	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	120,212.20	12,422.09	-	773.86	586.25
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	138,916.00	14,595.53	-	4,440.87	5,318.82
		IT MANAGER/SR MANAGER	161,768.54	28,204.27	11,504.57	6,528.08	3,823.73
		GAS OPS MECHANIC/WELDER	114,778.67	-	-	42,754.19	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	95,076.76	10,072.69	-	-	2,414.23
		IT DIRECTOR/SR DIRECTOR	237,863.72	55,869.50	72,473.30	3,582.14	15,015.23
		IT MANAGER/SR MANAGER	178,772.02	30,556.94	-	-	768.99
		IT TECHNICIAN	129,084.63	10,988.89	-	4,617.32	92.36
		ELEC OPS SYSTEM OPERATOR/LEAD	94,887.92	-	-	397,189.76	444.79
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,970.66	17,227.71	-	2,121.52	1,040.00
		ELEC OPS ENGINEER	208,392.00	25,805.98	-	27,132.12	806.24
		GAS OPS SUPERVISOR	171,400.70	23,265.18	-	40.00	15,049.54
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,237.71	-	-	78,840.60	109.39
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	177,670.66	34,185.53	18,981.76	2,900.00	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	198,903.78	33,510.17	67,942.22	-	1,401.15
		GENERATION ENGINEER	183,600.00	20,256.01	-	15,050.55	978.49
		FINANCE DIRECTOR	230,818.94	52,348.84	419,718.97	2,392.08	242.43
		GAS OPS MECHANIC/WELDER	122,772.29	-	-	29,014.66	210.92
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	28,139.58	-
		ELEC OPS SUPERVISOR	120,996.23	15,959.97	-	23,019.03	857.78
		SHARED SVS LAND AGENT/CONSLT	138,903.98	-	-	2,558.43	812.66
		ELEC OPS TECHNICIAN	134,362.95	-	-	77,474.59	-
		ELEC OPS SUPERVISOR	163,502.96	-	-	101,959.20	-
		ELEC OPS CREW LEAD/LEADER	135,476.88	-	-	9,012.19	-
		ELEC OPS ENGINEER	168,476.00	17,702.32	-	9,478.16	12,349.64
		GENERATION TECHNICIAN	137,819.16	-	-	114,762.82	1,806.76
		ELEC OPS SUPERVISOR	140,782.31	12,130.24	-	63,183.98	28,043.81
		OPERATIONS SUPERVISOR	115,607.15	12,247.65	-	18,185.34	18,557.64
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	191,213.76	34,679.74	-	4,627.00	754.65
		IT DIRECTOR/SR DIRECTOR	123,623.81	13,801.51	-	6,713.71	11,988.67
		GAS OPS SCHEDULER	135,056.53	-	-	-	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	136,581.34	14,725.32	-	-	706.12
		GAS ENG ENGINEER	169,470.80	17,754.97	-	1,877.96	1,973.53
		ELEC OPS CREW LEAD/LEADER	162,548.68	-	-	79,921.62	-
		SHARED SVS CONT/PRGM/PROJ MANAGER	160,739.98	21,789.31	-	-	2,057.04
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	136,753.46	14,963.03	-	3,922.50	140.00
		GENERATION ENGINEER	198,468.00	21,896.05	-	24,055.83	180.00
		SHARED SVS SUPERVISOR/CHIEF/EX AST	176,161.50	24,277.53	-	-	9,361.50
		OPERATIONS MANAGER/SR MANAGER	193,602.90	32,129.37	-	-	4,738.33
		OPERATIONS ENGINEER/ELECTRICIAN	178,255.78	20,062.68	-	13,415.59	15,098.70
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	130,807.63	-	-	59,478.89	-
		FINANCE PROJ/PROM MANAGER/ASSOC EXP/PRN	48,773.83	-	-	1,000.00	112.00
		SHARED SVS MANAGER/SR MANAGER	183,671.44	30,941.10	31,735.13	2,000.00	969.90
		GAS OPS SUPERVISOR	164,768.58	22,618.75	-	77,358.13	968.56
		ELEC OPS MANAGER/SR MANAGER	200,486.64	33,515.06	-	15,200.00	679.43
		ELEC OPS CONSULTANT EXP/PRN	95,873.70	30,149.68	-	-	3,136.71
		ELEC OPS LINEWORKER/LINEMAN	136,966.61	-	-	169,198.96	-
		GAS OPS SCHEDULER	137,246.77	-	-	5,742.68	1,833.71
		IT ENGINEER SR/EXP/PRN	146,316.28	15,434.70	-	-	525.39
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,894.81	19,338.46	-	500.00	1,397.84
		SAFETY RISK MANAGER/SR MANAGER	245,444.18	43,360.62	13,814.85	-	385.00
		ELEC OPS CREW LEAD/LEADER	139,638.80	-	-	107,246.75	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	200,645.24	35,518.70	-	-	525.34
		ELEC OPS LINEWORKER/LINEMAN	168,190.57	-	-	320,166.64	1,790.80
		ELEC OPS TECHNICIAN	154,558.41	-	-	91,666.47	907.78
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	157,482.86	25,963.35	-	18,400.00	3,450.32
		GAS ENG ENGINEER	134,818.19	19,245.28	-	28,676.16	580.00
		ELEC ENG ENGINEER	152,452.38	-	-	90,939.69	-



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		GAS OPS FOREMAN/LEADER/CREW LEADER	129,359.09	-	-	13,016.88	-
		OPERATIONS MANGER/SR MANAGER	155,000.00	26,280.00	-	4,984.40	12,064.58
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	83,565.47	-	-	66,923.82	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,269.66	-	-	112,070.75	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,627.96	-	-	198,752.44	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	134,537.80	14,541.62	-	50.00	880.00
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	126,962.11	-	-	100,001.54	518.77
		GENERATION ENGINEER	128,333.36	-	-	30,619.65	1,122.45
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	131,264.60	18,001.71	-	-	11,338.93
		ELEC OPS SUPERVISOR	167,085.46	19,623.57	-	75,940.54	1,979.30
		ELEC OPS FOREMAN	121,401.64	-	-	441,116.61	18,915.50
		IT ARCHITECH EXP/PRN	190,847.90	32,171.59	22,521.60	-	6,884.97
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	123,989.92	-	-	10,088.48	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	141,142.50	15,544.20	-	1,364.10	4,274.52
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	171,122.47	29,618.68	-	2,800.00	445.00
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	13,694.80	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,652.26	16,030.48	-	7,561.76	4,896.50
		ELEC OPS PROD OWN/RSY DISP/JOURN/WTR MNGMT	203,940.00	34,479.36	-	-	6,697.33
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	153,180.41	19,739.40	-	16,228.08	9,933.22
		ELEC OPS INSPECTOR/LEAD INSPECTOR	119,877.90	12,396.50	-	35,295.50	15,599.51
		GAS OPS COOR/REP/STRAT SR/EX/PRN	83,411.52	-	-	51,643.68	-
		ELEC OPS ENGINEER	132,804.00	14,698.25	-	11,757.92	1,009.86
		ELEC OPS LINeworker/LINEMAN	132,139.52	-	-	103,769.46	-
		ELEC OPS LINeworker/LINEMAN	174,022.20	-	-	247,156.88	181.92
		GAS OPS TECHNICIAN	133,380.70	-	-	19,003.35	159.17
		GAS OPS OPERATOR	-	-	-	36,437.90	-
		IT MANAGER/SR MANAGER	153,329.47	33,596.04	-	44,749.33	849.99
		ELEC OPS CABLE SPLICER/CABLEMAN	169,894.35	-	-	96,445.64	198.75
		OPERATIONS SUPERVISOR	143,935.14	19,029.49	-	18,797.14	3,169.46
		OPERATIONS SUPERVISOR	152,381.12	21,743.81	-	21,305.36	315.00
		ELEC ENG ELECTRICIAN	123,785.90	-	-	38,423.21	-
		GENERATION SCHEDULER	120,108.69	-	-	45,718.59	390.27
		GAS ENG SENIOR BUSINESS REP	148,372.51	-	-	63,538.72	528.67
		OPERATIONS MANGER/SR MANAGER	165,104.10	26,906.98	-	1,025.00	9,949.53
		GAS ENG ENGINEER	144,401.00	-	-	84,536.62	1,100.18
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	161,931.63	-	-	23,833.68	1,583.72
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,687.02	-	-	17,563.27	607.85
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	146,878.00	17,347.43	-	(1,869.87)	420.00
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	182,502.48	23,956.93	-	3,384.56	8,358.20
		GAS ENG ENGINEER	161,960.04	20,106.05	-	1,840.04	1,944.77
		IT SUPERVISOR	120,652.17	-	-	66,751.00	887.42
		GENERATION ENGINEER	160,250.29	-	-	17,553.30	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	153,222.95	-	-	118,649.22	154.82
		ELEC OPS LINeworker/LINEMAN	108,733.58	-	-	144,704.51	491.25
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	131,744.13	-	-	39,663.88	-
		ELEC ENG TECHNICIAN	129,705.10	-	-	38,455.26	1,194.94
		ELEC OPS SUPERVISOR	137,583.26	18,213.57	-	62,258.86	6,928.90
		CUSTOMER & COMMS EX ASST/SR EX ASST	129,039.08	17,150.68	-	13,985.27	712.55
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	187,473.96	26,598.07	-	21,000.00	3,255.94
		GENERATION ENGINEER	183,600.00	21,630.38	-	43,992.34	4,263.74
		ELEC OPS ENGINEER	154,687.50	14,673.00	-	-	4,606.27
		GAS OPS SUPERVISOR	153,571.55	-	-	43,718.88	191.18
		ELEC OPS ELECTRICIAN	126,633.48	-	-	36,486.30	222.70
		GAS OPS MECHANIC/WELDER	126,960.33	-	-	21,264.81	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	35,244.10	-	-	22,681.29	-
		GAS OPS SUPERVISOR	153,562.50	22,172.33	-	13,969.44	-
		IT ENGINEER SR/EX/PRN	133,226.89	9,683.97	-	-	501.09
		SHARED SVS PERMIT FACILITATOR	127,214.22	-	-	16,366.53	420.00
		ELEC OPS CABLE SPLICER/CABLEMAN	163,913.77	-	-	168,655.30	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	66,779.92	-	-	2,049.14	322.69
		OPERATIONS SUPERVISOR	160,386.43	21,741.42	-	29,908.22	1,280.59
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	164,617.46	26,580.00	-	1,950.00	-
		ELEC OPS ELECTRICIAN	125,817.91	-	-	29,940.16	1,925.71
		ELEC OPS SYSTEM OPERATOR/LEAD	120,083.02	-	-	206,121.78	27.39
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	59,457.52	-	-	6,019.62	144.10
		ELEC OPS CREW LEAD/LEADER	135,856.23	-	-	50,842.98	234.49

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		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	165,974.26	-	-	175,464.72	752.27
		GAS OPS OPERATOR	131,768.48	-	-	91,633.12	-
		GAS ENG ENGINEER	138,778.20	17,598.25	-	1,633.11	420.00
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	129,912.45	16,542.88	-	-	1,089.34
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	149,886.79	-	-	93,487.66	-
		GAS ENG SENIOR BUSINESS REP	144,621.79	-	-	43,083.69	1,081.57
		GAS OPS COOR/REP/STRAT SR/EX/PRN	131,469.25	-	-	18,108.34	940.51
		ELEC OPS SUPERVISOR	155,390.40	19,860.11	-	39,588.49	2,290.14
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	156,671.31	16,573.08	-	7,526.95	-
		GAS OPS ENGINEER	127,447.95	-	-	16,022.33	-
		IT TECHNICIAN	140,281.60	-	-	53,861.90	387.77
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	121,631.84	-	-	44,983.76	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,241.16	14,427.08	-	1,750.00	7,163.44
		ENERGY PLCY & PROC MANAGER/SR MANAGER	179,000.04	29,315.34	-	1,876.80	644.36
		ELEC OPS CREW LEAD/LEADER	150,313.74	-	-	125,194.00	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	51,494.35	-	-	9,357.12	-
		ELEC ENG ESTIMATOR	136,138.88	-	-	107,480.38	584.50
		GAS ENG ENGINEER	155,148.88	16,980.41	-	1,584.25	18,220.14
		IT TECHNICIAN	130,815.06	-	-	33,363.63	-
		ELEC OPS CREW LEAD/LEADER	196,893.24	-	-	343,429.37	164.37
		ELEC ENG TECHNICIAN	181,807.39	-	-	49,960.94	-
		GENERATION TECHNICIAN	103,216.75	-	-	39,414.38	470.43
		GENERATION SUPERVISOR	162,376.43	-	-	125,593.60	824.69
		ELEC ENG COOR/CONS/PLNR EXP/PRN	134,287.68	-	-	1,073.79	35.00
		ELEC OPS CREW LEAD/LEADER	151,298.84	-	-	21,963.06	-
		GAS ENG SUPERVISOR	200,721.38	26,744.33	-	6,958.35	1,992.47
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	148,654.92	16,621.64	-	3,550.00	4,825.57
		GAS ENG TECHNICIAN	121,774.48	-	-	4,651.20	490.00
		ELEC OPS CREW LEAD/LEADER	140,129.83	-	-	61,772.06	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	116,578.30	13,497.38	-	4,029.01	9,837.33
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	148,008.30	24,025.29	-	3,400.00	1,197.36
		ELEC ENG ENGINEER	176,437.57	18,999.19	-	631.28	4,335.10
		GAS OPS ENGINEER	133,711.67	-	-	37,301.68	2,727.69
		GAS ENG ENGINEER	163,482.70	18,592.40	-	16,066.15	3,081.38
		SHARED SVS ENGINEER	126,690.48	14,366.45	-	5,122.43	3,291.77
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	144,849.17	-	-	16,372.10	10,664.30
		SHARED SVS PERMIT FACILITATOR	116,117.20	-	-	-	420.00
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	146,988.00	16,647.54	-	-	4,162.81
		GAS OPS FOREMAN/LEADER/CREW LEADER	146,622.60	-	-	27,701.31	-
		ELEC OPS LINEMAN/LINEMAN	138,074.93	-	-	215,204.73	-
		GAS ENG TECHNICIAN	142,372.97	-	-	400.00	519.00
		GAS OPS SUPERVISOR	134,263.51	-	-	20,068.88	994.47
		ELEC ENG ENGINEER	198,468.00	21,879.56	-	4,121.01	1,932.67
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,501.88	-	-	63,485.64	-
		ELEC ENG ENGINEER	169,928.00	19,130.37	-	30,380.44	2,062.01
		GAS ENG ENGINEER	152,708.36	-	-	262,853.93	385.00
		ELEC ENG MANAGER/SR MANAGER	179,596.67	28,789.38	11,504.57	-	427.88
		GAS ENG ENGINEER	183,600.00	20,256.01	-	4,107.38	2,056.60
		GAS OPS TECHNICIAN	117,510.64	-	-	7,254.00	11,685.56
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	137,095.94	15,901.24	-	2,000.00	2,785.84
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,159.82	-	-	144,646.91	83.05
		ELEC OPS LINEMAN/LINEMAN	8,636.40	-	-	10,926.95	-
		ENERGY PLCY & PROC SCHEDULER/TRADER/LIAISON SR/EXP	152,490.01	32,918.74	-	23,561.51	4,224.72
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	136,855.54	-	-	4,986.04	2,683.98
		GAS ENG SUPERVISOR	183,573.80	22,842.95	-	500.00	1,628.92
		HR ECO MANAGER/SR MANAGER	163,714.22	27,611.86	30,486.33	1,500.00	739.97
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	153,666.64	17,090.54	-	-	880.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	153,623.22	9,159.22	-	-	2,005.88
		ELEC OPS INSPECTOR/LEAD INSPECTOR	132,686.10	11,678.90	-	36,747.00	4,309.01
		ELEC OPS CREW LEAD/LEADER	141,562.96	-	-	8,554.62	-
		GENERATION ELECTRICIAN	52,920.78	-	-	7,472.64	-
		IT TECHNICIAN	133,800.91	-	-	47,921.02	-
		OPERATIONS TECHNICIAN	125,692.14	-	-	57,704.90	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	87,554.35	-	-	1,300.00	3,418.79
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EX/PRN	184,966.64	32,785.23	32,796.61	358.00	444.35
		GAS ENG SENIOR BUSINESS REP	154,155.73	-	-	121,248.93	413.00

PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
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 FOR THE YEAR ENDED DECEMBER 31, 2023

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	171,792.00	18,573.16	-	12,490.78	963.93
		OPERATIONS MANGER/SR MANAGER	208,146.21	34,275.92	-	-	4,153.44
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	129,988.72	-	-	6,961.33	-
		GENERATION CREW LEADER/CONTROL LEAD	146,605.34	-	-	137,877.18	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	128,912.12	-	-	45,687.71	906.59
		ELEC OPS FOREMAN	139,942.55	-	-	160,451.09	86.46
		ELEC OPS LINEWORKER/LINEMAN	138,077.94	-	-	59,940.89	-
		GENERATION TECHNICIAN	27,549.60	-	-	25,905.23	-
		SHARED SVS CREW LEAD/LEADER	131,580.53	-	-	63,399.40	795.18
		GAS OPS SUPERVISOR	153,192.36	19,733.69	-	106,555.18	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	153,165.60	-	-	18,167.78	344.99
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	29,200.50	-	-	32,713.99	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,678.00	-	-	64,032.00	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	149,893.65	-	-	62,345.21	-
		GAS OPS SUPERVISOR	162,194.58	21,882.56	-	3,264.05	19,344.80
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,838.24	-	-	43,115.00	2,927.22
		ELEC OPS ELECTRICIAN	123,444.30	-	-	57,280.12	-
		GAS OPS OPERATOR	119,487.70	-	-	91,431.69	100.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	104,126.68	-	-	5,874.75	-
		ELEC ENG ENGINEER	187,634.00	19,511.18	-	17,489.58	-
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	166,011.44	18,374.18	-	1,200.00	448.00
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	125,370.08	13,505.90	-	969.12	1,348.75
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	121,194.65	11,472.07	-	-	350.00
		ELEC OPS ENGINEER	155,639.10	18,724.39	-	10,261.78	1,348.58
		ELEC OPS CREW LEAD/LEADER	147,283.06	-	-	40,886.70	-
		GAS ENG ESTIMATOR/SCHEDULER	141,918.48	-	-	21,752.66	880.00
		HR ECO MANAGER/SR MANAGER	138,347.79	-	-	11,830.76	1,014.54
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	47,204.26	-	-	9,000.00	716.89
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	153,550.96	17,647.79	-	-	385.00
		ELEC OPS SYSTEM OPERATOR/LEAD	138,227.13	-	-	148,074.65	194.80
		GAS ENG SENIOR BUSINESS REP	102,162.94	-	-	80,032.69	155.52
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,174.40	-	-	37,758.00	-
		GAS OPS OPERATOR	123,197.26	-	-	28,669.95	-
		GAS ENG SUPERVISOR	170,772.40	22,581.05	-	22,002.58	-
		GAS OPS OPERATOR	130,075.97	-	-	83,621.26	-
		ELEC OPS SUPERVISOR	156,932.82	20,843.22	-	4,541.69	2,157.77
		ELEC OPS SUPERVISOR	204,654.32	23,434.54	-	4,257.57	7,622.90
		ELEC OPS FOREMAN	137,260.76	-	-	105,895.84	-
		GAS ENG ESTIMATOR/SCHEDULER	141,797.08	-	-	1,541.30	-
		GAS ENG ENGINEER	166,482.46	18,779.26	-	-	414.85
		ELEC OPS SUPERVISOR	161,492.30	21,886.53	15,892.60	142,059.42	-
		GENERATION ENGINEER	183,600.00	21,268.83	-	11,419.89	1,389.85
		SHARED SVS SUPERVISOR/CHIEF/EX AST	168,955.70	22,430.60	-	5,565.83	5,825.32
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	149,800.00	8,839.44	-	796.95	1,032.31
		IT MANAGER/SR MANAGER	158,427.74	29,779.78	-	-	7,802.57
		ENERGY PLCY & PROC MANAGER/SR MANAGER	226,213.80	37,711.80	32,718.56	1,500.00	2,347.14
		GAS OPS MECHANIC/WELDER	117,779.04	-	-	58,830.75	-
		ELEC OPS OPERATOR	139,622.80	-	-	130,699.33	99.56
		ELEC OPS LINEWORKER/LINEMAN	142,644.92	-	-	103,871.01	218.56
		GENERATION ENGINEER	161,946.58	17,945.67	-	45,944.91	6,233.03
		GAS OPS SUPERVISOR	165,728.10	-	-	21,895.91	1,159.75
		GAS OPS SUPERVISOR	155,481.16	21,012.78	-	24,368.20	1,609.01
		GAS ENG MANAGER/SR MANAGER	179,895.10	42,981.71	25,678.45	11,153.40	14,364.67
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	125,278.10	13,991.67	-	500.00	490.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	141,448.33	-	-	475,786.92	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	159,275.06	27,016.05	-	3,407.92	1,490.32
		GAS ENG ENGINEER	114,504.00	17,576.19	-	479.00	69.15
		ELEC OPS SUPERVISOR	150,344.02	20,077.06	-	14,874.17	4,071.10
		ELEC OPS SUPERVISOR	160,585.00	-	-	70,774.05	-
		ELEC OPS LINEWORKER/LINEMAN	8,224.80	-	-	4,986.37	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,623.02	-	-	77,189.63	-
		OPERATIONS SUPERVISOR	166,587.32	24,025.38	-	39,846.80	3,561.60
		GAS ENG ESTIMATOR/SCHEDULER	112,099.14	-	-	10,217.45	276.22
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,902.70	-	-	32,857.02	-
		FINANCE MANAGER/SR MANAGER	212,278.42	35,889.09	-	-	4,958.01
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,933.79	-	-	536,644.64	-

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 ENGINEER	164,164.32	14,023.37	-	4,366.29	1,561.45
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	169,173.92	19,026.29	-	21,756.00	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	25,274.66	-	-	42,328.29	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	34,697.04	17,131.28	-	23,619.80	105.00
		ELEC OPS LINEWORKER/LINEMAN	129,833.88	-	-	150,635.74	-
		IT ENGINEER SR/EX/PRN	92,566.25	-	-	-	35.00
		FINANCE SUPERVISOR	121,518.85	19,463.40	-	1,500.00	1,489.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	25,468.44	19,222.49	-	184,974.23	-
		GENERATION TECHNICIAN	27,549.60	-	-	37,365.17	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	157,903.88	17,777.49	-	-	3,759.04
		GAS OPS INSPECTOR/LEAD INSPECTOR	141,195.82	-	-	70,633.55	-
		ELEC OPS BUSINESS LIAISON	123,901.04	-	-	56,729.70	-
		GAS ENG ESTIMATOR	123,918.25	-	-	30,185.55	2,441.13
		ELEC OPS FOREMAN	143,471.49	-	-	189,974.36	-
		GAS ENG COOR/CNSLT/SYM ADMIN/PROJ MNGR EX/PRN	159,041.36	17,560.25	-	-	-
		GAS ENG ENGINEER	145,392.17	-	-	5,057.55	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,149.03	-	-	46,837.21	54.12
		GAS OPS COOR/REP/STRAT SR/EX/PRN	126,797.53	-	-	39,657.20	347.72
		GENERATION SUPERVISOR	185,000.04	19,592.15	-	29,971.45	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,966.48	18,509.93	-	1,593.11	350.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	156,343.13	17,791.53	-	-	845.85
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	131,846.50	14,770.82	-	28,796.98	3,431.67
		ENERGY PLCY & PROC PRGM/ASSET MNGR SR/EXP/PRN	167,223.36	28,001.36	-	1,500.00	531.65
		ELEC ENG INTERCONNECTION MANAGER	129,845.33	-	-	22,236.00	420.00
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	186,654.96	30,314.71	-	3,999.82	694.20
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	170,939.02	27,800.14	-	10,695.64	1,155.03
		OPERATIONS SUPERVISOR	57,608.70	-	-	-	1,164.88
		ELEC ENG ENGINEER	128,765.75	23,948.16	-	-	1,916.71
		GAS OPS OPERATOR	123,922.88	-	-	53,105.26	2,464.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,465.91	-	-	59,383.27	-
		ELEC OPS ELECTRICIAN	126,909.96	-	-	65,222.44	80.00
		GAS OPS SUPERVISOR	171,641.66	26,121.92	-	35,475.01	64.20
		ELEC OPS CREW LEAD/LEADER	188,818.94	-	-	639,204.59	49.10
		ELEC OPS MACHINIST/WELDER	125,956.00	-	-	47,246.14	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,547.63	-	-	106,981.34	243.28
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	138,003.75	-	-	37,262.41	3,828.80
		ELEC OPS LINEWORKER/LINEMAN	139,748.57	-	-	118,978.48	-
		IT MANAGER/SR MANAGER	159,152.31	31,104.28	-	1,500.00	3,300.65
		ELEC ENG SUPERVISOR	229,161.66	30,969.56	-	-	5,731.10
		ELEC OPS ENGINEER	125,004.00	-	-	465.14	-
		ELEC OPS MANAGER/SR MANAGER	185,052.14	33,991.02	-	26,784.88	3,435.69
		ELEC OPS FOREMAN	145,546.11	-	-	196,874.69	-
		HR ECO MANAGER/SR MANAGER/SUPERVISOR	187,266.96	29,326.19	-	5,000.00	8,784.15
		GAS OPS ENGINEER	145,134.06	-	-	6,685.20	420.00
		ELEC OPS SYSTEM OPERATOR/LEAD	38,586.08	-	-	1,165,909.14	48,684.77
		GAS ENG ENGINEER	194,398.32	21,972.93	-	-	1,303.38
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	136,874.96	14,880.32	-	-	512.60
		GAS ENG ENGINEER	150,848.28	-	-	2,235.54	529.86
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	241,573.28	52,727.59	431,582.57	-	4,072.15
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	176,458.21	28,732.80	-	698.64	14,641.38
		ELEC OPS MANAGER/SR MANAGER	202,727.34	34,479.91	11,504.57	4,585.75	9,505.07
		GAS ENG MANAGER/SR MANAGER	222,632.74	36,704.26	-	3,430.20	4,015.09
		ELEC ENG ENGINEER	131,433.03	-	-	14,685.54	2,506.66
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	121,420.80	12,380.97	-	250.28	795.24
		ELEC OPS CREW LEAD/LEADER	147,898.48	-	-	180,871.48	45.80
		ELEC ENG TECHNICIAN	120,089.92	-	-	28,589.93	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	176,004.04	23,782.15	-	56,824.01	-
		ELEC OPS MACHINIST/WELDER	132,746.95	-	-	28,592.76	682.52
		GENERATION AUDITOR/INVESTIGATOR SR/EX	171,532.06	20,867.05	-	6,162.75	2,782.08
		OPERATIONS INSPECTOR/LEAD INSPECTOR	149,561.60	-	-	219,459.37	23,589.36
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	133,174.20	15,724.19	-	2,000.00	2,750.35
		GAS OPS TECHNICIAN	132,356.38	-	-	79,022.70	8,432.06
		ELEC ENG ESTIMATOR	116,932.32	-	-	16,911.64	-
		ELEC ENG ESTIMATOR	135,414.54	-	-	76,412.32	-
		ELEC OPS ELECTRICIAN	132,556.16	-	-	25,579.87	-
		ELEC ENG SUPERVISOR	144,690.40	-	-	57,212.16	909.14

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		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	164,215.76	29,574.84	-	-	1,504.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	125,309.73	-	-	62,599.53	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,902.72	-	-	136,167.81	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	141,360.57	16,030.02	-	-	1,616.34
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	144,736.01	13,761.03	-	9,670.73	3,712.14
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	173,761.44	30,688.51	11,504.57	586.28	3,866.36
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	137,679.23	16,994.86	-	6,742.79	35.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	122,898.52	-	-	-	3,170.57
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	133,436.62	13,759.68	-	500.00	1,055.29
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	167,655.64	18,784.31	-	2,473.61	-
		GAS OPS TECHNICIAN	114,703.35	-	-	1,316.93	7,292.22
		GAS ENG ENGINEER	165,513.24	17,780.36	-	819.92	-
		GAS ENG ENGINEER	198,468.00	21,896.05	-	4,388.86	3,419.92
		IT DEVELOPER SR/EX	174,354.78	18,970.69	-	-	1,360.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	148,546.00	16,182.43	-	7,087.04	596.77
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	131,855.26	10,835.93	-	525.00	5,841.80
		FINANCE SUPERVISOR	143,785.38	19,660.64	-	500.00	673.70
		GAS OPS TECHNICIAN	72,418.64	-	-	71,775.92	1,350.00
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PR/CHF	154,236.28	16,564.13	-	3,497.66	245.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	47,486.28	13,369.90	-	-	145.61
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,804.00	14,962.08	-	-	350.55
		GAS OPS FOREMAN/LEADER/CREW LEADER	124,106.27	-	-	17,446.35	-
		GAS OPS DIRECTOR/SR DIRECTOR	222,166.64	41,995.44	39,774.28	-	13,832.44
		GAS OPS DISPATCHER	89,586.81	-	-	16,292.59	-
		ELEC OPS CREW LEAD/LEADER	160,698.61	-	-	136,719.92	-
		GAS ENG SENIOR BUSINESS REP	148,259.90	-	-	40,970.93	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,859.46	16,087.42	-	-	1,534.63
		SHARED SVS LAND AGENT/CONSLT	142,067.07	-	-	2,118.88	723.03
		GAS OPS MECHANIC/WELDER	129,197.84	-	-	99,667.16	2,118.32
		GENERATION TECHNICIAN	146,727.20	-	-	62,774.55	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,996.40	-	-	61,491.60	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	125,681.94	15,826.67	-	750.00	743.18
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	172,404.32	14,978.81	-	750.00	111.85
		GAS ENG ENGINEER	158,315.62	-	-	90,990.46	1,122.20
		ELEC OPS LINEWORKER/LINEMAN	66,330.27	-	-	135,024.23	-
		GAS ENG ENGINEER	167,019.69	22,103.15	-	3,489.38	1,087.78
		ELEC ENG SUPERVISOR	137,938.68	15,515.62	-	7,105.03	6,737.87
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	98,352.84	-	-	592.80	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	150,078.82	-	-	89,841.64	-
		ELEC OPS CREW LEAD/LEADER	155,753.46	-	-	87,064.86	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	144,427.36	13,795.72	-	43,759.93	1,942.55
		GAS ENG ENGINEER	144,141.56	15,982.02	-	-	5,127.68
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,579.94	-	-	170,412.74	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,591.60	-	-	14,913.88	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	182,634.40	32,521.53	23,024.75	1,419.20	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	26,604.90	-	-	31,287.38	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	140,506.82	-	-	87,424.55	-
		ELEC OPS LINEWORKER/LINEMAN	148,349.55	-	-	106,677.51	-
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	232,500.00	44,246.65	38,439.66	7,035.45	4,055.06
		ELEC OPS MANAGER/SR MANAGER	202,825.00	40,244.13	28,051.17	28,691.60	4,865.97
		GEN CNSL & ETHICS COMP MANGER/SR MANGER	188,709.16	31,722.37	-	850.00	4,258.64
		ELEC OPS SYSTEM OPERATOR/LEAD	73,185.54	-	-	61,042.43	-
		ELEC OPS ENGINEER	138,603.95	-	-	23,169.58	3,268.82
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,780.80	-	-	73,766.28	-
		GAS OPS DIRECTOR/SR DIRECTOR	208,911.36	34,054.98	11,863.60	-	4,196.16
		IT TECHNICIAN	136,555.04	-	-	24,831.01	327.50
		ELEC OPS OPERATOR	133,367.36	-	-	61,449.38	1,453.39
		IT MANAGER/SR MANAGER	193,646.52	29,707.81	13,814.85	3,300.00	7,151.77
		GAS OPS INSPECTOR/LEAD INSPECTOR	121,923.78	-	-	26,505.04	485.84
		ELEC OPS MANAGER/SR MANAGER	187,433.54	30,162.42	-	16,700.00	5,956.93
		ELEC OPS INSPECTOR/LEAD INSPECTOR	163,240.38	-	-	255,095.92	-
		ELEC OPS SUPERVISOR	175,525.34	28,080.45	-	109,512.41	8,008.30
		GAS ENG ENGINEER	148,758.24	-	-	142,760.44	2,060.10
		ELEC OPS LINEWORKER/LINEMAN	145,963.08	-	-	58,148.74	-
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	331.16	-
		ELEC ENG ENGINEER	131,642.85	17,562.05	-	-	140.00

PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
 RATE OF \$125,000 - \$249,999 PER ANNUM  
 FOR THE YEAR ENDED DECEMBER 31, 2023

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	140,287.36	14,513.77	-	-	320.00
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	160,788.90	27,443.71	-	13,535.68	4,095.66
		GENERATION ENGINEER	183,600.00	20,256.01	-	12,711.36	-
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	195,383.20	31,299.90	11,504.57	2,000.00	988.34
		GAS OPS ELEC LOCATOR	53,120.64	-	-	22,512.60	1,897.46
		ELEC OPS CREW LEAD/LEADER	164,058.22	-	-	206,624.16	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	136,777.20	-	-	43,246.40	708.95
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	180,526.26	30,192.56	-	7,299.88	5,971.98
		ENERGY PLCY & PROC PRGM/ASSET MNGR SR/EXP/PRN	157,082.60	26,557.38	-	1,750.00	444.98
		GENERATION ENGINEER	198,468.00	23,460.05	-	5,584.81	3,030.83
		ELEC ENG ENGINEER	184,866.67	23,430.74	-	5,538.07	5,381.68
		GAS ENG PRGM/PROJ MANAGER	77,840.91	-	-	-	344.32
		GENERATION OPERATOR	137,322.77	-	-	63,825.35	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	143,826.78	15,008.42	-	1,688.61	842.46
		GENERATION SUPERVISOR	166,114.37	-	-	208,020.32	-
		GAS ENG ENGINEER	133,207.20	14,586.86	-	2,174.85	1,141.14
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	188,754.40	30,281.30	-	9,800.00	4,880.22
		GAS OPS SUPERVISOR	212,055.58	25,411.80	-	2,549.39	1,258.87
		GAS ENG MANAGER/SR MANAGER	215,820.04	40,122.31	-	4,245.64	6,637.84
		GAS OPS INSPECTOR/LEAD INSPECTOR	133,560.66	-	-	43,242.78	-
		GAS OPS ENGINEER	140,915.22	-	-	71,764.18	1,888.40
		IT TECHNICIAN	138,069.82	-	-	31,527.75	-
		SHARED SVS CREW LEAD/LEADER	132,799.04	-	-	1,453.17	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	153,515.33	-	-	45,938.09	-
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	22,909.09	-	-	13,000.00	-
		FINANCE SUPERVISOR	135,086.08	17,575.46	-	700.00	720.00
		ELEC OPS SUPERVISOR	127,985.04	-	-	71,981.93	-
		GAS ENG ENGINEER	149,676.61	-	-	34,669.37	821.20
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,901.43	-	-	78,497.26	187.61
		IT MANAGER/SR MANAGER	174,999.96	25,449.50	-	500.00	5,630.48
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,903.69	-	-	67,071.82	210.92
		IT ENGINEER SR/EXP/PRN	128,031.94	14,304.69	-	1,000.00	391.17
		GAS OPS TECHNICIAN	98,848.45	-	-	95,395.81	-
		ELEC OPS LINEMAN	130,792.50	-	-	67,756.43	-
		IT MANAGER/SR MANAGER	207,483.00	34,980.16	91,653.81	-	2,956.18
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	170,362.54	28,791.08	-	1,000.00	3,902.54
		GAS OPS ENGINEER	116,447.52	-	-	32,256.90	560.00
		ELEC OPS MANAGER/SR MANAGER	183,850.04	23,832.56	-	32,535.68	14,925.96
		SHARED SVS LAND PLANNER	166,920.00	18,415.43	-	882.75	1,602.99
		ELEC OPS ELECTRICIAN	131,956.32	-	-	81,108.25	-
		ELEC ENG TECHNICIAN	124,792.04	-	-	35,773.99	6,986.94
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	145,793.68	16,303.10	-	13,437.00	2,905.22
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	124,908.20	15,793.61	-	46,276.23	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	48,731.43	-	-	20,000.00	3,599.60
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	7,091.80	-	-	2,884.80	-
		HR ECO DIRECTOR/SR DIRECTOR	199,351.70	35,289.73	32,796.61	4,500.00	4,344.52
		ELEC ENG INTERCONNECTION MANAGER	128,358.27	-	-	1,129.43	350.00
		ELEC ENG ENGINEER	137,779.06	-	-	24,834.35	5,653.92
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,395.65	-	-	142,433.59	5,465.42
		GAS ENG TECHNICIAN	120,496.66	-	-	7,375.78	1,013.42
		IT AGILE COACH/SCRUM MASTER SR/EXP/PRN	170,405.84	18,089.71	-	-	420.00
		OPERATIONS SR EX AST/EX AST/OP CLERK	154,153.92	20,560.15	-	21,878.76	63.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,250.02	17,484.62	-	-	540.00
		ELEC OPS ELECTRICIAN	127,487.36	-	-	48,037.79	2,948.83
		SHARED SVS LAND PLANNER	141,980.30	14,752.93	-	1,200.00	1,301.27
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	129,570.11	15,597.36	-	1,300.00	564.47
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	148,554.47	15,621.59	-	-	9,664.43
		ELEC ENG ENGINEER	169,822.00	17,844.02	-	6,419.25	960.00
		ELEC ENG ENGINEER	160,860.12	16,645.68	-	-	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,069.62	18,606.45	-	1,596.20	1,165.25
		GENERATION OPERATOR	131,726.09	-	-	66,594.68	1,327.27
		GENERATION SUPERVISOR	157,524.16	-	-	74,851.76	-
		GAS ENG MANAGER/SR MANAGER	233,650.44	51,442.05	49,109.06	3,115.83	1,607.03
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	141,513.60	-	-	8,439.30	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,570.64	-	-	67,813.77	-
		OPERATIONS CONST/NOTF/PRGM/PRJCT MANAGER	127,898.48	11,629.22	-	25,271.98	2,929.25

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 FOREMAN/LEADER/CREW LEADER	140,159.20	-	-	23,069.34	-
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	115,591.73	14,372.09	-	985.32	433.42
		GENERATION SUPERVISOR	167,615.98	15,956.68	-	49,380.05	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	117,776.27	31,486.02	23,711.59	7,405.71	915.05
		IT DIRECTOR/SR DIRECTOR	239,584.00	49,014.86	-	-	5,776.65
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	212,952.00	35,242.32	-	1,330.94	1,034.85
		ELEC OPS FOREMAN	18,586.08	-	-	16,587.99	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	126,834.52	-	-	109,873.01	-
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	143,233.50	15,454.88	-	-	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,172.24	-	-	47,227.03	235.15
		ELEC OPS SUPERVISOR	129,167.93	10,751.68	-	34,650.13	-
		GAS OPS DISPATCHER	125,116.65	-	-	16,726.04	880.00
		ENERGY PLCY & PROC SCHEDULER/TRADER/LIAISON SR/EXP	139,557.04	16,357.72	-	2,000.00	6,622.09
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	176,395.10	28,366.37	-	1,000.00	646.95
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,470.88	-	-	28,740.53	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	143,083.32	15,501.15	-	1,000.00	1,927.63
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,641.72	29,729.61	-	-	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	148,564.08	14,794.79	-	-	1,164.85
		OPERATIONS TECHNICIAN	58,334.25	-	-	21,142.48	380.10
		ELEC ENG ENGINEER	148,153.07	-	-	31,226.30	840.71
		OPERATIONS SUPERVISOR	119,287.26	-	-	90,629.34	2,475.96
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,379.08	18,987.97	-	-	606.05
		GAS OPS FOREMAN/LEADER/CREW LEADER	125,739.99	-	-	47,120.89	-
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	139,631.24	-	-	7,553.65	132.74
		ELEC OPS SUPERVISOR	153,747.02	20,526.03	-	34,655.76	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	113,348.00	15,120.73	-	5,244.16	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	151,774.48	30,241.12	-	11,987.30	-
		SHARED SVS CREW LEAD/LEADER	97,960.00	-	-	42,588.99	114.56
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,270.62	-	-	17,000.00	-
		ELEC ENG TECHNICIAN	33,961.60	-	-	1,122.27	160.00
		GAS OPS ENGINEER	87,596.13	-	-	2,413.99	293.37
		IT MANAGER/SR MANAGER	213,177.54	37,064.30	34,888.35	9,399.76	1,112.51
		IT MANAGER/SR MANAGER	198,277.74	36,725.77	25,740.89	2,550.00	420.00
		IT ENGINEER SR/EX/PRN	141,331.82	15,632.86	-	-	420.00
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	115,533.34	11,469.22	-	3,050.00	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,327.00	15,763.53	-	1,624.14	960.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	161,938.28	27,323.02	-	2,000.00	689.43
		ELEC OPS WORKING LEADER	135,834.40	-	-	83,935.98	-
		FINANCE SUPERVISOR	145,283.52	18,735.90	-	50.00	960.17
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	138,544.05	-	-	28,030.12	-
		ELEC OPS OPERATOR	138,121.55	-	-	50,449.31	40.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	123,727.12	18,691.53	-	20,684.08	657.67
		SHARED SVS SCIENTIST/TECHNICIAN	131,657.36	-	-	15,127.87	-
		ELEC OPS ENGINEER	150,189.89	16,901.12	-	8,014.50	180.00
		GAS ENG ENGINEER	147,943.50	-	-	50,873.70	1,096.22
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,939.90	18,399.40	-	744.25	640.00
		ELEC OPS LINeworker/LINEMAN	115,411.47	-	-	142,719.01	4,791.71
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	135,361.50	13,714.24	-	2,899.50	5,522.86
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,595.82	11,172.25	-	17,713.90	17,621.92
		ELEC OPS ENGINEER	183,238.00	19,253.07	-	2,417.96	3,947.10
		GAS OPS PRGM/PROJ MANAGER	135,233.70	18,138.70	-	7,733.86	481.93
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,458.76	17,414.38	13,512.96	1,000.00	413.00
		IT MANAGER/SR MANAGER	184,470.82	32,577.84	-	2,145.36	7,107.77
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,222.86	19,427.57	-	-	2,159.20
		ELEC OPS LINeworker/LINEMAN	168,585.04	-	-	273,342.97	-
		IT MANAGER/SR MANAGER	139,052.75	19,662.07	-	6,486.15	1,862.78
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	154,774.74	21,982.94	-	33,992.79	1,194.61
		OPERATIONS TECHNICIAN	14,234.70	-	-	1,175.96	434.70
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	147,380.55	19,117.12	-	22,986.10	14,458.51
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	160,278.30	25,794.87	-	-	804.00
		GAS OPS DISPATCHER	100,736.63	-	-	194,999.61	1,612.87
		GAS OPS TECHNICIAN	136,053.69	-	-	98,519.48	4,054.95
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	159,417.50	18,474.21	-	1,850.00	533.66
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	130,031.56	-	-	15,194.78	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	158,376.36	18,410.69	-	3,450.68	-
		SHARED SVS PROJ/PROG/OPS MANAGER	201,743.80	36,372.57	-	9,474.42	11,044.53

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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	193,522.10	34,859.51	-	404.20	1,636.74
		ELEC ENG TECHNICIAN	174,229.94	-	-	37,928.07	874.98
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,260.90	-	-	21,879.59	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,310.32	-	-	66,084.16	203.36
		ELEC OPS LINEMAN/LINEMAN	111,686.69	-	-	134,866.41	7,262.23
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,248.38	-	-	405,760.01	-
		SHARED SVS CRANE SURVEYOR	100,294.58	-	-	44,749.34	-
		OPERATIONS SUPERVISOR	105,811.43	21,233.50	-	4,744.19	-
		ELEC ENG TECHNICIAN	143,145.15	-	-	41,308.58	560.03
		ELEC OPS ELECTRICIAN	110,930.56	-	-	52,767.74	-
		ELEC ENG SUPERVISOR	201,941.98	25,584.26	-	1,300.00	880.00
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	147,066.87	16,142.49	-	43,435.93	540.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,624.30	15,403.88	-	-	2,159.20
		IT ANALYST/SPECIALIST SR/EXP/PRN	176,649.30	20,715.50	-	-	1,199.20
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	153,697.51	17,525.72	-	-	1,319.63
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	118,125.36	15,703.12	-	20,731.85	1,245.53
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	123,929.92	17,145.77	-	22,665.84	315.00
		GAS OPS COOR/REP/STRAT SR/EX/PRN	122,170.43	17,593.41	-	16,518.83	72.09
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	120,455.82	13,162.44	-	307.20	420.00
		GENERATION TECHNICIAN	50,478.80	-	-	72,741.61	-
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	164,510.00	17,836.01	-	5,013.76	10,908.63
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	110,107.08	-	-	25,656.50	379.82
		GENERATION FIRE CAPTAIN	117,269.60	-	-	52,534.40	-
		GAS ENG SUPERVISOR	160,060.80	21,316.13	-	1,800.00	1,675.63
		GENERATION TECHNICIAN	146,691.88	-	-	81,789.78	-
		ELEC OPS SUPERVISOR	50,451.14	-	-	78,072.29	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	112,766.54	11,308.59	-	-	1,069.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,897.68	15,284.27	-	1,000.00	448.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	171,627.60	19,996.88	-	-	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	129,128.24	10,642.97	-	-	895.72
		ELEC ENG SR ENG ASST	121,860.67	-	-	3,738.70	857.27
		HR ECO RECRUITER EX	139,956.00	14,867.61	-	600.00	20,748.65
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	152,581.91	22,784.15	-	27,678.15	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	160,467.22	-	-	34,055.88	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	177,451.77	-	-	72,166.48	-
		GAS ENG ENGINEER	144,188.31	-	-	25,203.03	960.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	161,588.36	18,249.61	-	2,500.00	8,536.74
		GENERATION TECHNICIAN	18,386.94	-	-	18,683.60	-
		IT MANAGER/SR MANAGER	211,986.90	34,352.73	67,942.22	-	4,670.46
		GAS ENG ENGINEER	125,612.14	-	-	1,591.57	960.00
		FINANCE MANAGER/SR MANAGER	184,878.16	33,348.27	-	2,550.00	1,747.48
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	43,173.52	-	-	-	178.19
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	130,277.54	14,489.23	-	-	520.00
		ELEC ENG INTERCONNECTION MANAGER	147,506.29	-	-	71,870.76	420.00
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	150,541.31	17,610.27	-	12,303.11	952.94
		IT MANAGER/SR MANAGER	184,098.86	29,581.28	-	-	6,330.07
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	174,894.01	19,219.63	-	7.56	10,344.61
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	23,879.52	-	-	23,661.93	-
		GAS OPS DISPATCHER	113,517.95	-	-	165,026.90	880.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	115,166.89	13,973.53	-	-	-
		IT SUPERVISOR	138,442.72	20,095.00	-	400.00	10,361.93
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	148,137.54	19,622.40	-	-	13,664.09
		GENERATION TECHNICIAN	7,417.20	-	-	1,062.50	-
		GAS OPS MECHANIC/WELDER	136,835.97	-	-	53,321.22	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	145,907.62	-	-	61,394.88	398.24
		ELEC ENG TECHNICIAN	121,105.63	-	-	25,140.55	-
		GAS OPS FITTER	134,637.18	-	-	70,850.27	1,229.68
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	163,032.40	18,778.39	-	4,850.55	1,821.79
		ELEC OPS LINEMAN/LINEMAN	184,878.17	-	-	221,306.23	-
		ELEC OPS FOREMAN	140,352.14	-	-	112,483.34	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	127,632.00	14,062.82	-	26,162.12	508.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,140.11	-	-	29,186.93	2,850.54
		GAS ENG ENGINEER	160,012.66	-	-	59,058.15	420.00
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	141,179.24	16,344.85	-	-	960.00
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	171,086.86	19,918.49	-	36,711.99	385.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	-	-	-	37,352.49	-



PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
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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 MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,470.88	-	-	65,363.50	-
		ELEC OPS LINEWORKER/LINEMAN	140,440.63	-	-	156,919.72	100.22
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	180,207.14	30,240.50	-	-	848.04
		GAS OPS TECHNICIAN	150,772.81	-	-	25,926.58	1,529.71
		SHARED SVS MANAGER/SR MANAGER	162,000.00	29,420.94	-	3,382.95	8,812.47
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	139,351.51	14,008.02	-	1,000.00	576.26
		ELEC OPS FOREMAN	152,385.80	-	-	257,089.77	-
		ELEC OPS LINEWORKER/LINEMAN	124,849.08	-	-	295,815.47	-
		ELEC OPS SUPERVISOR	176,969.90	23,916.91	-	50,682.14	6,044.03
		GAS OPS TECHNICIAN	26,727.99	-	-	7,101.23	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	122,808.02	-	-	98,488.41	-
		ELEC ENG SR ENG ASST	120,888.15	-	-	1,767.37	592.56
		ELEC OPS CREW LEAD/LEADER	127,932.82	-	-	53,119.68	-
		OPERATIONS MANGER/SR MANAGER	180,514.70	30,349.00	-	1,500.00	1,063.01
		OPERATIONS SUPERVISOR	111,410.05	-	-	26,896.76	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,469.96	17,578.98	-	500.00	140.00
		GAS ENG ENGINEER	189,061.32	19,576.84	-	1,100.00	8,893.59
		GAS OPS SUPERVISOR	149,965.14	18,884.84	-	8,187.74	5,572.87
		ELEC OPS ENGINEER	190,485.00	20,256.01	-	9,056.01	1,378.20
		ELEC OPS ENGINEER	208,392.00	24,632.98	-	5,341.55	490.00
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	125,493.69	-	-	70,408.99	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	150,960.05	-	-	88,565.04	-
		GENERATION SUPERVISOR	183,267.20	24,909.02	-	32,267.50	52.38
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,548.61	-	-	131,150.55	-
		HR ECO EA/SR EA/INSTRCT/SRV MECHANIC	-	-	-	7,056.40	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	169,072.72	20,346.81	-	40,908.40	7,435.69
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	134,287.19	-	-	64,753.37	315.00
		ELEC OPS LINEWORKER/LINEMAN	117,152.97	-	-	152,672.73	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	25,956.00	-	-	33,477.60	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	71,829.55	-	-	400.00	836.89
		GENERATION TECHNICIAN	29,704.12	-	-	28,526.70	1,729.20
		SHARED SVS LAND PLANNER	181,800.00	20,056.84	-	9,429.46	1,169.27
		GAS OPS SUPERVISOR	153,378.10	20,518.83	-	17,765.78	5,755.05
		ELEC OPS SUPERVISOR	164,526.98	20,914.97	-	75,422.65	-
		ELEC ENG ENGINEER	119,154.96	-	-	2,545.47	1,268.39
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	178,620.94	29,728.68	35,091.28	-	1,096.96
		GAS ENG ENGINEER	120,646.16	13,102.54	-	1,838.52	11,418.89
		ELEC OPS LINEWORKER/LINEMAN	148,753.00	-	-	142,674.58	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	114,967.52	-	-	33,752.55	183.98
		ELEC OPS INSPECTOR/LEAD INSPECTOR	119,223.44	15,893.06	-	78,408.57	20,900.24
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	149,460.33	19,617.01	-	-	1,024.84
		OPERATIONS MANGER/SR MANAGER	135,080.50	-	-	20,651.61	24,959.86
		ELEC ENG ENGINEER	13,888.57	-	-	-	275.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	122,613.60	-	-	500.00	978.23
		ELEC OPS TECHNICIAN	117,972.88	-	-	77,615.53	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,443.69	-	-	82,974.33	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	149,230.28	-	-	40,444.19	197.82
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	179,583.10	29,538.39	-	1,157.14	-
		SHARED SVS LAND AGENT/CONSLT	97,856.36	15,273.50	-	953.72	368.77
		ELEC OPS CREW LEAD/LEADER	140,762.17	-	-	67,049.38	230.56
		OPERATIONS TECHNICIAN	60,151.78	-	-	26,599.59	-
		ELEC ENG TECHNICIAN	157,361.60	-	-	26,689.72	-
		SHARED SVS LAND PLANNER/SURVEYOR	147,845.82	12,684.91	-	2,064.48	157.79
		GENERATION TECHNICIAN	125,766.93	-	-	107,360.51	85.00
		GENERATION OPERATOR	146,624.67	-	-	166,577.07	59.34
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	140,084.76	15,020.29	-	1,292.28	1,871.22
		SHARED SVS LAND PLANNER/SURVEYOR	139,036.00	13,493.70	-	300.00	517.61
		GAS OPS COOR/REP/STRAT SR/EX/PRN	125,943.30	-	-	17,027.03	-
		OPERATIONS MANGER/SR MANAGER	189,369.28	22,390.38	-	750.00	5,503.49
		GAS ENG SENIOR BUSINESS REP	143,547.83	-	-	67,015.82	2,971.42
		ELEC OPS SUPERVISOR	166,904.90	22,230.40	-	35,310.03	4,176.92
		ELEC OPS ENGINEER	142,214.40	-	-	66,096.88	1,761.62
		FINANCE DIRECTOR	244,796.74	55,071.20	417,346.25	-	1,455.09
		GENERATION TECHNICIAN	26,843.20	-	-	32,043.23	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,523.23	15,801.87	-	9,708.90	3,853.24
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	128,837.46	14,476.15	-	-	232.53

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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 ESTIMATOR	134,632.84	-	-	60,441.32	-
		SHARED SVS LAND PLANNER	166,920.00	19,336.22	-	11,463.62	965.63
		GENERATION ELECTRICIAN	72,710.90	-	-	53,734.96	157.86
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	182,405.12	18,482.97	-	885.01	4,555.57
		ELEC OPS TECHNICIAN	181,638.10	-	-	112,445.29	-
		ELEC ENG ENGINEER	144,885.36	-	-	43,675.78	732.49
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	113,728.57	-	-	9,863.50	1,455.64
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	126,255.50	14,323.74	-	-	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,904.06	-	-	179,616.01	-
		GAS ENG ESTIMATOR/SCHEDULER	100,486.80	-	-	12,790.02	-
		ELEC OPS SUPERVISOR	171,346.20	20,079.32	-	99,697.73	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,723.74	-	-	111,721.83	1,851.24
		ELEC OPS LINEMAN/LINEMAN	149,818.64	-	-	139,861.76	-
		GAS ENG SUPERVISOR	145,534.93	-	-	29,412.41	1,907.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,822.86	16,015.46	-	1,000.00	1,470.18
		ELEC OPS SUPERVISOR	165,293.50	21,446.77	-	54,748.35	-
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	158,069.31	-	-	118,459.63	-
		GAS OPS MECHANIC/WELDER	120,468.09	-	-	33,865.68	1,712.91
		SHARED SVS MANAGER/SR MANAGER	117,912.36	-	11,863.60	-	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	129,539.44	15,100.22	-	1,187.82	9,292.88
		ELEC OPS SYSTEM OPERATOR/LEAD	121,638.04	-	-	268,661.91	2,970.73
		OPERATIONS SUPERVISOR	155,429.72	20,846.91	-	1,204.16	1,846.54
		GAS OPS FOREMAN/LEADER/CREW LEADER	29,080.10	-	-	22,955.20	-
		ELEC OPS SUPERVISOR	173,641.58	21,959.94	-	51,924.64	-
		ELEC ENG ESTIMATOR	115,967.32	-	-	67,268.10	1,823.99
		GAS OPS OPERATOR	129,534.79	-	-	87,673.42	-
		GENERATION TECHNICIAN	144,513.79	-	-	98,285.58	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	70,001.52	-	-	4,694.59	203.05
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	144,850.11	40,459.87	-	197,354.42	-
		ELEC ENG ENGINEER	207,311.74	35,030.12	-	-	12,604.38
		ELEC ENG SUPERVISOR	210,524.08	25,919.82	-	2,260.86	898.53
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,602.11	-	-	128,103.88	-
		ELEC OPS SYSTEM OPERATOR/LEAD	78,579.79	-	-	452,692.09	19,648.21
		GAS OPS SUPERVISOR	180,348.80	24,522.16	-	28,354.67	1,076.42
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	155,794.36	16,715.49	-	1,500.00	1,895.87
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	142,500.00	15,721.86	-	1,712.75	1,368.08
		GENERATION ELECTRICIAN	137,742.50	-	-	74,342.92	-
		OPERATIONS SUPERVISOR	168,540.45	22,654.03	-	97,873.42	807.49
		ELEC OPS SUPERVISOR	182,711.20	18,947.95	-	70,972.92	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	122,999.77	13,643.70	-	600.00	1,058.00
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	106,461.25	-	-	1,609.42	12,058.17
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	158,436.00	18,728.60	-	10,482.95	1,152.15
		SHARED SVS CREW LEAD/LEADER	131,720.73	-	-	25,247.61	-
		GENERATION SUPERVISOR	213,627.46	27,442.10	-	69,980.49	1,240.71
		SHARED SVS PERMIT FACILITATOR	124,372.38	-	-	1,964.80	-
		ELEC OPS CABLE SPLICER/CABLEMAN	161,445.00	-	-	42,967.28	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	161,270.32	27,375.95	-	5,100.00	30,159.07
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	131,068.95	-	-	93,192.15	-
		IT TECHNICIAN	135,386.27	-	-	34,596.04	-
		ELEC OPS FOREMAN	151,788.67	-	-	162,128.70	1,034.61
		SHARED SVS CONT/PGRM/PROJ MANAGER	137,716.68	-	-	3,774.00	6,141.67
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	198,220.87	38,872.52	12,658.72	7,000.00	6,004.70
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	129,139.79	-	-	55,440.92	-
		ELEC ENG SHOP LEADER/TESTER/MACHINIST/INSP	137,807.67	-	-	134,869.91	-
		SHARED SVS PERMIT FACILITATOR	127,435.20	-	-	58,891.62	685.80
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	43,756.52	-	-	8,285.76	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	177,636.83	-	-	364,990.06	-
		GAS OPS ENGINEER	118,676.22	-	-	21,012.02	159.31
		ELEC OPS SUPERVISOR	175,427.44	24,786.18	15,892.60	69,546.09	2,053.02
		ELEC OPS LINEMAN/LINEMAN	129,864.80	-	-	194,471.82	5,374.86
		ELEC OPS ELECTRICIAN	129,393.31	-	-	25,254.37	-
		GAS ENG ENGINEER	138,584.00	14,561.42	-	9,917.46	2,688.69
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,227.51	-	-	5,765.30	-
		GAS OPS SUPERVISOR	45,950.45	21,027.88	-	2,035.86	206.44
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	147,904.28	16,882.04	-	750.00	800.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,735.88	-	-	23,871.04	674.66

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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)
		GAS ENG ENGINEER	149,298.62	-	-	1,357.92	570.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	146,113.02	-	-	155,073.31	-
		GENERATION ENGINEER	183,600.00	20,714.09	-	51,197.53	3,362.37
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	171,031.50	28,219.20	-	1,400.00	1,804.80
		GAS OPS DISPATCHER	125,492.83	-	-	83,110.15	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	137,652.47	-	-	31,196.48	457.62
		ELEC OPS ENGINEER	201,220.91	22,002.18	-	39,588.14	1,688.08
		SHARED SVS LAND AGENT/CONSLT	127,217.47	-	-	15,963.75	1,694.36
		ELEC ENG MANAGER/SR MANAGER	219,799.78	37,879.85	35,965.44	713.56	13,630.37
		GAS OPS MECHANIC/WELDER	128,264.18	-	-	27,522.13	174.23
		FINANCE MANAGER/SR MANAGER	163,485.00	20,246.61	-	-	1,483.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	145,884.31	-	-	41,519.19	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	179,371.58	31,152.85	11,504.57	-	408.74
		GAS OPS OPERATOR	127,993.91	-	-	81,573.17	-
		ELEC OPS CREW LEAD/LEADER	132,587.56	-	-	9,697.38	-
		GAS ENG ENGINEER	142,852.59	-	-	71,955.29	1,319.87
		GAS OPS TECHNICIAN	138,888.84	-	-	77,651.48	271.17
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,612.60	-	-	51,835.00	1,527.51
		ELEC OPS MANAGER/SR MANAGER	181,725.88	29,994.46	-	6,500.00	8,211.35
		ELEC OPS SYSTEM OPERATOR/LEAD	94,232.46	-	-	210,619.02	376.19
		ELEC OPS ENGINEER	142,956.85	15,893.65	-	21,749.33	9,665.11
		OPERATIONS MANGER/SR MANAGER	157,066.64	26,630.40	-	19,366.32	7,350.12
		ELEC ENG ENGINEER	172,212.00	18,878.86	-	18,876.12	-
		GAS OPS MECHANIC/WELDER	128,752.00	-	-	13,554.48	452.61
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	146,363.48	14,707.73	-	16,664.10	3,472.24
		ELEC OPS CONSULTANT EXP/PRN	132,525.00	15,008.40	-	1,496.40	1,013.83
		ELEC OPS SUPERVISOR	164,734.76	15,789.13	-	80,912.34	-
		GAS ENG ENGINEER	128,846.71	-	-	72,303.27	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	16,791.20	-	-	1,642.13	393.66
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,841.60	-	-	66,717.20	505.66
		GAS OPS COOR/REP/STRAT SR/EX/PRN	139,761.60	-	-	35,836.19	-
		GAS OPS TECHNICIAN	146,273.38	-	-	95,956.09	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	111,089.77	-	-	52,312.48	-
		ELEC OPS LINEMAN	153,344.56	-	-	251,849.54	-
		GENERATION PLANNER	149,372.60	-	-	176,838.45	-
		ELEC OPS LINEMAN	141,776.37	-	-	122,418.56	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	106,404.32	-	-	34,928.64	284.98
		GAS OPS SUPERVISOR	161,338.00	20,731.83	-	33,130.62	5,145.10
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	242,884.52	51,895.93	2,644.32	22,951.86	4,085.33
		HR ECO MANAGER/SR MANAGER	206,216.76	36,504.99	13,814.85	399.12	1,225.00
		GAS OPS MECHANIC/WELDER	114,292.40	-	-	50,925.28	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	149,855.76	10,237.26	-	7,404.35	24,227.73
		GAS ENG SUPERVISOR	173,964.94	24,115.81	-	9,344.56	2,753.44
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	157,967.88	18,617.66	-	10,475.20	7,581.47
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,132.18	16,068.34	-	13,951.87	-
		GAS OPS SUPERVISOR	170,523.86	21,872.87	-	1,332.80	12,279.22
		GAS ENG ESTIMATOR/SCHEDULER	146,752.34	-	-	24,523.63	482.08
		GAS OPS MANAGER/SR MANAGER	173,000.04	23,644.48	-	-	5,251.60
		GAS ENG ENGINEER	154,136.38	-	-	42,758.53	59.64
		HR ECO PGRM/PROJ MANAGER EXP/PRN	146,208.08	16,479.23	-	1,500.00	1,203.41
		OPERATIONS INSPECTOR/LEAD INSPECTOR	35,649.60	-	-	3,171.24	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	165,753.07	26,233.35	-	1,000.00	1,145.69
		GAS OPS SUPERVISOR	127,760.94	20,248.20	-	-	9,341.04
		ELEC ENG SUPERVISOR	189,537.80	28,076.57	-	7,478.51	2,048.87
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	135,619.67	21,151.92	-	34,130.55	603.58
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	185,194.78	31,310.19	-	1,688.63	2,353.00
		IT MANAGER/SR MANAGER	167,975.51	27,807.83	-	1,000.00	357.42
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	166,303.80	18,406.54	-	-	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	175,901.36	18,949.54	-	-	420.00
		SHARED SVS BUS PART/ADMINSTR/FAC LEAD	118,213.60	-	-	36,381.07	518.84
		ELEC ENG ENGINEER	214,488.00	22,873.06	-	-	3,389.38
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	138,294.10	15,550.93	-	4,044.46	16,968.18
		OPERATIONS SUPERVISOR	185,167.32	34,507.07	-	65,862.06	1,359.40
		GENERATION TECHNICIAN	23,796.00	-	-	30,151.49	1,387.73
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	178,104.16	31,300.67	11,504.57	52,394.29	2,478.75
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	134,101.34	14,903.46	-	1,250.00	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)
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	131,632.57	14,576.17	-	750.00	-
		GAS OPS TECHNICIAN	140,255.76	-	-	85,732.77	100.87
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	148,346.88	16,747.55	-	1,075.80	-
		GAS OPS TECHNICIAN	133,252.25	-	-	38,226.22	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	123,976.90	-	-	138,604.71	289.51
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.40	-	-	28,723.18	250.40
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,009.64	-	-	172,676.01	-
		ELEC OPS LINeworker/LINEMAN	144,122.49	-	-	68,653.78	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	132,079.76	14,474.36	-	-	1,482.41
		SHARED SVS MANAGER/SR MANAGER	67,667.99	15,930.28	13,814.85	206,227.71	1,100.79
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	142,754.00	16,220.61	-	4,198.07	1,340.61
		GAS OPS TECHNICIAN	139,310.22	-	-	80,978.98	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	136,946.02	-	-	47,523.94	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	128,206.42	13,806.74	-	-	608.07
		ELEC OPS ELECTRICIAN	126,614.16	-	-	6,355.24	525.40
		ELEC OPS INSPECTOR/LEAD INSPECTOR	139,308.25	13,341.32	-	39,100.03	8,516.04
		GAS ENG SUPERVISOR	120,917.96	24,379.96	-	28,860.81	526.66
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,951.92	17,774.03	-	-	910.00
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	138,190.17	-	-	43,572.42	900.00
		GAS ENG SUPERVISOR	183,726.52	25,234.15	-	2,250.00	3,259.67
		GAS ENG ENGINEER	163,918.37	19,209.20	-	-	672.49
		GAS ENG SUPERVISOR	177,000.00	23,939.81	-	-	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	144,000.00	18,728.40	-	1,000.00	830.18
		GAS OPS MECHANIC/WELDER	128,702.62	-	-	100,025.14	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	131,232.72	14,803.08	-	9,880.57	2,012.10
		OPERATIONS TECHNICIAN	137,716.80	-	-	31,898.58	-
		ELEC OPS SUPERVISOR	225,323.15	29,405.28	-	14,671.87	769.61
		OPERATIONS MANGER/SR MANAGER	140,693.74	16,931.49	-	12,435.41	16,079.52
		GAS OPS FOREMAN/LEADER/CREW LEADER	129,997.60	-	-	144,314.19	-
		ELEC ENG ENGINEER	116,860.07	-	-	48,052.82	977.83
		ELEC OPS LINeworker/LINEMAN	116,667.94	-	-	220,047.74	2,502.83
		ELEC OPS CREW LEAD/LEADER	141,530.93	-	-	11,498.80	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	137,251.50	6,417.58	-	4,258.13	6,798.05
		FINANCE SUPERVISOR	137,041.66	15,484.42	-	550.00	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	193,078.48	31,274.96	-	-	4,398.61
		GAS OPS ENGINEER	147,911.20	-	-	35,784.70	15,390.76
		GAS OPS INSPECTOR/LEAD INSPECTOR	143,878.24	-	-	63,726.85	-
		ELEC OPS CREW LEAD/LEADER	138,268.42	-	-	102,492.29	-
		GAS OPS OPERATOR	129,713.87	-	-	104,847.54	-
		ELEC OPS MANAGER/SR MANAGER	181,374.68	33,253.84	14,236.32	15,249.28	4,855.13
		ELEC OPS SUPERVISOR	144,754.98	21,808.74	-	51,130.10	2,540.29
		ELEC OPS CREW LEAD/LEADER	141,951.79	-	-	20,361.26	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	143,260.67	10,190.58	-	11,470.21	5,107.82
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	131,728.68	14,877.31	-	-	1,280.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	153,839.03	-	-	100,250.06	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	32,395.93	-	-	39,588.93	-
		GENERATION TECHNICIAN	33,474.40	-	-	3,445.15	-
		ELEC OPS MANAGER/SR MANAGER	194,453.36	30,660.72	-	1,750.00	12,298.60
		ELEC OPS ELECTRICIAN	127,853.65	-	-	54,462.68	-
		OPERATIONS TECHNICIAN	155,503.52	-	-	118,710.02	5,341.16
		GAS ENG ENGINEER	135,327.14	-	-	31,686.86	570.50
		ELEC OPS CREW LEAD/LEADER	137,825.97	-	-	62,813.69	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	123,308.22	-	-	71,860.65	28.98
		ELEC OPS LINeworker/LINEMAN	140,589.83	-	-	144,910.62	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,596.06	16,774.20	-	-	-
		GAS OPS SUPERVISOR	130,155.05	-	-	17,576.00	3,718.01
		IT MANAGER/SR MANAGER	215,907.08	36,077.63	13,814.85	-	9,868.84
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	145,318.34	17,355.66	-	1,000.00	315.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,875.86	-	-	131,548.43	-
		GENERATION OPERATOR	105,513.35	-	-	120,576.59	72.43
		GAS OPS SCHEDULER	114,495.61	-	-	4,432.63	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	33,731.24	-	-	-	1,994.02
		GENERATION SUPERVISOR	191,303.86	19,843.70	-	22,957.52	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	143,640.00	15,846.85	-	5,309.07	220.35
		FINANCE SUPERVISOR	168,453.69	18,561.70	-	-	1,714.49
		IT MANAGER/SR MANAGER	114,164.59	-	-	40,000.00	8,078.10

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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)
		FINANCE DIRECTOR	237,999.12	54,895.70	64,812.72	-	4,031.08
		IT ANALYST/SPECIALIST SR/EXP/PRN	23,482.92	-	-	1,614.25	80.00
		SHARED SVS PERMIT FACILITATOR	122,933.28	-	-	9,635.88	525.00
		ELEC OPS TECHNICIAN	156,638.31	-	-	77,889.38	1,301.50
		ELEC OPS OPERATOR	124,892.21	-	-	167,725.44	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	136,361.11	-	-	138,872.41	-
		ELEC OPS ELECTRICIAN	118,510.60	-	-	154,548.22	-
		IT ENGINEER SR/EX/PRN	172,576.00	17,930.48	-	16,562.57	3,484.84
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	139,965.00	15,704.75	-	9,760.71	11,888.60
		ELEC OPS FOREMAN	151,453.33	-	-	104,036.30	13.80
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	131,600.53	-	-	29,595.92	508.29
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,585.00	-	-	168,830.38	1,911.45
		ELEC ENG ESTIMATOR	128,350.10	-	-	3,737.07	338.01
		ELEC OPS ENGINEER	129,452.00	13,494.62	-	-	2,653.39
		ELEC ENG TECHNICIAN	165,233.60	-	-	81,240.36	1,580.96
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	157,095.54	28,719.80	-	1,050.00	599.68
		ELEC OPS OPERATOR	58,187.68	-	-	96,477.35	-
		GENERATION MANAGER	185,783.36	31,249.28	-	-	5,300.18
		ELEC OPS OPERATOR	129,944.00	-	-	51,596.82	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	155,000.00	6,030.43	-	-	-
		ELEC OPS CABLE SPLICER/CABLEMAN	153,313.67	-	-	137,751.43	-
		IT ENGINEER SR/EX/PRN	218,169.06	39,855.15	11,504.57	1,875.00	568.00
		GAS OPS ESTIMATOR	126,756.13	-	-	54,323.86	1,050.03
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	17,686.88	-	-	44,734.29	-
		ELEC OPS CREW LEAD/LEADER	40,531.61	-	-	40,098.17	-
		ELEC OPS LINEMAN	120,653.24	-	-	102,686.18	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	118,059.17	-	-	38,108.69	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,351.08	-	-	179,173.83	-
		ELEC ENG ENGINEER	154,438.89	-	-	21,934.23	500.00
		GAS ENG ESTIMATOR/SCHEDULER	113,856.57	-	-	23,907.64	243.95
		GAS OPS FITTER	129,080.15	-	-	33,379.59	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	120,281.14	11,456.13	-	-	1,329.74
		GENERATION MANAGER	203,167.18	27,165.03	-	18,733.82	248.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	36,744.11	254.38
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,819.06	17,962.89	-	-	-
		ELEC OPS LINEMAN	108,092.90	-	-	67,603.36	-
		ELEC OPS ENGINEER	131,221.76	-	-	82,162.52	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	143,984.66	14,594.30	-	3,482.00	12,785.75
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	130,197.49	-	-	27,977.55	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	149,159.43	16,707.67	-	1,250.00	-
		ELEC OPS LINEMAN	44,276.85	-	-	48,238.58	252.38
		ELEC OPS ENGINEER	147,704.62	15,785.45	-	7,845.44	-
		ELEC OPS SUPERVISOR	187,772.56	-	-	72,011.26	431.65
		GAS OPS MECHANIC/WELDER	125,956.00	-	-	22,501.48	-
		GAS OPS MECHANIC/WELDER	130,746.17	-	-	122,574.70	28.81
		GAS OPS FOREMAN/LEADER/CREW LEADER	31,258.80	-	-	71,367.20	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	181,006.59	18,285.61	-	1,500.00	681.64
		ELEC OPS SUPERVISOR	166,144.72	21,908.23	-	41,094.61	3,711.81
		ELEC OPS CREW LEAD/LEADER	150,320.36	-	-	106,998.18	-
		GENERATION TECHNICIAN	144,905.90	-	-	38,697.48	-
		ELEC OPS WORKING LEADER	137,997.00	-	-	109,650.73	-
		OPERATIONS MANGER/SR MANAGER	141,383.32	17,660.16	-	1,519.30	2,304.69
		GENERATION MANAGER	244,566.66	44,741.82	-	53,399.30	3,003.93
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,479.50	-	-	113,228.93	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	177,696.70	31,008.44	-	-	790.88
		ELEC ENG ENGINEER	198,468.00	21,896.05	-	924.76	621.74
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	80,341.31	16,030.64	-	17,527.24	175.00
		SHARED SVS LAND AGENT/CONSLT	176,900.00	28,141.55	-	3,431.47	4,780.16
		ELEC OPS CREW LEAD/LEADER	188,690.79	-	-	151,579.64	-
		GAS ENG ESTIMATOR/SCHEDULER	139,875.49	-	-	108,313.98	701.12
		ELEC OPS MANAGER/SR MANAGER	190,004.02	33,676.70	-	35,450.00	24,951.75
		ELEC OPS CREW LEAD/LEADER	159,600.62	-	-	110,076.29	-
		GAS ENG ESTIMATOR/SCHEDULER	140,789.50	-	-	27,684.54	1,300.03
		GAS OPS PRGM/PROJ MANAGER	163,969.87	20,950.79	-	2,957.44	1,704.42
		ELEC ENG TECHNICIAN	109,857.18	-	-	42,602.30	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	130,565.16	-	-	154,788.63	-

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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)
		OPERATIONS MANGER/SR MANAGER	198,962.13	38,684.16	-	5,150.00	12,560.46
		ELEC ENG MANAGER/SR MANAGER	210,490.00	35,717.85	-	4,500.00	15,443.39
		GAS ENG SUPERVISOR	186,660.30	25,200.77	-	2,500.00	2,893.73
		ELEC OPS FOREMAN	127,126.02	-	-	218,088.62	497.80
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	176,717.28	21,533.67	-	22,778.52	14,043.92
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	163,220.90	28,254.51	-	1,000.00	989.27
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,151.37	-	-	16,995.08	-
		ELEC OPS CONSLT/PLANNER	127,961.14	13,572.23	-	1,283.10	1,731.05
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	120,645.84	-	-	1,324.21	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	141,528.10	16,049.03	-	-	749.57
		ELEC OPS TECHNICIAN	196,390.40	-	-	35,268.81	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	198,842.32	33,644.18	11,504.57	1,928.17	4,701.76
		GAS ENG ESTIMATOR/SCHEDULER	121,782.72	-	-	-	1,664.24
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	121,520.64	15,652.96	-	16,880.24	5,881.18
		GAS ENG ESTIMATOR/SCHEDULER	136,787.10	-	-	40,953.97	-
		CUSTOMER & COMMS SUPERVISOR	156,275.20	16,642.24	-	20,390.69	1,594.33
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.20	-	-	21,496.50	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	137,924.50	15,563.90	-	2,929.12	1,774.69
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,864.64	-	-	10,050.66	400.00
		GENERATION SUPERVISOR	127,085.68	15,831.68	-	48,286.91	-
		CORP AFFAIRSEXEC ASST/SR EXEC ASST	118,592.05	15,777.81	-	18,803.19	3,168.58
		SHARED SVS CONT/PRGM/PROJ MANAGER	77,117.63	-	-	-	574.79
		ELEC OPS ELECTRICIAN	42,863.68	-	-	15,211.24	-
		GAS ENG ENGINEER	148,578.23	-	-	127,721.80	-
		GAS ENG ESTIMATOR/SCHEDULER	133,360.56	-	-	36,870.56	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	131,511.20	12,570.57	-	45,530.52	35,185.85
		GAS OPS OPERATOR	138,108.26	-	-	87,205.25	-
		ELEC OPS CREW LEAD/LEADER	153,563.87	-	-	130,448.51	-
		GAS ENG ESTIMATOR/SCHEDULER	142,251.52	-	-	628.14	547.04
		ELEC ENG SUPERVISOR	189,183.04	-	-	30,621.47	8,096.22
		GAS OPS CONST/PRGM/PRJCT MANAGER	220,317.00	37,143.88	-	-	-
		GAS OPS SUPERVISOR	140,871.72	-	-	45,553.01	7,654.32
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	135,658.98	15,282.70	-	34,208.34	1,440.23
		GAS OPS MECHANIC/WELDER	114,196.97	-	-	51,083.75	-
		ELEC OPS CREW LEAD/LEADER	196,234.40	-	-	193,053.51	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	131,548.62	14,458.46	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	159,367.29	-	-	87,951.44	-
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	138,738.53	14,814.09	-	9,858.74	6,860.57
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,697.40	-	-	64,633.32	-
		SHARED SVS MANAGER/SR MANAGER	199,581.38	36,876.83	-	10,700.00	6,084.06
		ELEC OPS SUPERVISOR	164,368.89	26,419.69	-	101,634.81	1,478.92
		ELEC OPS SUPERVISOR	161,510.99	22,532.22	-	7,690.38	1,602.95
		OPERATIONS TECHNICIAN	70,342.40	-	-	64,862.06	980.56
		GENERATION TECHNICIAN	46,454.71	-	-	38,387.05	1,048.98
		ELEC OPS SUPERVISOR	133,331.94	11,583.35	-	48,191.04	1,041.34
		ELEC OPS SYSTEM OPERATOR/LEAD	181,580.80	-	-	126,382.90	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	164,676.34	22,535.85	-	1,691.47	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	123,807.60	13,707.96	-	4,199.67	4,392.53
		GAS OPS TECHNICIAN	145,004.32	-	-	116,972.57	382.53
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	77,610.47	-	-	87,313.94	-
		GAS OPS MECHANIC/WELDER	118,337.32	-	-	36,669.49	-
		OPERATIONS SUPERVISOR	132,599.58	17,164.04	-	1,845.84	6,938.56
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,933.77	-	-	52,742.88	-
		GAS ENG MANAGER/SR MANAGER	175,005.24	29,981.26	-	2,000.00	1,112.10
		GAS ENG ENGINEER	144,026.50	-	-	12,086.07	385.00
		SHARED SVS CREW LEAD/LEADER	124,138.35	-	-	24,190.91	-
		ELEC OPS LINEMAN	56,476.96	-	-	138,039.65	303.51
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	183,260.00	19,871.87	-	6,580.09	4,116.99
		ELEC OPS LINEMAN	136,646.52	-	-	198,088.12	39.96
		ELEC OPS ELECTRICIAN	130,886.05	-	-	62,789.33	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	174,800.04	23,972.14	-	3,000.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,848.38	-	-	217,808.03	-
		ELEC OPS ELECTRICIAN	128,403.78	-	-	53,126.64	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	35,835.10	-	-	68,343.45	-
		GAS ENG SENIOR BUSINESS REP	135,626.89	-	-	72,487.42	2,620.16
		ENERGY PLCY & PROC SCHEDULER/TRADER/LIAISON SR/EXP	176,400.00	23,329.76	-	3,500.00	598.80

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FOR THE YEAR ENDED DECEMBER 31, 2023

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		OPERATIONS MANGER/SR MANAGER	215,779.42	36,239.90	-	9,473.42	3,734.00
		ENG PLNG & STRAT MANGER/SR MANAGER	180,327.32	30,673.15	-	-	3,081.92
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	161,223.82	17,309.48	-	-	1,832.95
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,975.62	-	-	103,537.64	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	114,552.74	-	-	23,619.53	960.00
		IT TECHNICIAN	134,763.95	-	-	135,776.61	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	111,728.62	19,740.32	-	30,239.02	121.28
		GAS ENG SENIOR BUSINESS REP	142,195.84	-	-	72,424.10	970.65
		ELEC ENG TECHNICIAN	145,150.82	-	-	36,657.96	2,198.45
		ELEC ENG ENGINEER	183,600.00	20,098.96	-	5,731.39	3,010.64
		GAS ENG SUPERVISOR	143,512.65	17,958.56	-	2,267.61	-
		GAS OPS OPERATOR	123,258.47	-	-	74,979.64	245.33
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	136,366.69	27,955.80	-	122,894.79	-
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	118,457.54	19,212.90	-	24,896.53	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	179,713.92	30,182.77	-	-	1,869.40
		ELEC ENG MANAGER/SR MANAGER	169,143.66	28,092.30	-	-	3,296.40
		ELEC OPS LINEMAN	135,328.81	-	-	121,005.77	-
		SHARED SVS MANAGER/SR MANAGER	199,222.20	33,752.09	35,028.84	5,800.00	19,287.57
		SHARED SVS LAND AGENT/CONSLT	170,300.12	20,006.40	-	6,790.48	3,950.35
		ELEC ENG ENGINEER	120,903.60	-	-	12,083.14	245.00
		ENG PLNG & STRAT SUPERVISOR/LIAISON	171,952.14	20,610.62	-	3,159.88	213.42
		ELEC OPS DIRECTOR/SR DIRECTOR	219,252.85	36,126.98	27,973.12	11,759.60	15,547.38
		FINANCE AUDITOR SR/EX/PRN	42,095.24	-	-	22,179.85	277.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	119,881.31	-	-	170,145.33	250.25
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,561.80	16,800.45	-	881.76	1,447.34
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	27,551.15	-	-	2,311.40	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	121,344.42	13,705.49	-	696.72	1,390.06
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	155,455.64	25,484.30	-	31,550.00	8,937.41
		HR ECO DIRECTOR/SR DIRECTOR	204,999.96	45,011.52	30,486.33	-	1,965.23
		IT DATA SCIENTIST SR/EXP/PRN	164,633.27	19,546.64	-	-	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	167,526.63	21,085.32	-	19,628.57	5,606.55
		ELEC ENG SUPERVISOR	166,509.68	18,645.30	-	5,637.44	210.00
		GENERATION ELECTRICIAN	130,555.85	-	-	92,737.94	1,025.78
		ELEC OPS LINEMAN	129,384.45	-	-	87,717.39	-
		SHARED SVS LAND TECH/LEAD LAND TECH	119,554.96	-	-	6,936.97	582.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,830.70	15,245.64	-	552.16	6,505.36
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	146,794.02	-	-	94,836.71	-
		ELEC OPS FOREMAN	28,614.97	-	-	32,397.42	361.52
		ELEC OPS LINEMAN	140,603.01	-	-	278,758.03	-
		ELEC OPS SUPERVISOR	77,550.38	11,393.36	-	104,204.19	2,282.56
		ELEC OPS ELECTRICIAN	117,358.70	-	-	3,943.42	6,791.97
		GAS OPS CONST/PRGM/PRJCT MANAGER	165,319.40	19,698.85	-	-	39,034.72
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	146,328.12	19,443.73	-	625.00	1,953.71
		SHARED SVS SUPERVISOR/CHIEF/EX AST	148,249.00	15,300.16	-	15,784.29	20,458.03
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	143,257.61	-	-	10,000.00	880.00
		ELEC ENG TECHNICIAN	52,128.00	-	-	47,549.77	-
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	166,776.28	21,030.99	54,350.42	1,500.00	931.10
		GAS OPS OPERATOR	130,168.29	-	-	38,681.22	-
		GAS ENG MANAGER/SR MANAGER	162,084.18	24,868.94	-	1,750.00	1,156.78
		ELEC OPS SUPERVISOR	214,681.29	26,425.43	-	2,000.00	5,874.79
		ELEC OPS ENGINEER	183,414.00	21,399.21	-	22,933.56	374.09
		GAS SUPERVISOR	168,442.74	22,331.42	-	8,909.18	4,683.97
		ELEC OPS LINEMAN	106,883.75	-	-	134,110.51	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	144,270.78	16,402.00	-	1,000.00	630.00
		ELEC OPS SUPERVISOR	160,878.60	27,744.11	-	73,048.48	5,065.99
		ELEC OPS LINEMAN	149,931.67	-	-	164,895.34	-
		GAS OPS TECHNICIAN	95,695.13	-	-	13,671.35	11,871.36
		ELEC OPS OPERATOR	127,940.82	-	-	101,370.08	-
		OPERATIONS MANGER/SR MANAGER	26,402.14	-	-	57,820.26	220.37
		GENERATION TECHNICIAN	53,429.80	-	-	39,046.96	-
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	244,015.60	59,716.44	58,586.13	6,123.20	2,045.87
		SHARED SVS LAND AGENT/CONSLT	139,109.04	15,641.32	-	-	4,829.44
		SHARED SVS LAND PLANNER	166,920.00	18,415.43	-	1,358.30	679.90
		IT ANALYST/SPECIALIST SR/EXP/PRN	187,127.12	32,004.08	-	-	1,150.10
		IT DIRECTOR/SR DIRECTOR	227,600.46	52,703.16	56,857.78	5,000.00	8,617.29
		ELEC OPS INSPECTOR/LEAD INSPECTOR	123,784.50	15,295.93	-	98,179.05	44,613.85

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)
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	161,529.80	17,401.30	-	-	-
		OPERATIONS TECH WRITER/CREW LEADER	12,846.00	-	-	6,423.00	-
		GAS ENG SENIOR BUSINESS REP	150,735.56	-	-	51,714.85	3,073.82
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	198,355.33	-	-	266,094.07	-
		ELEC OPS LINEWORKER/LINEMAN	149,844.20	-	-	138,594.98	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,485.72	15,933.78	-	7,882.62	1,206.74
		ELEC OPS FOREMAN	151,752.33	-	-	200,454.87	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	107,899.79	-	-	20,997.16	-
		ELEC OPS LINEWORKER/LINEMAN	151,132.20	-	-	2,676.69	-
		ELEC OPS SUPERVISOR	143,431.20	-	-	80,160.56	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.40	-	-	49,618.68	-
		IT ENGINEER SR/EX/PRN	124,595.00	12,174.96	-	2,677.72	133.00
		IT ARCHITECT EXP/PRN	180,453.14	30,196.06	11,504.57	-	4,997.85
		GAS ENG SENIOR BUSINESS REP	143,152.11	-	-	73,462.88	1,938.70
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	148,097.80	19,631.20	-	27,786.64	-
		ELEC OPS FOREMAN	126,913.79	-	-	104,419.88	39.30
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,865.11	-	-	66,176.52	87.77
		ELEC OPS LINEWORKER/LINEMAN	140,145.08	-	-	81,741.87	-
		GENERATION PLANNER	154,589.26	-	-	82,213.74	-
		OPERATIONS MANGER/SR MANAGER	150,047.87	18,437.34	-	11,377.44	1,327.29
		ELEC OPS INSPECTOR/LEAD INSPECTOR	125,967.88	16,849.36	-	90,177.02	62,003.58
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	154,674.76	19,178.50	-	1,250.00	1,613.83
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	159,212.00	16,494.57	-	2,362.04	1,892.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,912.72	-	-	190,898.67	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,550.01	-	-	133,434.26	-
		ELEC OPS OPERATOR	130,707.66	-	-	145,683.61	-
		GAS OPS DIRECTOR/SR DIRECTOR	219,388.46	40,318.57	-	490.00	14,169.33
		ELEC OPS LINEWORKER/LINEMAN	110,006.19	-	-	61,424.89	-
		ELEC OPS ELECTRICIAN	128,626.25	-	-	66,380.51	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	124,893.00	11,672.50	-	15,488.52	31,394.37
		ELEC ENG TECHNICIAN	181,044.58	-	-	84,990.06	-
		OPERATIONS TECHNICIAN	109,488.19	-	-	66,826.14	-
		GAS ENG SUPERVISOR	164,093.74	18,567.46	-	20,858.85	476.00
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	171,108.65	30,292.90	-	1,000.00	574.00
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	140,968.56	-	-	57,813.81	-
		ELEC OPS SUPERVISOR	163,064.22	21,549.22	-	96,542.80	5,303.45
		GAS OPS FOREMAN/LEADER/CREW LEADER	48,640.00	-	-	80,085.10	-
		GENERATION ELECTRICIAN	132,612.93	-	-	95,630.74	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,658.25	-	-	135,787.76	-
		ELEC OPS LINEWORKER/LINEMAN	134,332.20	-	-	446,991.48	16,696.21
		ELEC OPS TECHNICIAN	131,414.59	-	-	46,049.88	2,834.77
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	133,838.08	15,801.10	-	15,486.25	1,402.65
		OPERATIONS TECHNICIAN	130,506.41	-	-	80,477.36	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	146,999.92	36,702.80	-	47,106.68	7,547.10
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	130,590.46	-	-	59,802.21	-
		ELEC ENG SUPERVISOR	110,763.91	-	-	22,979.11	178.16
		IT TECHNICIAN	49,422.40	-	-	70,889.64	-
		ELEC OPS OPERATOR	124,869.63	-	-	80,096.55	112.66
		OPERATIONS MANGER/SR MANAGER	159,755.51	20,977.82	-	20,730.82	15,613.14
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,417.05	-	-	217,543.91	615.71
		GAS ENG ENGINEER	32,455.39	-	-	8,113.09	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	128,081.64	-	-	50,149.35	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	117,035.65	15,759.55	-	409.83	315.00
		ELEC ENG ENGINEER	153,955.61	-	-	88,166.32	3,764.30
		GAS ENG SENIOR BUSINESS REP	137,146.36	-	-	27,034.64	420.00
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	168,151.08	27,116.79	23,368.17	10,066.32	1,952.74
		ELEC OPS ELECTRICIAN	131,378.88	-	-	71,373.58	608.55
		GAS OPS PRGM/PROJ MANAGER	122,969.82	14,919.92	-	400.00	1,564.34
		IT ANALYST/SPECIALIST SR/EXP/PRN	121,222.72	13,785.71	-	-	385.00
		SHARED SVS LAND AGENT/CONSLT	144,637.02	-	-	1,851.29	629.33
		HR ECO PGRM/PROJ MANAGER EXP/PRN	137,193.82	15,729.49	-	2,542.32	432.16
		ENERGY PLCY & PROC DIRECTOR	239,203.50	52,929.31	424,464.41	1,162.12	1,922.45
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	211,843.90	39,351.20	32,796.61	-	546.29
		IT ARCHITECT EXP/PRN	220,742.16	41,858.54	16,109.52	5,740.54	3,525.17
		GENERATION FIRE CAPTAIN	114,131.85	-	-	105,374.42	-
		GENERATION SUPERVISOR	169,098.58	25,108.33	-	45,942.72	-



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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	148,599.52	-	-	165,651.62	440.96
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	167,521.90	19,950.98	-	5,985.45	9,755.63
		GAS ENG ENGINEER	183,600.00	20,078.32	-	-	3,362.96
		FINANCE AUDITOR SR/EX/PRN	139,556.89	26,445.87	-	28,622.62	3,908.55
		GAS ENG DIRECTOR/CHIEF	243,734.40	52,555.76	389,295.08	2,500.00	20,376.23
		GENERATION ENGINEER	198,468.00	21,896.05	-	13,102.47	5,821.61
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	133,690.48	14,789.89	-	1,400.00	-
		GAS OPS MECHANIC/WELDER	126,166.84	-	-	2,052.70	162.44
		ELEC ENG SUPERVISOR	163,447.79	19,785.17	-	85,912.44	9,501.27
		ELEC OPS ELECTRICIAN	113,483.30	-	-	14,455.86	-
		ELEC ENG ENGINEER	199,846.80	33,937.84	-	50.00	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	70,056.82	-	-	60,197.75	1,436.18
		GENERATION TECHNICIAN	55,388.32	-	-	34,818.57	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	94,229.66	13,980.39	-	21,985.73	245.00
		GAS OPS MECHANIC/WELDER	118,119.68	-	-	29,403.15	1,985.52
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	119,412.09	-	-	151,126.07	20,519.12
		ELEC OPS CREW LEAD/LEADER	144,255.68	-	-	21,911.10	-
		GAS OPS ELEC LOCATOR	7,276.80	-	-	181.92	79.62
		OPERATIONS MANGER/SR MANAGER	159,425.82	22,142.49	-	53,548.45	13,724.90
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	55,000.00	-	-	500.00	2,267.36
		GAS OPS MECHANIC/WELDER	127,341.85	-	-	75,401.34	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	55,714.29	-	-	10,000.00	623.27
		CUSTOMER & COMMS MANAGER/SR MANAGER	202,288.20	33,298.49	18,981.76	17,600.00	870.08
		ELEC OPS CREW LEAD/LEADER	183,041.57	-	-	361,072.11	-
		ELEC OPS LINEWORKER/LINEMAN	139,814.25	-	-	178,026.44	-
		IT MANAGER/SR MANAGER	179,854.02	26,745.80	-	3,800.00	2,568.27
		ELEC ENG TECHNICIAN	125,089.00	-	-	15,584.67	24.24
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	152,770.84	25,848.04	-	-	3,109.31
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	147,575.23	-	-	100,246.16	-
		GAS OPS TECHNICIAN	130,361.95	-	-	52,149.93	809.60
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	129,181.64	14,759.23	-	17,355.87	8,347.80
		GENERATION ENGINEER	37,779.22	-	-	101,976.04	-
		GAS ENG ENGINEER	162,166.00	17,038.88	-	20,406.01	6,543.41
		OPERATIONS SUPERVISOR	134,930.24	18,152.52	-	4,913.94	7,000.89
		ELEC ENG ENGINEER	132,702.00	17,244.53	-	40,177.91	853.08
		GAS ENG ENGINEER	184,661.18	27,658.32	-	6,862.11	1,181.70
		ELEC ENG TECHNICIAN	126,988.57	-	-	-	880.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	116,381.25	18,340.13	-	27,878.61	1,135.18
		GAS OPS DISPATCHER	108,721.87	-	-	151,557.66	-
		GAS OPS ELEC LOCATOR	127,489.35	-	-	64,775.73	429.68
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,475.32	-	-	236,798.36	-
		ELEC OPS SYSTEM OPERATOR/LEAD	142,921.98	-	-	146,785.49	12,287.34
		SHARED SVS SCIENTIST/TECHNICIAN	90,386.44	-	-	22,137.30	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,136.14	-	-	190,049.21	-
		GAS ENG MANAGER/SR MANAGER	212,427.60	36,379.33	11,863.60	7,434.96	4,533.47
		ELEC OPS CREW LEAD/LEADER	133,284.34	-	-	5,447.00	53.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,161.41	-	-	88,971.20	-
		ELEC ENG ENGINEER	214,488.00	23,513.65	-	1,031.20	315.00
		GENERATION SUPERVISOR	210,636.07	28,422.75	-	129,429.39	-
		IT MANAGER/SR MANAGER	178,679.15	20,238.40	-	1,000.00	420.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	105,206.02	11,247.02	-	-	1,007.70
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	172,360.00	29,024.80	-	1,000.00	1,758.71
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	227,307.96	40,202.51	51,481.78	36,200.00	14,201.48
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	227,467.20	52,900.79	37,401.56	4,524.24	2,659.78
		ELEC OPS OPERATOR	130,842.01	-	-	47,515.25	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,088.06	17,961.83	-	1,000.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,577.09	-	-	158,487.44	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	45,873.03	-	-	5,000.00	1,868.17
		IT ANALYST/SPECIALIST SR/EXP/PRN	192,821.32	31,479.09	-	-	-
		ELEC ENG ESTIMATOR	115,621.65	-	-	25,143.46	420.00
		ELEC OPS LINEWORKER/LINEMAN	139,527.93	-	-	185,875.88	3,110.41
		GAS ENG ESTIMATOR/SCHEDULER	134,458.63	-	-	21,053.35	-
		GAS ENG SUPERVISOR	89,242.45	-	-	39,958.34	3,082.70
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	150,892.38	17,779.06	-	46,395.93	28,005.41
		ELEC OPS LINEWORKER/LINEMAN	140,380.26	-	-	6,800.03	-
		ELEC OPS LINEWORKER/LINEMAN	119,860.08	-	-	133,184.68	-

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		CUSTOMER & COMMS MANAGER/SR MANAGER	148,369.93	19,324.90	-	11,266.77	7,736.85
		GAS ENG ENGINEER	149,301.29	-	-	33,349.41	406.77
		GAS ENG PRGM/PROJ MANAGER	203,224.64	36,579.92	11,504.57	1,500.00	3,548.81
		ELEC OPS DIRECTOR/SR DIRECTOR	222,304.55	41,392.52	996.82	1,500.00	3,503.85
		SHARED SVS CONT/PGRM/PROJ MANAGER	166,512.30	21,030.56	-	8,439.33	3,356.23
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	121,677.66	12,936.15	-	1,000.00	1,016.00
		SHARED SVS CONT/PGRM/PROJ MANAGER	153,710.36	8,859.24	-	-	707.11
		ELEC OPS LINEWORKER/LINEMAN	130,620.27	-	-	103,888.77	-
		GAS OPS MECHANIC/WELDER	133,968.94	-	-	30,013.46	-
		ELEC ENG TECHNICIAN	171,346.98	-	-	31,449.24	-
		IT DATA SCIENTIST SR/EXP/PRN	183,775.01	21,374.85	-	-	-
		ELEC OPS ELECTRICIAN	130,249.50	-	-	48,891.64	-
		GAS ENG ENGINEER	183,600.00	21,543.43	-	18,043.34	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	128,213.36	-	-	14,245.03	185.46
		GENERATION TECHNICIAN	19,036.80	-	-	28,227.25	-
		GAS ENG ENGINEER	160,515.48	17,956.04	-	15,747.92	6,480.93
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,782.74	16,591.35	-	-	400.00
		GAS OPS TECHNICIAN	111,964.19	-	-	65,080.39	350.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,136.65	-	-	216,066.82	-
		GAS OPS SUPERVISOR	162,833.83	-	-	28,887.39	1,685.54
		SHARED SVS PERMIT FACILITATOR	128,032.72	-	-	21,801.88	-
		ELEC OPS SUPERVISOR	165,726.46	21,760.31	-	64,433.28	2,176.44
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	171,222.12	17,304.99	13,512.96	500.00	472.40
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	127,518.46	13,737.40	-	750.00	3,369.65
		ELEC OPS LINEWORKER/LINEMAN	27,192.60	-	-	40,878.40	466.86
		SHARED SVS LAND TECH/LEAD LAND TECH	135,179.12	-	-	20,536.59	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	197,139.56	34,676.46	13,814.85	5,400.00	6,536.41
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	147,774.00	15,537.57	-	4,398.91	1,121.21
		ELEC OPS SYSTEM OPERATOR/LEAD	111,620.98	-	-	224,532.87	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	132,004.61	-	-	38,974.90	-
		GAS ENG ENGINEER	65,406.25	-	-	-	1,419.82
		ELEC OPS LINEWORKER/LINEMAN	127,262.52	-	-	180,980.74	-
		SHARED SVS LAND AGENT/CONSLT	124,572.44	13,078.96	-	2,800.00	744.19
		GAS OPS COOR/REP/STRAT SR/EX/PRN	119,243.19	20,310.57	-	44,215.20	1,783.49
		IT TECHNICIAN	125,964.19	-	-	14,411.88	-
		GAS ENG ENGINEER	151,112.80	-	-	16,641.55	3,407.31
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,320.44	16,796.09	-	-	17,821.31
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	158,814.96	17,079.54	-	2,250.00	7,548.33
		ELEC OPS SUPERVISOR	127,736.86	16,168.04	-	63,746.52	12,430.98
		OPERATIONS CONST/NOTE/PGRM/PRJCT MANAGER	162,616.00	19,044.28	-	5,549.21	4,006.55
		ELEC OPS LINEWORKER/LINEMAN	110,060.37	-	-	163,468.62	489.10
		ELEC OPS CREW LEAD/LEADER	139,397.37	-	-	16,739.12	-
		GENERATION SUPERVISOR	187,164.82	23,368.32	-	36,495.65	3,038.12
		GAS ENG SENIOR BUSINESS REP	147,100.06	-	-	28,977.21	2,417.17
		ELEC OPS TECHNICIAN	54,730.89	-	-	35,446.51	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	127,450.26	14,284.98	-	8,377.94	6,087.30
		GAS ENG ENGINEER	136,886.28	-	-	23,981.24	105.00
		ELEC ENG TECHNICIAN	173,058.88	-	-	13,813.82	-
		GAS ENG SENIOR BUSINESS REP	130,074.56	-	-	82,592.22	511.75
		GAS ENG ENGINEER	145,670.94	16,617.08	-	7,401.36	512.15
		GENERATION SUPERVISOR	171,517.20	-	-	24,835.06	-
		GAS ENG SUPERVISOR	185,509.70	25,841.70	-	54,780.63	1,176.38
		OPERATIONS INSPECTOR/LEAD INSPECTOR	153,015.48	-	-	97,506.38	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	115,177.20	-	-	32,735.37	-
		ELEC OPS ENGINEER	146,243.10	-	-	79,310.13	1,140.31
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	159,367.90	18,277.62	-	8,745.76	12,146.61
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,671.69	-	-	155,914.06	252.50
		ELEC OPS WORKING LEADER	135,326.09	-	-	23,528.04	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	144,303.59	-	-	63,911.81	521.89
		FINANCE MANAGER/SR MANAGER	167,388.64	29,535.73	-	-	884.69
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	189,127.10	31,809.67	-	2,973.52	12,864.87
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	133,687.37	15,330.47	-	-	655.29
		ELEC ENG ENGINEER	195,378.00	20,319.91	-	6,666.74	5,813.31
		IT TECHNICIAN	61,652.88	-	-	17,243.10	589.03
		ELEC OPS WORKING LEADER	127,137.08	-	-	12,893.11	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	138,981.52	-	-	32,172.14	12,178.23

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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 MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,703.62	-	-	8,521.27	-
		ELEC OPS OPERATOR	137,409.80	-	-	43,657.14	258.08
		ELEC OPS OPERATOR	133,735.78	-	-	80,548.62	546.98
		GAS ENG SENIOR BUSINESS REP	149,281.37	-	-	34,384.59	2,536.96
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	171,594.56	18,904.82	-	500.00	1,238.39
		GENERATION TECHNICIAN	109,496.81	-	-	50,594.70	1,802.39
		SHARED SVS CRANE SURVEYOR	100,381.60	-	-	6,919.01	-
		ELEC ENG ESTIMATOR	108,527.75	-	-	7,615.49	674.85
		ELEC ENG ENGINEER	175,178.00	18,405.58	-	-	432.31
		ELEC ENG ENGINEER	185,380.00	19,477.88	-	-	3,663.18
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	145,488.91	17,269.06	-	358.59	1,163.20
		ELEC OPS FOREMAN	155,220.84	-	-	330,253.06	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	131,803.50	26,288.18	-	36,346.20	347.15
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	141,515.52	13,619.41	-	2,000.00	1,117.89
		ELEC OPS SUPERVISOR	157,531.54	20,554.59	-	45,506.74	1,205.75
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,676.04	-	-	168,351.64	-
		GAS ENG ESTIMATOR/SCHEDULER	132,341.04	-	-	12,954.30	-
		OPERATIONS ENGINEER/CREW LEADER	138,916.80	-	-	47,356.06	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	151,565.36	-	-	83,625.70	-
		GAS OPS SUPERVISOR	154,616.10	22,309.40	-	69,257.46	22,303.95
		ELEC OPS FOREMAN	141,039.66	-	-	250,788.97	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	127,592.82	-	-	7,717.84	597.75
		ELEC ENG SUPERVISOR	201,384.80	27,428.62	-	-	8,136.96
		GAS OPS MECHANIC/WELDER	115,733.87	-	-	34,350.46	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	98,646.39	13,842.57	-	7,174.29	280.00
		SHARED SVS LAND TECH/LEAD LAND TECH	120,194.41	-	-	40,417.42	4,102.32
		ELEC OPS SUPERVISOR	139,037.40	15,551.65	-	36,215.70	1,317.66
		GAS OPS DIRECTOR/SR DIRECTOR	232,873.64	52,214.21	374,116.19	-	9,333.86
		GENERATION ADMINSTR/LICENSING/ARMORER SR EX AST	158,495.18	20,823.66	-	7,124.68	-
		ELEC OPS ELECTRICIAN	133,268.90	-	-	69,097.58	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,817.67	-	-	184,355.57	-
		IT TECHNICIAN	139,931.43	-	-	9,214.04	8.67
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	207,986.30	32,259.54	13,814.85	804.25	3,242.31
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,453.12	-	-	140,142.46	493.56
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	181,815.00	32,185.36	25,740.89	7,750.00	11,497.74
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	146,072.04	16,577.41	-	-	960.00
		ELEC ENG ENGINEER	139,291.28	-	-	570.41	2,227.74
		GENERATION TECHNICIAN	142,990.61	-	-	71,157.79	349.20
		ELEC OPS DIRECTOR/SR DIRECTOR	230,246.10	52,943.06	19,918.36	17,650.00	6,468.88
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,489.16	17,583.81	-	1,000.00	-
		IT MANAGER/SR MANAGER	187,496.40	30,426.39	-	-	629.68
		GAS OPS PLANNER SR/EXP/PRN	89,364.99	17,568.11	-	6,068.53	-
		ELEC OPS MANAGER/SR MANAGER	189,018.18	22,142.24	-	5,494.78	8,621.90
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	141,899.08	15,164.38	-	4,674.42	826.11
		ELEC OPS CREW LEAD/LEADER	195,821.00	-	-	344,938.87	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	134,571.82	14,869.57	-	-	460.61
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	158,436.00	19,532.56	-	17,773.70	3,516.63
		ELEC ENG ENGINEER	138,250.00	14,453.62	-	7,761.59	15.89
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	161,444.41	19,981.65	-	9,102.16	12,040.61
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	163,733.26	29,248.20	-	18,295.16	988.42
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	201,810.81	31,572.30	27,973.12	7,700.00	1,732.21
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	168,331.93	29,513.83	-	700.00	5,750.81
		ELEC OPS SUPERVISOR	167,463.94	24,608.26	-	106,640.96	8,306.41
		HR ECO PGRM/PROJ MANAGER EXP/PRN	170,461.74	18,118.22	-	16,215.87	2,883.77
		GENERATION ENGINEER	67,549.00	-	-	24,977.16	-
		ELEC OPS SUPERVISOR	172,887.30	22,536.91	-	63,381.89	3,178.57
		SAFETY RISK SUPERVISOR	161,874.59	20,984.57	-	20,172.89	22,616.13
		ELEC OPS LINEMAN	140,885.51	-	-	118,418.17	-
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	80,760.87	23,939.19	-	49,869.46	2,940.66
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	180,213.24	31,876.92	-	50.00	456.27
		ELEC OPS SUPERVISOR	42,964.29	-	-	58,526.82	-
		ELEC OPS MANAGER/SR MANAGER	186,000.00	33,054.40	-	32,200.00	606.64
		ELEC OPS INSPECTOR/LEAD INSPECTOR	116,575.00	10,090.10	-	34,314.15	50,192.90
		GAS ENG ENGINEER	164,798.54	-	-	45,562.97	385.00
		ELEC OPS CREW LEAD/LEADER	134,720.18	-	-	75,321.94	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PR/CHF	137,255.70	15,878.12	-	350.00	8,265.47

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		ELEC OPS SUPERVISOR	161,884.54	22,693.17	-	45,642.84	3,287.20
		ELEC OPS LINEMAN/LINEMAN	141,817.20	-	-	79,690.81	-
		GENERATION SUPERVISOR	173,561.36	23,464.71	-	96,231.78	-
		ELEC OPS TECHNICIAN	19,142.90	-	-	22,269.70	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	155,690.00	16,369.27	-	578.15	1,929.25
		ELEC ENG ESTIMATOR	134,853.67	-	-	27,834.72	350.00
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	128,523.78	-	-	73,371.03	363.13
		ELEC ENG SCHEDULER	130,490.57	-	-	14,883.07	1,946.22
		SHARED SVS PERMIT FACILITATOR	115,978.43	-	-	624.23	859.74
		GAS OPS DISPATCHER	117,323.57	-	-	116,147.33	324.88
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	184,902.12	20,823.19	-	-	3,695.52
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	50,536.57	-	-	22,256.36	6,452.02
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	149,000.04	21,964.83	-	2,000.00	1,219.29
		GAS ENG ENGINEER	153,913.71	-	-	90,929.05	420.00
		IT ANALYST/SPECIALIST SR/EX/PRN	128,056.08	14,005.96	-	2,250.00	960.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,393.86	-	-	171,970.95	-
		IT ANALYST/SPECIALIST SR/EX/PRN	157,429.92	16,863.29	-	1,250.00	1,189.00
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	158,994.48	17,878.56	-	-	1,043.64
		ELEC OPS CREW LEAD/LEADER	132,127.27	-	-	42,560.61	-
		ELEC OPS TECHNICIAN	115,001.99	-	-	43,758.91	-
		GAS ENG ENGINEER	163,608.68	-	-	43,912.93	-
		SHARED SVS LAND PLANNER	62,080.48	16,802.19	-	13,098.67	298.88
		ELEC OPS FOREMAN	116,315.74	-	-	164,987.89	184.99
		GAS OPS PRGM/PROJ MANAGER	183,336.00	21,374.09	-	5,305.09	1,712.01
		IT ENGINEER SR/EX/PRN	157,776.06	16,964.86	-	-	768.49
		GAS ENG ENGINEER	155,950.63	-	-	2,814.25	-
		ELEC OPS CREW LEAD/LEADER	155,671.46	-	-	76,490.43	-
		OPERATIONS SUPERVISOR	156,962.52	-	-	89,208.71	3,982.12
		ELEC ENG ENGINEER	214,284.00	25,009.73	-	2,859.92	4,102.95
		GAS OPS MECHANIC/WELDER	123,530.40	-	-	39,111.16	837.13
		ELEC OPS SYSTEM OPERATOR/LEAD	152,187.68	-	-	66,348.75	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	153,614.00	16,459.32	-	105.00	487.18
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	26,604.90	-	-	45,059.50	-
		IT ANALYST/SPECIALIST SR/EX/PRN	168,016.62	18,006.51	-	900.00	3,547.20
		ELEC OPS LINEMAN/LINEMAN	14,186.01	-	-	37,163.87	-
		IT SUPERVISOR	166,191.48	20,427.84	-	31,314.64	12,014.40
		GAS ENG ESTIMATOR/SCHEDULER	113,899.03	-	-	30,581.61	-
		GAS OPS ENGINEER	99,731.81	-	-	9,989.84	-
		IT ARCHITECH EXP/PRN	89,244.73	-	-	67,064.47	-
		GENERATION MANAGER	187,080.59	26,233.05	-	87,432.09	1,363.96
		ELEC OPS SUPERVISOR	184,988.98	24,715.74	-	105,339.67	32,723.93
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	84,797.63	-	-	53,821.86	578.52
		SHARED SVS LAND AGENT/CONSLT	117,129.01	-	-	22,658.28	485.67
		ELEC ENG TECHNICIAN	127,425.64	-	-	42,598.38	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	63,727.42	12,354.06	-	13,925.40	-
		GAS OPS MECHANIC/WELDER	129,976.60	-	-	107,584.72	120.95
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	120,693.80	14,761.18	-	15,024.08	140.39
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	219,197.00	36,317.51	34,950.79	12,600.00	12,652.44
		GENERATION ENGINEER	197,922.00	14,005.41	-	28,919.57	10,777.61
		IT MANAGER/SR MANAGER	190,766.94	32,382.77	-	3,000.00	1,464.53
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,314.66	-	-	117,487.51	-
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	164,517.64	18,223.46	-	2,802.08	2,423.81
		GAS OPS MECHANIC/WELDER	125,470.88	-	-	79,247.27	277.32
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	138,492.50	13,371.25	-	-	1,496.68
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	188,691.54	31,952.75	-	10,500.00	772.36
		GENERATION ENGINEER	212,952.00	37,759.63	-	14,388.95	1,455.02
		GAS ENG ENGINEER	164,239.62	-	-	82,775.86	871.03
		ELEC ENG TECHNICIAN	163,745.24	-	-	64,471.37	-
		GENERATION SUPERVISOR	123,849.91	-	-	77,764.54	-
		SHARED SVS LAND AGENT/CONSLT	139,859.66	-	-	4,602.84	5,351.49
		GAS OPS MECHANIC/WELDER	130,468.20	-	-	39,634.36	70.00
		GAS OPS CONST/PRGM/PRJCT MANAGER	131,289.16	14,797.72	-	32,438.67	24,846.26
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	162,041.16	17,274.97	-	2,000.00	-
		ELEC ENG ENGINEER	7,440.71	-	-	-	-
		ELEC OPS TECHNICIAN	133,814.29	-	-	7,919.53	160.82
		OPERATIONS SUPERVISOR	160,468.68	23,955.28	-	-	2,472.00

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		CUSTOMER & COMMS MANAGER/SR MANAGER	128,454.55	14,998.42	-	2,500.00	1,710.23
		ELEC OPS FOREMAN	146,113.13	-	-	111,761.24	-
		GAS OPS MECHANIC/WELDER	139,415.61	-	-	11,160.89	860.10
		ELEC OPS TECHNICIAN	153,057.33	-	-	103,631.44	-
		ELEC OPS ELECTRICIAN	131,846.62	-	-	89,532.82	-
		ELEC OPS LINEWORKER/LINEMAN	91,911.40	-	-	88,788.42	-
		GAS OPS PRGM/PROJ MANAGER	172,929.55	19,913.82	-	26,495.91	3,644.63
		GENERATION SUPERVISOR	191,946.88	25,868.53	-	10,869.26	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,432.24	15,083.47	-	8,957.12	3,396.66
		GAS ENG SENIOR BUSINESS REP	129,504.24	-	-	109.07	-
		ELEC OPS SUPERVISOR	151,198.07	-	-	17,614.91	409.47
		GENERATION MANAGER	161,958.38	29,040.37	-	21,116.80	5,514.28
		GAS OPS CONST/PRGM/PRJCT MANAGER	108,821.53	15,020.34	-	25,811.73	7,702.64
		GAS ENG ENGINEER	168,418.20	-	-	400.00	1,723.16
		GAS OPS SUPERVISOR	152,209.64	21,366.54	-	41,227.36	10,007.25
		OPERATIONS INSPECTOR/LEAD INSPECTOR	149,169.17	-	-	174,621.18	421.18
		ELEC OPS SUPERVISOR	165,484.86	21,190.44	-	156,314.98	-
		ELEC OPS SUPERVISOR	191,244.36	22,149.20	-	82,232.90	30,781.28
		OPERATIONS TECHNICIAN	136,388.65	-	-	35,787.74	-
		ELEC OPS ELECTRICIAN	129,118.24	-	-	69,539.82	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	40,761.89	14,723.28	-	10,134.29	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	140,459.81	-	-	51,598.38	-
		IT ARCHITECH EXP/PRN	207,019.46	35,950.73	32,656.12	-	225.00
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	131,935.47	-	-	83,904.82	-
		GAS OPS SUPERVISOR	167,105.06	20,599.26	-	50,946.60	983.06
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	20,732.81	-	-	35,578.22	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	153,704.58	24,876.99	-	2,200.00	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	125,613.60	11,291.39	-	51,701.80	-
		ENG PLNG & STRAT PROD/PRGR/DEV/INST MNGR EXP/PRN	130,208.34	12,760.69	-	2,000.00	3,622.42
		GENERATION SUPERVISOR	219,086.42	30,697.31	-	54,441.65	2,391.24
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	123,804.56	19,207.34	-	33,692.92	164.90
		GAS ENG ESTIMATOR/SCHEDULER	131,247.93	-	-	3,186.69	1,972.97
		ELEC OPS SUPERVISOR	86,143.92	-	-	54,480.41	295.52
		ELEC OPS SUPERVISOR	167,354.28	22,108.46	-	13,867.44	7,689.42
		GAS ENG SENIOR BUSINESS REP	130,005.44	-	-	51,810.64	3,626.59
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	147,941.22	18,247.37	-	1,000.00	3,058.69
		IT ANALYST/SPECIALIST SR/EXP/PRN	187,186.08	20,147.80	-	-	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,502.00	18,678.01	-	-	385.00
		GAS ENG SUPERVISOR	183,578.08	26,093.70	-	123,280.94	1,098.44
		GENERATION FIRE CAPTAIN	112,411.38	-	-	64,816.00	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	190,280.04	32,261.70	-	1,000.00	2,414.42
		SHARED SVS LAND AGENT/CONSLT	162,012.00	19,063.41	-	11,499.33	3,019.94
		GAS OPS SCHEDULER	125,110.92	-	-	26,900.73	-
		ELEC OPS CONSLT/PLANNER	125,009.04	14,622.15	-	1,310.34	3,216.76
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	142,500.00	15,721.86	-	2,808.91	1,199.33
		ELEC OPS LINEWORKER/LINEMAN	161,461.37	-	-	159,696.78	58.98
		ELEC ENG MANAGER/SR MANAGER	174,794.34	23,996.15	-	-	6,364.73
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	137,220.00	14,405.32	-	1,185.92	420.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	95,832.95	-	-	57,295.05	-
		ELEC OPS ELECTRICIAN	129,043.58	-	-	11,375.87	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	137,266.50	-	-	44,122.25	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	135,339.22	14,958.37	-	-	1,147.14
		ELEC OPS LINEWORKER/LINEMAN	139,422.95	-	-	223,510.28	-
		ELEC OPS LINEWORKER/LINEMAN	136,393.79	-	-	391,733.59	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	120,748.80	15,717.47	-	9,575.22	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	162,660.00	18,327.58	-	339.10	4,249.67
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	155,037.58	17,467.55	-	6,176.32	125.76
		ELEC OPS LINEWORKER/LINEMAN	138,236.98	-	-	194,420.54	207.56
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	158,956.96	19,219.98	-	4,775.22	12,659.18
		SHARED SVS LAND PLANNER	181,498.60	20,056.84	-	48,855.64	1,769.15
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	205,714.36	46,429.83	356,881.48	11,047.60	4,762.85
		GAS OPS MECHANIC/WELDER	121,559.60	-	-	13,871.40	-
		GAS ENG ESTIMATOR/SCHEDULER	120,468.32	-	-	1,743.29	385.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	131,498.41	13,260.01	-	51,896.41	22,872.79
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	191,343.21	-	-	256,176.75	2,840.88
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,737.60	-	-	80,240.20	-

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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 CABLE SPlicer/CABLEMAN	115,289.22	-	-	140,017.97	-
		ELEC OPS ELECTRICIAN	87,089.44	-	-	26,129.54	-
		GAS OPS OPERATOR	101,749.07	-	-	30,762.65	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	112,852.72	11,727.62	-	10,248.80	3,152.22
		ELEC OPS CREW LEAD/LEADER	142,622.44	-	-	24,518.20	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	178,458.42	-	-	23,091.53	43.23
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	127,170.92	-	-	79,502.96	2,977.86
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	156,429.26	17,220.27	-	8,482.98	960.00
		ELEC ENG ENGINEER	202,380.00	22,327.35	-	5,215.08	772.18
		ELEC OPS SUPERVISOR	129,007.87	12,502.78	-	4,518.63	1,042.91
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	206,666.64	34,979.47	47,712.50	45,500.00	1,456.93
		GAS OPS DISPATCHER	125,365.24	-	-	7,551.11	-
		ELEC OPS ELECTRICIAN	132,245.74	-	-	67,481.65	5,327.46
		ELEC OPS FOREMAN	147,230.90	-	-	74,583.41	237.11
		ELEC OPS ENGINEER	146,572.00	15,440.74	-	300.00	4,560.03
		GENERATION PLANNER	45,162.52	-	-	23,770.05	-
		ELEC OPS TECHNICIAN	157,092.03	-	-	89,172.85	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	104,207.48	-	-	55,909.72	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,329.05	-	-	146,035.72	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.40	-	-	24,015.43	-
		ELEC OPS CREW LEAD/LEADER	155,970.36	-	-	466,743.72	590.52
		GAS OPS MANAGER/SR MANAGER	174,000.00	23,644.52	-	2,000.00	34,849.03
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,785.63	-	-	291,547.73	-
		GAS ENG ENGINEER	126,031.14	-	-	28,426.46	1,015.27
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	86,063.85	16,604.45	-	13,518.49	4,328.86
		HR ECO LABOR NEGOTIATOR PNR	158,499.96	18,126.76	-	2,819.40	536.88
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	158,022.64	17,919.46	-	14,454.60	-
		IT TECHNICIAN	140,602.35	-	-	87,685.14	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	145,573.90	16,372.00	-	985.74	57.10
		ELEC OPS SUPERVISOR	173,232.24	24,592.02	-	140,692.88	349.35
		GAS OPS DISPATCHER	117,273.53	-	-	114,652.73	1,040.00
		IT ENGINEER SR/EX/PRN	147,630.70	17,243.67	-	3,000.00	996.03
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	158,100.00	26,805.60	-	-	2,615.15
		FINANCE MANAGER/SR MANAGER	197,702.96	32,309.68	13,814.85	-	245.00
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	124,698.67	25,169.93	-	14,367.09	-
		GAS OPS SUPERVISOR	138,275.90	-	-	28,959.97	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	125,424.29	25,735.20	-	1,000.00	821.37
		GAS OPS SUPERVISOR	157,394.88	21,245.22	-	-	455.00
		GENERATION ENGINEER	198,468.00	21,947.21	-	17,900.17	2,201.21
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	228,228.60	50,480.77	62,845.86	1,924.10	5,847.78
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	121,873.36	-	-	-	1,420.73
		SHARED SVS WRKNG LEADER/GOV REL REP	132,817.40	-	-	34,205.84	-
		MENT HEALTH & SAFETY MANAGER/SR MANAGER	209,163.60	35,463.68	-	978.60	4,476.36
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	167,380.70	-	-	275,904.68	-
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	122,453.16	12,946.98	-	-	-
		ELEC OPS ELECTRICIAN	25,826.30	-	-	7,436.15	-
		IT TECHNICIAN	120,077.60	-	-	14,064.15	-
		IT ANALYST/SPECIALIST SR/EX/PRN	147,358.56	16,997.90	-	24,421.84	1,730.36
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	143,640.00	16,978.77	-	307.56	1,222.00
		ELEC OPS LINEWORKER/LINEMAN	141,146.91	-	-	151,099.96	-
		ELEC OPS DIRECTOR/SR DIRECTOR	234,153.36	52,676.80	58,116.03	6,569.30	5,836.83
		OPERATIONS SUPERVISOR	134,671.20	17,373.45	-	14,278.01	3,968.64
		ELEC OPS MANAGER/SR MANAGER	195,558.14	34,974.34	11,504.57	500.00	1,275.06
		ELEC OPS FOREMAN	158,537.89	-	-	180,767.77	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	147,890.00	14,596.05	-	2,330.57	859.38
		ELEC OPS OPERATOR	110,037.08	-	-	190,064.77	1,215.00
		GAS ENG ENGINEER	155,654.13	22,809.32	-	-	647.16
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	184,553.50	30,450.26	-	4,100.00	1,495.27
		ELEC OPS SUPERVISOR	97,636.18	20,676.39	-	42,908.08	445.25
		ELEC ENG ANALYST/SPEC SR/EX/PRN	143,269.60	15,954.31	-	-	856.34
		IT DEVELOPER SR/EX	174,709.18	20,102.81	-	-	385.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	22,353.55	-	-	44,500.71	603.49
		OPERATIONS MANGER/SR MANAGER	203,739.70	35,316.53	-	-	19,440.91
		IT MANAGER/SR MANAGER	225,701.66	39,140.68	95,993.39	2,438.16	14,521.21
		ELEC ENG TECHNICIAN	156,490.36	-	-	56,744.74	-
		GAS OPS SUPERVISOR	151,519.66	20,227.01	-	1,000.00	420.00

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		GAS OPS MECHANIC/WELDER	116,126.56	-	-	33,625.07	5,950.29
		GAS OPS PRGM/PROJ MANAGER	-	12,928.42	-	17,152.96	-
		FINANCE MANAGER/SR MANAGER	166,387.50	24,915.34	-	3,500.00	1,292.75
		GAS ENG SENIOR BUSINESS REP	145,376.06	-	-	2,017.82	455.00
		ELEC OPS SUPERVISOR	154,944.10	20,401.78	-	86,922.31	1,276.34
		GENERATION TECHNICIAN	58,258.60	-	-	67,303.02	283.62
		GAS ENG ESTIMATOR/SCHEDULER	116,757.69	-	-	66,269.92	495.15
		ELEC OPS LINeworker/LINEMAN	41,716.52	-	-	41,419.39	-
		ELEC OPS SYSTEM OPERATOR/LEAD	164,240.93	-	-	67,252.12	1,713.50
		GAS OPS MANAGER/SR MANAGER	167,345.04	24,217.86	-	4,500.00	11,943.34
		SHARED SVS CREW LEAD/LEADER	131,899.19	-	-	26,884.25	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	101,600.62	-	-	36,582.26	305.89
		IT ENGINEER SR/EX/PRN	129,400.08	13,872.69	-	-	4,991.16
		ELEC ENG INTERCONNECTION MANAGER	150,361.70	-	-	447.09	175.00
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	88,341.00	-	-	248.34	-
		GAS OPS DIRECTOR/SR DIRECTOR	222,166.64	41,840.46	30,423.89	2,500.00	43,089.70
		ELEC OPS ENGINEER	143,355.70	-	-	116,257.01	-
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	121,051.09	15,078.97	-	47,182.28	114.37
		GAS ENG ESTIMATOR/SCHEDULER	132,308.99	-	-	9,502.60	1,120.46
		GENERATION ENGINEER	29,653.46	-	-	31,271.62	2,249.27
		ELEC OPS SYSTEM OPERATOR/LEAD	153,814.29	-	-	161,350.24	241.43
		SHARED SVS CONT/PGRM/PROJ MANAGER	200,687.14	35,009.92	-	4,800.16	3,446.05
		SHARED SVS CONT/PGRM/PROJ MANAGER	169,372.32	28,809.75	-	1,691.47	2,329.47
		GAS OPS SUPERVISOR	127,084.37	14,444.98	-	5,737.05	1,086.80
		ELEC OPS ENGINEER	197,806.00	21,287.56	-	-	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	201,339.75	37,447.22	13,814.85	3,200.00	1,135.10
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,480.74	16,089.20	-	7,856.74	16,836.26
		OPERATIONS DATA ENGINEER/SCIENTIST	150,864.72	16,382.68	-	2,000.00	-
		GAS ENG ENGINEER	169,127.66	18,413.31	-	750.00	718.39
		ELEC OPS LINeworker/LINEMAN	138,067.98	-	-	289,995.20	-
		ELEC OPS ESTIMATOR	135,654.69	-	-	72,015.10	645.40
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	166,241.40	27,543.68	-	300.00	743.95
		ELEC OPS SUPERVISOR	171,740.96	21,683.28	-	47,468.75	792.54
		ELEC ENG ELECTRICIAN	125,674.82	-	-	41,765.81	469.64
		GAS OPS OPERATOR	129,105.01	-	-	42,510.79	-
		ELEC ENG TECHNICIAN	90,720.00	-	-	3,386.25	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	174,800.04	23,496.51	-	2,000.00	1,280.00
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	207,061.78	36,304.98	13,814.85	6,600.00	6,880.12
		ELEC OPS ELECTRICIAN	74,436.48	-	-	81,549.43	-
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	184,621.94	31,287.13	-	400.00	4,121.46
		IT PROJECT PROGRAM MANGER SR/EX/PRN/CHIEF	139,865.00	15,506.77	-	-	8,652.20
		GENERATION TECHNICIAN	21,192.00	-	-	22,227.04	-
		ELEC OPS FOREMAN	151,978.25	-	-	153,100.00	587.80
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	143,640.00	15,846.85	-	1,953.85	958.12
		GEN CNSL & ETHICS COMP DIRECTOR/CHIEF	209,461.12	34,616.39	13,814.85	1,050.00	4,463.90
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	131,376.04	13,473.85	-	26,000.00	14,331.45
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,720.00	15,489.97	-	-	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	146,705.93	-	-	46,221.07	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	199,029.92	34,784.54	23,368.17	-	1,250.38
		IT ENGINEER SR/EX/PRN	157,605.18	17,922.87	-	500.00	-
		ELEC OPS LINeworker/LINEMAN	128,493.32	-	-	124,109.47	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	173,416.00	18,221.52	-	28,404.86	515.09
		ELEC OPS LINeworker/LINEMAN	147,724.35	-	-	250,222.66	98.75
		ELEC ENG ESTIMATOR	138,159.26	-	-	55,078.73	455.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	179,689.02	-	-	159,185.62	-
		GAS ENG ENGINEER	156,596.92	-	-	63,574.99	245.00
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	129,703.09	-	-	41,773.10	-
		SHARED SVS LAND TECH/LEAD LAND TECH	111,188.80	-	-	22,856.21	446.48
		ELEC OPS SUPERVISOR	165,935.96	22,105.88	-	53,059.72	-
		ELEC OPS ELECTRICIAN	50,601.71	-	-	15,190.86	-
		SHARED SVS MANAGER/SR MANAGER	179,477.32	23,893.69	-	2,340.12	4,411.07
		GAS OPS TECHNICIAN	133,375.64	-	-	55,897.11	3,491.35
		GAS OPS CONST/PRGM/PRJCT MANAGER	144,003.14	16,263.56	-	29,522.61	9,646.25
		GAS OPS TECHNICIAN	133,027.43	-	-	32,165.11	1,286.24
		GENERATION PLANNER	159,079.57	-	-	83,429.96	-
		GAS OPS MECHANIC/WELDER	135,985.92	-	-	103,595.34	-

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		GAS OPS DISPATCHER	118,213.60	-	-	54,006.15	-
		ELEC ENG ENGINEER	148,066.92	-	-	27,114.79	485.21
		ELEC ENG ENGINEER	121,957.42	16,947.08	-	622.40	1,522.05
		OPERATIONS MANAGER/SR MANAGER	190,862.05	34,534.00	-	17,705.30	26,418.40
		GAS ENG TECHNICIAN	126,591.07	-	-	40,821.24	849.78
		GAS ENG SENIOR BUSINESS REP	142,573.87	-	-	61,506.27	-
		ELEC OPS SUPERVISOR	182,751.20	26,896.39	-	115,809.28	-
		IT SUPERVISOR	149,457.12	18,743.07	-	-	2,877.32
		ELEC OPS FOREMAN	161,689.52	-	-	69,175.79	-
		HR ECO PGRM/PROJ MANAGER EXP/PRN	33,515.16	-	-	10,000.00	945.34
		ELEC OPS ELECTRICIAN	115,414.32	-	-	305,367.66	648.51
		GENERATION ENGINEER	198,468.00	23,475.76	-	36,041.86	2,558.03
		ELEC OPS LINEMAN/LINEMAN	140,006.81	-	-	113,579.64	659.52
		GAS OPS FOREMAN/LEADER/CREW LEADER	101,738.97	-	-	107,342.62	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	130,954.96	14,516.93	-	5,666.40	26,482.47
		GAS OPS OPERATOR	126,959.78	-	-	55,318.95	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	146,146.29	-	-	190,531.90	-
		GAS OPS MECHANIC/WELDER	85,812.32	-	-	30,487.16	457.85
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	89,795.74	-	-	231,581.05	201.74
		GAS ENG ENGINEER	164,138.00	18,971.24	-	3,348.16	7,125.14
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	142,800.94	17,251.65	-	2,500.00	3,422.51
		ELEC OPS FOREMAN	49,720.40	-	-	47,525.61	-
		GAS OPS TECHNICIAN	140,170.76	-	-	59,411.26	-
		ELEC OPS SUPERVISOR	10,079.05	-	-	366.32	-
		GAS ENG SENIOR BUSINESS REP	138,923.44	-	-	26,076.72	664.13
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	137,171.20	-	-	28,586.88	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,820.28	-	-	90,474.02	-
		GAS OPS PRGM/PROJ MANAGER	162,405.75	17,281.49	-	19,477.04	5,862.88
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,288.96	-	-	59,307.92	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,243.84	-	-	66,305.57	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	180,349.60	19,905.14	-	-	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	130,038.44	14,622.58	-	1,000.00	584.64
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,390.24	14,514.79	-	-	898.41
		ELEC OPS LINEMAN/LINEMAN	141,369.72	-	-	66,046.80	-
		ELEC OPS CREW LEAD/LEADER	146,551.38	-	-	68,522.63	-
		SHARED SVS LAND TECH/LEAD LAND TECH	108,719.13	-	-	14,302.64	720.00
		GAS ENG ENGINEER	120,029.38	-	-	-	-
		ELEC OPS FOREMAN	190,913.58	-	-	92,762.88	-
		ELEC OPS ENGINEER	68,091.60	-	-	1,924.56	-
		GAS ENG MANAGER/SR MANAGER	175,057.38	25,621.19	-	4,999.99	22,561.56
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	155,804.06	-	-	274,672.57	-
		GAS OPS DISPATCHER	113,270.74	-	-	19,290.86	-
		ELEC ENG TECHNICIAN	181,070.10	-	-	56,144.27	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,434.20	-	-	164,866.28	11,986.83
		ELEC OPS TECHNICIAN	153,152.88	-	-	60,699.48	-
		GAS OPS TECHNICIAN	124,292.26	-	-	15,215.25	6,417.30
		GAS OPS OPERATOR	127,410.05	-	-	54,827.96	-
		GAS OPS OPERATOR	129,718.31	-	-	33,077.08	-
		GAS ENG TECHNICIAN	120,098.08	-	-	36,438.84	1,009.78
		GAS ENG ESTIMATOR/SCHEDULER	111,398.91	-	-	72,318.90	960.00
		CUSTOMER & COMMS SUPERVISOR	143,803.36	19,073.97	-	-	840.28
		ELEC ENG ENGINEER	14,055.38	19,338.91	-	1,134.39	70.00
		GAS ENG ESTIMATOR/SCHEDULER	134,316.43	-	-	986.16	458.21
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,949.61	-	-	32,710.73	-
		GAS ENG ENGINEER	184,572.26	20,604.05	-	3,320.50	1,697.88
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,179.41	-	-	26,137.97	-
		ELEC OPS CREW LEAD/LEADER	148,126.21	-	-	74,392.57	80.53
		IT ENGINEER SR/EX/PRN	183,600.00	20,256.01	-	33,109.20	4,322.50
		ELEC OPS SUPERVISOR	171,309.90	22,297.21	-	40,924.76	-
		GAS ENG INTERCONNECTION MNGR	182,545.72	20,861.15	-	1,354.28	4,252.05
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	165,880.00	18,033.20	-	10,194.99	2,762.10
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	127,597.55	-	-	26,388.34	250.00
		ELEC ENG ENGINEER	169,118.94	18,718.15	-	-	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,300.82	-	-	111,764.35	9,189.68
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	118,108.01	-	-	27,497.07	1,601.50
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,491.61	-	-	79,675.06	-



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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)
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	42,069.68	59,893.14	436,884.86	44,359.98	70.00
		ELEC ENG ENGINEER	170,976.00	17,965.35	-	2,071.50	6,441.77
		ELEC OPS ELECTRICIAN	135,273.55	-	-	90,740.26	856.15
		SHARED SVS PILOT	126,433.80	14,366.40	-	39,235.23	21,258.72
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	169,140.48	21,970.76	-	1,600.00	1,880.08
		OPERATIONS MANAGER/SR MANAGER	175,260.34	29,667.25	11,863.60	-	1,559.30
		GAS ENG ENGINEER	126,493.70	-	-	45,279.27	350.00
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	131,060.05	-	-	42,034.93	315.75
		GAS OPS TECHNICIAN	129,814.59	-	-	49,021.26	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	128,964.00	9,485.86	-	8,595.40	11,387.78
		ELEC OPS CREW LEAD/LEADER	165,243.24	-	-	147,888.33	-
		IT MANAGER/SR MANAGER	141,201.90	24,506.68	-	18,708.30	807.66
		ELEC ENG MANAGER/SR MANAGER	212,070.98	38,943.11	13,814.85	7,241.45	9,727.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,041.16	18,325.03	-	21,690.09	7,810.66
		GAS OPS SUPERVISOR	156,978.46	17,618.93	-	49,610.70	4,481.83
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	119,476.67	-	-	15,608.47	335.32
		GAS OPS FITTER	127,038.75	-	-	37,111.79	2,112.83
		OPERATIONS INSPECTOR/LEAD INSPECTOR	170,528.27	-	-	311,427.37	-
		ELEC OPS TECHNICIAN	133,699.14	-	-	40,666.78	-
		GAS OPS PRGM/PROJ MANAGER	161,374.00	16,958.30	-	938.40	1,562.92
		FINANCE EX AST/SR EX AST/PLNR/ENG	123,937.86	13,518.37	-	800.00	645.85
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	165,129.43	19,961.04	-	12,642.91	1,528.68
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	143,063.88	17,542.78	-	1,000.00	1,688.30
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,011.01	-	-	178,730.12	5,674.97
		GENERATION SUPERVISOR	168,527.63	24,855.04	-	73,244.86	3,723.89
		ELEC OPS FOREMAN	141,788.13	-	-	192,147.66	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	125,001.74	-	-	46,244.04	298.68
		GAS OPS SUPERVISOR	162,143.05	21,474.84	-	8,538.34	246.29
		GAS OPS MECHANIC/WELDER	125,119.52	-	-	145,700.55	-
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	148,353.06	25,153.27	-	-	7,856.79
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	147,198.13	-	-	62,623.41	-
		ELEC OPS FOREMAN	149,609.18	-	-	223,906.96	17,551.81
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	163,408.24	26,961.40	-	22,700.00	10,135.92
		ELEC OPS OPERATOR	123,040.41	-	-	70,946.97	-
		ELEC OPS TECHNICIAN	134,653.27	-	-	92,083.98	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,802.00	-	-	76,686.64	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	20,315.40	13,495.87	-	5,485.84	1,155.64
		ELEC ENG SUPERVISOR	199,549.14	26,914.03	-	5,000.00	-
		GAS ENG ENGINEER	70,414.29	-	-	60,466.09	2,328.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,344.56	-	-	123,586.09	465.42
		GAS OPS INSPECTOR/LEAD INSPECTOR	136,467.50	-	-	50,342.93	-
		GAS OPS ELEC LOCATOR	125,956.00	-	-	9,891.90	-
		ELEC ENG ENGINEER	159,428.00	16,560.25	-	10,114.36	2,669.00
		ENG PLNG & STRAT MANGER/SR MANAGER	189,358.45	33,187.03	18,419.80	7,300.00	3,259.39
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	128,154.04	14,119.76	-	1,399.41	1,368.03
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,878.40	-	-	115,506.45	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	133,163.84	15,338.86	-	3,807.40	2,739.04
		GAS OPS MECHANIC/WELDER	134,683.30	-	-	96,249.04	-
		ELEC OPS WORKING LEADER	135,601.02	-	-	39,310.43	-
		SHARED SVS CREW LEAD/LEADER	129,238.84	-	-	20,061.98	250.00
		GAS OPS OPERATOR	127,524.79	-	-	114,520.15	11,318.03
		GAS ENG TECHNICIAN	119,255.64	-	-	30,723.84	1,120.00
		ELEC ENG SUPERVISOR	206,283.48	21,960.50	-	2,624.10	8,297.40
		GENERATION TECHNICIAN	17,186.00	-	-	31,655.35	-
		ELEC OPS SUPERVISOR	64,361.40	-	-	-	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	138,103.23	25,146.30	-	34,984.24	4,145.91
		GAS OPS MECHANIC/WELDER	126,726.64	-	-	33,886.93	208.29
		GAS ENG SUPERVISOR	142,945.42	-	-	24,532.61	2,129.54
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	154,636.94	17,069.27	-	1,000.00	-
		GAS ENG SENIOR BUSINESS REP	131,686.25	-	-	23,618.45	1,257.65
		ELEC OPS DIRECTOR/SR DIRECTOR	240,858.34	48,311.74	44,504.11	2,500.00	16,939.35
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	167,493.56	28,857.53	-	-	388.42
		ENERGY PLCY & PROC PRGM/ASSET MNGR SR/EXP/PRN	120,568.47	15,685.73	-	9,442.48	-
		SHARED SVS BIOLOGIST	159,228.00	19,717.57	-	3,138.61	4,399.87
		SHARED SVS PERMIT FACILITATOR	108,079.63	-	-	-	609.77
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	179,914.84	27,029.10	-	1,500.00	6,145.74

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		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	142,290.00	15,200.32	-	-	497.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	193,896.34	32,891.54	-	1,500.00	950.39
		SHARED SVS LAND PLANNER	144,801.74	-	-	5,511.75	117.86
		SHARED SVS LAND AGENT/CONSLT	137,091.12	-	-	7,054.86	164.20
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,480.03	-	6,027.46	16,783.83
		ELEC OPS ENGINEER	192,732.00	21,262.83	-	891.28	2,345.55
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	160,098.60	17,995.43	-	-	-
		SHARED SVS CONT/PGRM/PROJ MANAGER	171,383.24	32,189.69	-	8,445.74	6,128.59
		GAS OPS ENGINEER	148,202.59	-	-	99,605.23	1,738.07
		GAS ENG ENGINEER	124,596.00	13,053.84	-	-	420.00
		GAS ENG ENGINEER	150,754.71	-	-	133,132.67	-
		GENERATION TECHNICIAN	146,020.80	-	-	70,178.21	1,445.25
		ELEC OPS SYSTEM OPERATOR/LEAD	133,813.41	-	-	136,531.26	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	123,268.84	17,438.84	-	14,967.47	13,267.22
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,949.62	-	-	96,577.78	-
		GAS OPS ENGINEER	36,376.76	-	-	-	370.79
		ELEC OPS SUPERVISOR	180,210.76	23,576.64	-	-	4,910.86
		ELEC OPS CREW LEAD/LEADER	147,561.76	-	-	71,387.84	-
		GENERATION MANAGER	236,701.68	40,394.87	30,283.40	6,478.07	11,715.81
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	184,134.19	31,053.38	-	-	1,566.20
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	138,980.53	-	-	97,720.35	-
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	185,100.00	20,420.84	-	7,519.69	24,280.33
		GEN CNSL & ETHICS COMP DIRECTOR/CHIEF	208,265.76	36,179.72	12,048.96	1,613.53	1,744.38
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	82,632.00	18,685.72	-	50,578.41	1,766.56
		GAS OPS DISPATCHER	123,035.28	-	-	71,492.56	1,342.88
		GAS OPS SUPERVISOR	161,104.62	21,789.88	-	-	4,988.60
		ELEC OPS FOREMAN	136,103.90	-	-	118,424.71	-
		ELEC OPS SUPERVISOR	151,166.16	18,250.73	-	43,894.93	11,689.35
		ELEC ENG ENGINEER	143,677.14	-	-	92,193.02	1,551.40
		GENERATION TECHNICIAN	140,360.62	-	-	90,552.23	182.53
		SAFETY RISK MANAGER/SR MANAGER	177,280.39	26,804.11	-	17,002.69	2,828.30
		GAS OPS OPERATOR	90,108.99	-	-	72,216.76	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	163,108.14	23,419.33	-	2,500.00	1,830.27
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	163,892.34	27,708.65	-	800.00	1,398.30
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	177,696.00	19,604.94	-	-	-
		GAS OPS MANAGER/SR MANAGER	178,794.04	30,143.37	-	-	1,692.49
		GAS ENG ENGINEER	184,365.00	20,182.98	-	22,903.73	1,085.01
		ELEC ENG ENGINEER	38,384.89	13,109.89	-	9,843.71	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	137,805.46	15,563.60	-	1,000.00	3,936.15
		OPERATIONS SUPERVISOR	126,021.32	16,997.02	-	30,573.25	20,290.13
		SHARED SVS LAND AGENT/CONSLT	142,146.20	19,452.14	-	-	66.18
		GAS OPS TECHNICIAN	121,565.74	-	-	2,262.92	11,840.66
		ELEC ENG TECHNICIAN	129,906.90	-	-	36,545.86	1,189.67
		ELEC OPS FOREMAN	139,968.16	-	-	187,775.17	122.19
		GAS OPS MANAGER/SR MANAGER	205,147.70	34,726.46	25,740.89	-	3,446.59
		GAS OPS ESTIMATOR	133,900.03	-	-	87,447.09	3,144.21
		GAS OPS SUPERVISOR	183,345.22	22,629.32	-	1,000.00	4,009.95
		GENERATION OPERATOR	138,335.56	-	-	91,355.00	1,161.87
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	103,794.78	-	-	500.00	1,257.64
		ELEC ENG ENGINEER	50,452.37	-	-	-	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	129,291.21	17,897.60	-	55,312.62	6,708.81
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,304.14	15,773.47	-	-	1,101.98
		IT DIRECTOR/SR DIRECTOR	248,586.64	56,106.11	438,415.68	-	6,874.82
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,336.44	-	-	65,218.33	9,726.91
		OPERATIONS CONST/NOTE/PGRM/PRJCT MANAGER	13,798.68	-	-	-	-
		ELEC OPS CREW LEAD/LEADER	158,639.23	-	-	65,950.78	23.58
		GAS ENG ENGINEER	161,813.82	-	-	59,356.20	4,842.06
		ELEC OPS LINEMAN/LINEMAN	138,423.75	-	-	158,769.47	-
		ELEC OPS CONSLT/PLANNER	125,217.59	17,324.76	-	742.40	1,991.45
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	162,912.00	19,256.93	-	5,555.80	2,332.65
		GENERATION SUPERVISOR	16,742.43	-	-	704.95	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	157,229.76	17,867.17	-	9,419.96	10,122.98
		GENERATION TECHNICIAN	146,727.20	-	-	86,024.80	707.95
		GENERATION SUPERVISOR	187,000.02	20,202.10	-	46,631.10	2,341.10
		SHARED SVS LAND AGENT/CONSLT	142,516.69	-	-	6,304.23	1,907.84
		ELEC OPS ENGINEER	185,416.00	19,482.00	-	855.70	1,776.59

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		GAS ENG ENGINEER	150,964.95	-	-	71,503.36	5,388.07
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	168,999.96	16,635.90	-	2,500.00	3,582.22
		GAS ENG SENIOR BUSINESS REP	142,083.07	-	-	55,023.75	313.76
		ELEC OPS ELECTRICIAN	127,267.97	-	-	19,982.03	-
		OPERATIONS TECHNICIAN	130,089.59	-	-	244,208.20	1,347.63
		GAS ENG ENGINEER	153,607.25	-	-	44,794.03	632.23
		GAS ENG ESTIMATOR/SCHEDULER	148,840.18	-	-	1,420.66	2,141.02
		GAS ENG ENGINEER	160,919.11	-	-	134,862.11	1,022.61
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	156,713.82	26,001.43	-	2,000.00	-
		ELEC OPS SUPERVISOR	62,156.51	27,518.89	-	58,859.20	310.32
		GAS ENG ENGINEER	150,886.02	-	-	63,461.95	644.90
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,060.04	18,192.08	-	500.00	451.70
		ELEC OPS LINEMAN	136,113.94	-	-	167,445.52	2,771.68
		GENERATION SUPERVISOR	25,022.63	-	-	11,359.34	-
		ELEC OPS TECHNICIAN	131,437.80	-	-	28,891.50	-
		ELEC ENG ENGINEER	138,577.99	-	-	105,325.89	1,280.69
		IT ARCHITECT EXP/PRN	194,174.14	34,208.48	14,236.32	-	3,480.00
		ELEC OPS CREW LEAD/LEADER	54,316.00	-	-	60,004.85	-
		ELEC OPS MANAGER/SR MANAGER	185,563.97	22,551.19	-	30,093.23	4,197.19
		GENERATION SUPERVISOR	179,862.66	26,492.17	-	51,838.29	-
		GAS OPS SUPERVISOR	155,654.11	-	-	73,679.44	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	76,607.64	4,828.96	-	17,909.66	420.00
		ELEC OPS LINEMAN	138,267.71	-	-	119,047.62	-
		ELEC OPS BUSINESS LIAISON	19,298.08	-	-	286.62	70.86
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	153,310.00	16,109.43	-	-	1,125.88
		IT ANALYST/SPECIALIST SR/EXP/PRN	120,211.55	14,449.18	-	1,257.17	-
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR/EX AST	130,510.15	27,900.22	-	3,215.92	671.44
		GAS OPS TECHNICIAN	135,665.99	-	-	93,874.62	-
		ELEC OPS ENGINEER	168,067.80	19,399.37	-	4,211.76	28.17
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	157,393.91	16,197.10	-	750.00	1,189.90
		GAS ENG ENGINEER	151,375.05	-	-	59,761.79	548.63
		GAS OPS SUPERVISOR	141,180.40	-	-	56,571.59	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	171,454.16	28,987.11	-	1,000.00	379.49
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	170,309.96	17,812.84	-	500.00	420.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	156,813.18	19,094.83	-	2,000.00	1,294.99
		GAS OPS PRGM/PROJ MANAGER	143,940.00	15,183.19	-	5,065.28	5,311.37
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	136,905.50	-	-	1,267.40	3,568.03
		ELEC OPS ENGINEER	152,639.34	17,155.93	-	948.70	69.02
		GENERATION ENGINEER	124,846.00	12,924.36	-	31,718.50	7,748.74
		GENERATION TECHNICIAN	141,499.84	-	-	95,490.89	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	175,732.30	19,497.25	-	-	25,999.06
		GAS OPS SUPERVISOR	144,363.06	14,712.94	-	34,777.38	6,995.87
		ELEC OPS ENGINEER	174,988.85	18,247.62	-	13,422.90	639.59
		ELEC OPS TECHNICIAN	146,453.80	-	-	123,055.90	196.01
		ELEC OPS FOREMAN	129,023.98	-	-	126,378.10	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	174,367.24	30,329.89	-	3,500.00	-
		ELEC ENG MANAGER/SR MANAGER	172,524.96	20,549.43	-	3,000.00	3,397.77
		GAS OPS COOR/REP/STRAT SR/EX/PRN	85,235.57	-	-	8,685.84	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	179,867.80	32,212.97	16,109.52	1,500.00	1,461.65
		GAS ENG ENGINEER	160,901.58	-	-	60,336.01	573.95
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	194,628.36	32,997.83	-	2,000.00	595.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,999.96	-	-	6,500.00	-
		IT MANAGER/SR MANAGER	159,507.64	30,318.07	-	-	779.47
		OPERATIONS TECHNICIAN	155,402.26	-	-	119,270.25	3,260.53
		GAS ENG COOR/CNSLT/SYM ADMIN/PROJ MNGR EX/PRN	126,531.95	12,781.71	-	5,994.05	8,881.56
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	142,883.32	16,702.40	-	-	1,117.20
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	145,024.00	18,584.38	-	-	420.00
		OPERATIONS ENGINEER/CREW LEADER	78,428.82	-	-	8,390.51	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	27,470.45	-	-	-	35.00
		ELEC OPS FOREMAN	148,371.58	-	-	360,689.00	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	150,397.46	16,556.25	-	12,226.08	1,388.75
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,820.24	-	-	70,779.81	-
		FINANCE MANAGER/SR MANAGER	171,181.63	28,623.28	-	3,200.00	1,420.79
		ELEC OPS CREW LEAD/LEADER	119,302.47	-	-	1,176.90	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	195,818.75	32,698.72	-	2,000.00	1,212.21
		GAS OPS SUPERVISOR	125,607.38	19,886.18	-	13,550.11	13,497.21

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	213,004.42	22,207.85	-	13,922.00	12,422.61
		ELEC ENG TECHNICIAN	128,624.86	-	-	26,965.11	3,142.99
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,019.20	-	-	48,110.00	5,419.86
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	108,596.80	-	-	21,914.83	-
		SHARED SVS LAND AGENT/CONSLT	133,662.16	-	-	3,429.93	2,220.47
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	197,050.92	35,259.86	-	1,400.00	15,750.94
		GAS OPS TECHNICIAN	123,191.45	-	-	3,728.65	880.33
		GAS OPS SUPERVISOR	114,279.09	19,557.83	-	31,404.59	523.99
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	121,610.34	13,827.00	-	6,835.37	709.94
		ENERGY PLCY & PROC DIRECTOR	190,341.34	38,808.36	28,972.16	-	2,773.35
		GEN CNSL & ETHICS COMP MANGER/SR MANGER	177,674.07	30,702.54	11,504.57	500.00	448.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	156,077.00	17,542.32	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	163,986.94	-	-	70,879.44	-
		GENERATION TECHNICIAN	137,255.57	-	-	66,391.46	-
		IT TECHNICIAN	140,151.11	-	-	35,554.27	-
		ELEC ENG ELECTRICIAN	71,213.40	-	-	43,200.88	277.72
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	174,272.10	19,485.29	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,397.01	-	-	251,269.67	-
		ELEC OPS LINEMAN/LINEMAN	122,432.95	-	-	96,554.30	-
		SHARED SVS MANAGER/SR MANAGER	168,000.00	26,811.15	-	2,562.21	2,857.73
		GAS ENG ENGINEER	144,832.04	-	-	59,044.28	-
		ELEC OPS ELECTRICIAN	130,557.36	-	-	22,230.13	-
		ELEC OPS SUPERVISOR	181,148.36	24,318.67	-	38,694.53	16,585.58
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	136,797.14	18,930.05	-	51,427.21	4,230.93
		GAS OPS INVESTIGATOR	123,962.00	15,803.78	-	1,346.60	3,562.72
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	123,649.24	-	-	41,110.21	-
		ELEC OPS SUPERVISOR	150,860.00	20,986.70	-	22,558.01	5,998.30
		ELEC OPS DIRECTOR/SR DIRECTOR	230,055.24	52,130.30	64,241.36	956.04	4,039.43
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,957.82	-	-	80,208.41	-
		GAS OPS SUPERVISOR	151,604.32	-	-	41,384.90	197.40
		ELEC OPS MANAGER/SR MANAGER	131,041.70	-	-	109,943.86	10,647.28
		OPERATIONS PRJ MNGR/PLNR/REPAIR PRSN/OP	126,798.00	13,401.67	-	122.90	1,768.47
		ELEC OPS SUPERVISOR	178,491.74	23,241.22	-	35,587.67	8,880.44
		GAS ENG ENGINEER	165,588.52	-	-	34,294.12	5,925.18
		GAS ENG ENGINEER	143,585.98	-	-	29,402.39	662.84
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	24,658.20	-	-	38,998.96	-
		ELEC OPS MANAGER/SR MANAGER	199,433.36	35,166.14	23,024.75	-	10,588.21
		GAS OPS DISPATCHER	126,038.02	-	-	9,420.20	960.00
		ELEC OPS ENGINEER	183,600.00	20,256.01	-	1,941.94	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	157,620.00	10,972.65	-	3,030.35	8,082.33
		ELEC OPS FOREMAN	167,082.93	-	-	176,531.36	17.75
		GAS ENG ENGINEER	167,406.75	-	-	7,394.42	420.00
		ELEC OPS SYSTEM OPERATOR/LEAD	44,661.60	-	-	67,834.43	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	123,246.96	12,755.30	-	1,750.00	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,824.60	12,888.78	-	-	1,120.00
		ELEC OPS SUPERVISOR	188,416.66	18,881.43	-	349.38	1,852.08
		GAS OPS DIRECTOR/SR DIRECTOR	223,234.91	50,402.29	972.57	-	18,485.03
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,326.88	13,140.00	-	450.00	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,246.59	-	-	102,608.14	1,156.49
		ELEC OPS LINEMAN/LINEMAN	118,315.08	-	-	514,334.04	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	81,964.68	17,845.84	-	42,823.94	441.34
		OPERATIONS MANGER/SR MANAGER	172,980.00	28,966.40	18,419.80	-	5,898.11
		SHARED SVS SUPERVISOR/CHIEF/EX AST	194,872.94	27,183.00	-	763.84	2,381.23
		GAS ENG MANAGER/SR MANAGER	191,498.16	32,175.85	-	3,500.00	1,036.11
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,978.87	12,451.62	-	-	49.50
		GAS OPS FOREMAN/LEADER/CREW LEADER	152,949.86	-	-	56,481.74	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,976.80	-	-	20,951.46	-
		GAS ENG SUPERVISOR	153,996.02	18,009.48	-	-	529.76
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	141,904.00	15,953.48	-	3,454.46	5,154.40
		ELEC ENG SUPERVISOR	203,945.66	27,496.27	-	800.00	2,241.38
		ELEC OPS FOREMAN/SUBFOREMAN	60,655.56	-	-	2,922.48	-
		GAS ENG ENGINEER	140,645.69	15,568.73	-	1,000.00	803.36
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	137,510.64	11,620.93	-	500.00	415.00
		ELEC OPS WORKING LEADER	122,598.97	-	-	74,605.26	-
		ELEC OPS FOREMAN	142,327.43	-	-	103,896.01	501.08
		ELEC OPS SUPERVISOR	171,942.60	23,841.22	-	56,991.78	-

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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 TECHNICIAN	162,539.57	-	-	36,180.38	1,571.90
		GAS OPS TECHNICIAN	139,303.43	-	-	108,058.56	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	127,190.98	-	-	6,954.60	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	112,757.71	16,815.47	-	8,035.48	-
		ELEC OPS CREW LEAD/LEADER	139,352.30	-	-	50,852.32	-
		ELEC OPS ENGINEER	143,029.30	-	-	68,628.89	-
		SHARED SVS CREW LEAD/LEADER	132,799.11	-	-	16,331.45	209.60
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	161,772.61	27,278.34	-	-	1,680.83
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,768.00	21,266.95	-	4,213.26	3,375.43
		ELEC OPS INSPECTOR/LEAD INSPECTOR	83,502.02	15,988.90	-	39,853.33	4,564.03
		GAS ENG PRGM/PROJ MANAGER	172,000.22	23,072.13	-	-	-
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	195,309.20	33,448.80	-	7,563.20	362.74
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	136,288.72	14,023.40	-	-	420.00
		IT ARCHITECH EXP/PRN	195,865.50	35,579.35	22,521.60	3,250.00	652.69
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EX/PRN	144,173.42	16,282.81	-	500.00	-
		FINANCE DIRECTOR	13,987.86	-	-	-	-
		ELEC OPS LINEMAN/LINEMAN	129,027.79	-	-	129,682.83	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	131,521.97	-	-	18,469.73	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	157,278.00	17,787.95	-	552.34	1,051.21
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	142,594.64	15,385.04	-	5,094.05	1,896.25
		GAS OPS SUPERVISOR	151,269.84	20,028.92	-	27,317.83	423.15
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	149,196.75	15,578.26	-	1,000.00	-
		IT ANALYST/SPECIALIST SR/EX/PRN	160,417.98	18,051.52	-	-	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	214,881.40	25,359.25	-	-	2,972.26
		ELEC OPS MANAGER/SR MANAGER	217,815.40	36,235.11	13,814.85	-	4,591.94
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,318.24	-	-	4,062.88	120.52
		ELEC OPS ELECTRICIAN	113,404.76	-	-	24,745.58	-
		GAS OPS MECHANIC/WELDER	136,572.56	-	-	31,669.89	-
		GAS OPS SUPERVISOR	141,160.00	14,399.50	-	24,635.35	4,137.05
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	117,836.70	-	-	6,000.00	5,149.86
		ELEC OPS FOREMAN	142,061.52	-	-	142,960.25	301.30
		IT ANALYST/SPECIALIST SR/EX/PRN	133,085.74	15,997.63	-	8,536.32	96.30
		IT ANALYST/SPECIALIST SR/EX/PRN	132,653.06	15,024.01	-	-	420.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	177,922.78	27,475.56	-	3,000.00	210.00
		IT ANALYST/SPECIALIST SR/EX/PRN	170,507.78	28,491.97	-	2,500.00	-
		ELEC OPS CREW LEAD/LEADER	138,880.50	-	-	73,980.49	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	136,739.50	14,386.48	-	12,479.34	11,980.72
		IT ANALYST/SPECIALIST SR/EX/PRN	146,778.82	16,199.94	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	157,400.93	-	-	124,191.80	-
		GENERATION SUPERVISOR	60,000.00	-	-	81,789.84	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	135,619.28	13,521.95	-	68,470.88	584.76
		ELEC ENG TECHNICIAN	188,561.44	-	-	80,299.57	9,881.59
		IT SUPERVISOR	163,363.10	20,148.00	-	7,246.32	3,198.47
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EX/PRN	149,966.46	15,977.42	-	67,740.45	12,635.54
		GAS OPS FOREMAN/LEADER/CREW LEADER	152,442.12	-	-	47,910.53	127.94
		GAS ENG SENIOR BUSINESS REP	131,115.84	-	-	45,137.77	1,693.48
		OPERATIONS MANAGER/SR MANAGER	166,326.71	20,916.71	-	7,454.51	786.80
		IT ANALYST/SPECIALIST SR/EX/PRN	144,966.60	16,306.37	-	-	960.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,864.05	-	-	121,351.34	-
		ELEC ENG SUPERVISOR	176,865.20	23,611.25	-	2,978.65	2,162.96
		ELEC OPS CREW LEAD/LEADER	189,429.74	-	-	98,944.80	-
		ELEC OPS LINEMAN/LINEMAN	142,744.12	-	-	239,356.97	1,260.65
		GAS OPS ENGINEER	143,321.11	-	-	18,114.89	-
		GAS OPS SUPERVISOR	133,169.10	19,041.38	-	10,080.64	3,724.77
		GAS ENG ENGINEER	154,763.72	17,436.80	-	-	7,655.36
		GAS OPS MECHANIC/WELDER	141,731.16	-	-	56,395.93	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	104,933.60	-	-	23,750.13	-
		ELEC ENG SUPERVISOR	198,606.08	-	-	90,999.06	14,104.44
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EX/PRN	149,349.96	-	-	-	3,195.26
		GAS ENG ENGINEER	134,401.43	-	-	38,992.19	700.00
		GENERATION OPERATOR	131,103.02	-	-	69,623.96	65.69
		IT ENGINEER SR/EX/PRN	113,795.72	4,427.30	-	3,500.00	800.00
		ELEC ENG ANALYST/SPEC SR/EX/PRN	156,637.84	18,750.76	-	2,100.00	3,859.89
		IT ARCHITECH EXP/PRN	170,808.40	19,092.83	-	-	3,877.03
		GENERATION TECHNICIAN	28,962.40	-	-	48,995.71	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	205,367.87	-	-	319,940.81	68.12

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		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	235,312.62	55,188.05	74,886.03	14,156.48	3,455.09
		SHARED SVS CONT/PGRM/PROJ MANAGER	47,221.14	-	-	-	4,364.64
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	149,730.00	16,828.93	-	-	827.81
		SHARED SVS CREW LEAD/LEADER	131,707.47	-	-	34,820.66	-
		GAS ENG ENGINEER	181,596.00	20,538.03	-	5,223.43	3,060.56
		GAS OPS SUPERVISOR	147,241.14	19,906.96	-	20,332.39	4,066.77
		GAS OPS FOREMAN/LEADER/CREW LEADER	125,001.20	-	-	6,894.31	-
		ELEC OPS SUPERVISOR	171,717.80	23,366.97	15,892.60	82,502.14	2,933.17
		GAS OPS MECHANIC/WELDER	130,203.82	-	-	74,593.59	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	160,288.86	-	-	252,271.86	-
		GAS OPS ENGINEER	128,524.20	-	-	35,543.82	230.47
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	154,417.91	16,998.84	-	5,663.40	1,530.35
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	136,904.64	-	-	43,906.62	197.16
		ELEC ENG TECHNICIAN	139,002.14	-	-	70,032.86	5,176.80
		ELEC OPS SUPERVISOR	164,550.02	18,687.83	-	3,200.00	5,786.12
		OPERATIONS INSPECTOR/LEAD INSPECTOR	137,856.99	-	-	186,413.91	200.00
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	31,077.20	-	-	-	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	129,470.76	14,422.66	-	1,751.48	1,090.13
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	151,908.49	18,706.79	-	14,800.00	6,899.78
		GAS OPS MECHANIC/WELDER	137,094.18	-	-	141,349.36	-
		ELEC ENG ENGINEER	156,512.00	16,858.02	-	15,372.04	1,027.74
		ELEC ENG ENGINEER	126,352.44	13,273.68	-	1,383.66	712.21
		GAS OPS ENGINEER	121,011.99	-	-	9,843.52	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	158,875.04	5,554.63	-	2,500.00	1,326.05
		ELEC OPS ENGINEER	194,790.00	22,831.08	-	25,282.56	784.28
		GAS OPS CONST/PRGM/PRJCT MANAGER	154,792.22	20,062.84	-	12,007.51	7,194.03
		ELEC ENG ENGINEER	173,234.96	19,248.73	-	1,057.36	210.00
		SHARED SVS ANALYST/COORD/CONSULT/SPEC	142,994.40	17,602.27	-	-	1,661.57
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	158,191.16	18,325.97	-	9,591.74	2,710.72
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	153,774.12	15,693.92	-	-	525.00
		SHARED SVS LAND TECH/LEAD LAND TECH	139,701.27	-	-	8,172.70	-
		SHARED SVS ANALYST/COORD/CONSULT/SPEC	155,866.36	11,596.19	-	6,574.62	13,812.35
		GENERATION ENGINEER	19,964.25	35,242.32	-	14,388.49	-
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	148,899.02	17,362.29	-	21,993.45	3,904.18
		CUSTOMER & COMMS MANAGER/SR MANAGER	208,603.64	36,019.96	18,981.76	100.00	2,063.45
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	132,835.98	20,744.06	-	50,550.33	1,474.92
		GENERATION TECHNICIAN	26,843.20	-	-	46,739.45	-
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	162,843.00	19,049.85	-	630.32	136.24
		GAS OPS ELEC LOCATOR	129,045.91	-	-	23,455.09	-
		GENERATION OPERATOR	124,372.87	-	-	129,483.03	-
		ELEC OPS ELECTRICIAN	129,576.60	-	-	54,594.37	-
		IT ENGINEER SR/EX/PRN	165,770.66	14,963.94	-	1,500.00	560.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	166,166.01	-	-	162,675.21	807.36
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	83,152.96	23,663.83	-	22,043.19	290.63
		ELEC OPS LINEMAN/LINEMAN	136,255.07	-	-	87,207.71	214.19
		OPERATIONS MACHINIST	127,761.29	-	-	20,363.59	-
		GAS ENG ENGINEER	166,841.08	-	-	105,423.11	5,734.84
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	183,600.00	19,224.73	-	100.00	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	160,576.14	14,393.45	-	-	3,607.93
		GAS OPS COOR/REP/STRAT SR/EX/PRN	27,131.92	-	-	7,531.86	-
		ELEC ENG MANAGER/SR MANAGER	199,915.26	38,269.34	11,504.57	1,500.00	2,665.13
		IT SUPERVISOR	142,291.10	19,316.73	-	1,506.56	1,055.91
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,269.11	-	-	117,040.10	-
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	137,667.42	15,394.98	-	8,679.37	1,958.58
		OPERATIONS MANGER/SR MANAGER	175,419.96	29,947.56	-	-	3,779.98
		GENERATION ENGINEER	183,600.00	20,256.01	-	22,855.33	3,651.94
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	147,361.64	-	-	113,483.18	-
		ELEC OPS SUPERVISOR	172,954.90	23,036.07	-	1,000.00	967.99
		GAS ENG ENGINEER	150,726.00	17,068.79	-	361.72	2,552.48
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	174,410.20	29,510.26	-	-	294.58
		SHARED SVS PROJ/PROG/OPS MANAGER	156,673.39	16,474.30	-	2,000.00	1,756.20
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	120,730.60	12,671.42	-	1,000.00	173.41
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	173,527.56	19,087.36	-	-	2,659.81
		OPERATIONS MANGER/SR MANAGER	142,325.07	-	-	7,564.70	17,148.87
		ELEC ENG TECHNICIAN	172,565.68	-	-	54,439.21	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,004.55	-	-	134,462.97	41.08

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 TROUBLEMAN/TROUBLESHOOTER	94,523.52	-	-	264.96	-
		GAS OPS MECHANIC/WELDER	125,766.20	-	-	105,889.87	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	142,276.00	14,798.23	-	9,584.97	3,562.84
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	135,807.49	13,357.41	-	1,785.52	109.30
		ELEC ENG ENGINEER	138,875.00	-	-	9,997.16	7,047.11
		ELEC ENG SHOP LEADER/TESTER/MACHINIST	108,509.74	-	-	12,930.46	-
		SHARED SVS BUS PART/ADMINSTR/FAC LEAD	137,570.92	-	-	44,312.46	-
		ELEC OPS SUPERVISOR	174,823.30	-	-	271,586.03	-
		SHARED SVS LAND PLANNER	150,335.46	17,134.05	-	2,497.99	966.96
		ELEC ENG SUPERVISOR	188,216.66	25,789.44	-	3,550.00	814.09
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	159,228.00	17,566.56	-	16,075.62	4,169.78
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EX/PRN	157,143.80	16,921.40	-	1,000.00	661.59
		ELEC OPS ELECTRICIAN	130,203.12	-	-	48,924.64	-
		ELEC OPS LINEWORKER/LINEMAN	136,802.40	-	-	154,855.29	585.58
		GAS ENG SUPERVISOR	168,491.40	-	-	2,926.14	783.25
		GAS OPS MECHANIC/WELDER	127,451.21	-	-	25,458.88	-
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	166,250.04	18,341.21	-	5,000.00	4,776.69
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	127,087.96	14,796.06	-	7,050.00	-
		GENERATION SUPERVISOR	182,091.59	26,374.57	-	99,792.02	-
		GENERATION SUPERVISOR	128,700.00	17,379.84	-	16,002.64	212.68
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EX/PRN	139,167.44	15,399.02	-	3,769.84	917.08
		ELEC OPS ENGINEER	162,660.00	18,039.60	-	4,984.87	4,875.86
		GAS ENG ESTIMATOR/SCHEDULER	134,739.79	-	-	116,412.54	930.70
		IT TECHNICIAN	133,380.71	-	-	39,528.23	-
		GAS ENG SUPERVISOR	170,372.10	22,304.68	-	78,774.75	1,663.16
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	155,000.04	15,773.85	-	4,200.00	4,797.11
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	197,384.66	-	-	207,759.24	760.95
		SHARED SVS SUPERVISOR/CHIEF/EX AST	179,185.46	19,640.18	-	-	196.50
		ELEC OPS ENGINEER	60,019.85	-	-	-	2,367.36
		SHARED SVS CREW LEAD/LEADER	15,522.88	-	-	10,354.06	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	129,302.09	-	-	5,434.05	2,220.49
		ELEC OPS CREW LEAD/LEADER	16,478.88	-	-	9,066.92	-
		GAS ENG ENGINEER	159,565.92	17,611.25	-	70,608.44	1,819.72
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	156,301.06	21,696.49	-	1,500.00	2,049.42
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	190,344.36	32,106.35	-	-	930.79
		ELEC OPS ENGINEER	195,063.00	22,938.47	-	6,971.88	1,967.71
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,747.94	-	-	31,117.30	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	154,091.80	-	-	88,575.66	-
		GAS OPS ENGINEER	148,693.91	-	-	44,661.51	350.00
		GENERATION CREW LEADER/CONTROL LEAD	152,142.02	-	-	255,483.58	7.61
		ELEC OPS SUPERVISOR	126,635.10	-	-	93,552.00	374.03
		SHARED SVS LAND AGENT/CONSLT	128,438.29	-	-	2,832.35	-
		GENERATION TECHNICIAN	24,457.00	-	-	23,430.83	-
		SHARED SVS MANAGER/SR MANAGER	154,583.64	19,263.63	-	50.00	9,330.70
		GENERATION ENGINEER	162,660.01	10,386.20	-	909.08	974.95
		ELEC OPS CREW LEAD/LEADER	108,789.45	-	-	18,369.64	-
		GAS OPS OPERATOR	111,828.70	-	-	51,549.10	-
		GAS ENG MANAGER/SR MANAGER	185,530.46	31,773.16	-	-	1,135.99
		GENERATION MANAGER	121,230.14	-	-	126,201.70	298.68
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	34,600.79	15,442.15	-	21,976.73	1,626.50
		GAS OPS INSPECTOR/LEAD INSPECTOR	97,383.93	-	-	76,800.77	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	182,287.08	30,720.79	-	8,917.92	7,788.93
		ELEC OPS ENGINEER	191,874.00	20,742.82	-	-	-
		IT SUPERVISOR	172,512.32	23,370.83	-	19,450.79	13,578.98
		OPERATIONS MANGER/SR MANAGER	193,500.36	26,302.19	-	87,632.70	488.38
		GAS ENG ENGINEER	163,641.68	18,285.19	-	593.40	986.04
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	199,715.82	34,986.79	11,863.60	5,000.00	485.65
		ENERGY PLCY & PROC MANAGER/SR MANAGER	188,693.08	30,367.90	25,740.89	6,999.20	2,746.84
		GAS ENG ENGINEER	151,717.51	-	-	56,962.77	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	170,155.10	27,987.66	-	100.00	1,733.73
		IT ANALYST/SPECIALIST SR/EX/PRN	141,407.68	15,104.77	-	-	420.00
		ENG PLNG & STRAT ENGINEER SR/EX/PRN	134,269.92	14,514.53	-	1,000.00	991.31
		ELEC ENG ANALYST/SPEC SR/EX/PRN	151,776.60	17,065.67	-	1,000.00	385.00
		ELEC ENG INTERCONNECTION MANAGER	125,854.63	-	-	16,227.87	420.00
		GAS ENG SUPERVISOR	198,482.20	23,467.51	-	5,262.32	1,074.37
		GAS OPS PRGM/PROJ MANAGER	192,768.00	22,330.32	-	14,514.66	1,251.69

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ELEC ENG SUPERVISOR			123,819.50	-	-	-	2,006.73
GAS ENG ESTIMATOR/SCHEDULER			137,644.98	-	-	47,916.62	2,325.66
IT ANALYST/SPECIALIST SR/EXP/PRN			183,936.96	20,345.47	-	-	4,032.26
FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF			128,003.04	14,681.51	-	2,028.16	539.00
ENG PLNG & STRAT ENGINEER SR/EXP/PRN			216,149.28	35,154.89	-	7,303.80	11,904.63
SUPPLY CHAIN MATERIALS CATERGOY LEADER			116,171.36	12,619.74	-	419.52	1,045.17
IT ANALYST/SPECIALIST SR/EXP/PRN			84,847.58	14,239.81	-	24,120.11	305.00
GAS OPS CONST/PRGM/PRJCT MANAGER			106,987.05	14,265.16	-	5.04	360.00
ELEC OPS SYSTEM OPERATOR/LEAD			129,946.55	-	-	157,884.05	5,007.46
ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP			125,370.77	-	-	21,178.05	4,917.72
ELEC ENG MANAGER/SR MANAGER			194,371.75	36,147.33	11,504.57	6,568.18	5,178.68
ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN			9,107.14	-	-	-	333.48
ELEC ENG ENGINEER			182,532.00	19,430.95	-	16,314.09	5,111.98
GAS OPS SUPERVISOR			142,430.01	-	-	47,163.69	204.89
ELEC ENG SUPERVISOR			204,630.14	23,952.29	-	12,485.33	3,925.28
ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN			132,928.00	13,925.45	-	30,810.71	909.72
ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN			116,926.23	11,733.26	-	-	651.65
OPERATIONS CONST/NOTF/PRGM/PRJCT MANAGER			174,572.62	28,633.39	-	5,000.00	129.32
IT ANALYST/SPECIALIST SR/EXP/PRN			156,804.48	19,272.06	-	-	880.00
ELEC OPS SUPERVISOR			191,267.90	24,995.97	-	10,119.68	6,207.79
OPERATIONS ANALYST/SPEC/CONSLT/COOR			81,068.87	-	-	51,325.42	111.35
GAS OPS SUPERVISOR			159,570.28	17,709.47	-	12,833.04	6,180.87
IT MANAGER/SR MANAGER			195,295.48	36,539.99	11,504.57	3,764.96	1,716.06
ELEC ENG ENGINEER			172,212.00	18,999.19	-	-	1,120.00
IT ANALYST/SPECIALIST SR/EXP/PRN			157,963.99	15,942.71	-	-	452.82
FINANCE MANAGER/SR MANAGER			172,771.20	31,383.10	25,678.45	8,700.00	2,419.25
GAS ENG ENGINEER			147,198.56	-	-	7,357.96	506.19
SUPPLY CHAIN QUALITY AUDITOR/ENGINEER			184,322.22	20,376.46	-	400.00	10,700.70
GAS ENG ENGINEER			133,462.54	-	-	78,103.12	586.85
GAS OPS FOREMAN/LEADER/CREW LEADER			156,603.52	-	-	55,741.68	40.00
GAS OPS SYSTEM/CONST/EQUIP OPERATOR			127,074.94	-	-	23,559.58	-
GENERATION ENGINEER			158,072.02	-	-	36,214.84	2,819.81
HR ECO BUSINESS PARTNER/GNRLST EXP/PRN			162,181.16	4,765.32	-	1,100.00	112.00
CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN			136,598.88	13,971.46	-	19,083.16	4,330.81
ELEC OPS SUPERVISOR			163,428.68	23,822.29	15,892.60	53,006.37	-
SHARED SVS LAND TECH/LEAD LAND TECH			131,322.88	-	-	24,370.32	1,136.03
SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL			125,637.44	-	-	54,416.01	-
GAS ENG ENGINEER			133,691.50	16,690.79	-	1,665.12	245.00
ELEC OPS CREW LEAD/LEADER			188,356.88	-	-	175,107.14	339.15
GAS ENG ESTIMATOR/SCHEDULER			136,531.26	-	-	5,849.45	803.49
ELEC ENG ENGINEER			172,212.00	18,999.19	-	945.11	489.44
IT ANALYST/SPECIALIST SR/EXP/PRN			158,513.68	17,852.18	-	-	487.92
ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN			181,569.40	19,948.33	-	12,184.84	1,977.97
ELEC ENG ENGINEER			146,081.31	-	-	43,140.32	-
ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN			38,857.14	-	-	-	1,313.54
ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN			159,714.80	17,454.69	-	309.00	1,033.10
IT MANAGER/SR MANAGER			195,880.06	31,745.95	11,504.57	-	6,194.17
IT DEVELOPER SR/EX			17,628.79	-	-	-	-
ELEC OPS MANAGER/SR MANAGER			165,753.21	21,834.54	-	66,130.12	10,835.40
ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN			185,833.44	-	-	87,194.64	-
GAS ENG ESTIMATOR/SCHEDULER			138,559.86	-	-	29,656.32	610.00
ELEC ENG ANALYST/SPEC SR/EXP/PRN			162,937.54	17,674.62	-	-	10,155.88
IT ANALYST/SPECIALIST SR/EXP/PRN			151,630.22	17,194.58	-	-	677.70
GAS OPS TECHNICIAN			139,291.13	-	-	48,966.58	273.46
GAS ENG ENGINEER			159,478.55	-	-	87,230.33	525.00
IT ANALYST/SPECIALIST SR/EXP/PRN			164,630.44	19,495.70	-	1,612.71	-
ELEC ENG ANALYST/SPEC SR/EXP/PRN			178,482.20	30,174.35	-	100.00	4,015.82
SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST			162,565.32	21,017.18	-	10,927.95	3,836.44
ELEC ENG MANAGER/SR MANAGER			192,582.48	32,898.94	-	-	6,289.08
GAS ENG ENGINEER			159,184.14	18,085.86	-	3,880.36	975.75
IT SERVICE MNGR/ADMINSTRTR			136,979.84	15,927.60	-	1,010.40	315.00
CUSTOMER & COMMS ENGINEER SR/EXP/PRN			190,362.80	22,267.99	-	100.00	1,561.50
CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF			152,953.60	16,650.87	-	200.00	-
OPERATIONS ANALYST/SPEC/CONSLT/COOR			133,418.00	15,025.85	-	2,553.24	701.32
IT ANALYST/SPECIALIST SR/EXP/PRN			153,674.00	16,702.13	-	3,149.70	445.00
SHARED SVS CONT/PRGM/PROJ MANAGER			136,109.12	16,261.43	-	39,914.59	13,516.94



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		ELEC OPS ANALYST/COORDINATOR/SPECIALIST SR/EXP/PRN	118,791.56	15,920.02	-	26,904.92	2,116.32
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,579.98	15,921.14	-	-	560.00
		GAS ENG ENGINEER	154,726.00	16,258.01	-	299.92	193.50
		GAS OPS TECHNICIAN	132,751.78	-	-	57,299.73	1,798.44
		IT ENGINEER SR/EXP/PRN	181,302.90	29,954.97	-	1,275.00	140.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	163,188.46	22,993.11	-	9,081.76	446.01
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	146,073.06	15,246.60	-	24,592.86	5,632.12
		ELEC OPS SYSTEM OPERATOR/LEAD	93,320.62	-	-	318,377.30	8,578.27
		ELEC OPS SUPERVISOR	186,235.04	25,005.89	-	53,230.02	2,279.40
		ELEC ENG ESTIMATOR	125,830.82	-	-	28,977.27	517.23
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	123,589.44	-	-	48,827.95	-
		OPERATIONS TECHNICIAN	133,720.48	-	-	30,786.65	-
		GENERATION ELECTRICIAN	88,953.37	-	-	26,190.63	-
		ELEC OPS ELECTRICIAN	135,170.62	-	-	22,681.03	-
		SHARED SVS LAND AGENT/CONSLT	149,646.00	16,146.29	-	541.13	1,669.16
		ELEC OPS ELECTRICIAN	129,777.32	-	-	19,856.31	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	128,117.04	16,922.83	-	54,850.12	574.03
		GAS ENG TECHNICIAN	135,649.78	-	-	27,323.35	-
		ELEC ENG ESTIMATOR	131,416.06	-	-	19,058.13	484.66
		ELEC OPS LINEWORKER/LINEMAN	21,932.80	-	-	38,753.86	935.02
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	135,309.83	14,267.42	-	15,371.20	245.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	104,872.77	-	-	135,918.72	3,441.75
		ELEC ENG SUPERVISOR	209,227.20	24,331.78	-	15,934.20	2,640.75
		SHARED SVS LAND PLANNER	161,130.00	16,929.68	-	6,008.40	3,198.50
		ENERGY POLY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	186,390.74	32,787.95	-	2,000.00	715.07
		ELEC OPS MANAGER/SR MANAGER	115,118.39	-	-	97,987.14	2,384.18
		ELEC OPS FOREMAN	143,641.64	-	-	201,593.61	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	155,075.25	-	-	347,516.24	-
		ELEC ENG ENGINEER	169,612.00	18,913.47	-	51,867.52	225.32
		GAS OPS SUPERVISOR	141,277.90	-	-	11,819.80	7,849.68
		ELEC OPS FOREMAN	149,033.75	-	-	169,315.27	-
		ELEC ENG SUPERVISOR	240,553.40	29,831.08	-	15,501.50	-
		HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	125,325.74	-	-	70,776.97	-
		GAS OPS SUPERVISOR	169,822.90	22,302.26	-	50,441.76	30,564.51
		IT ENGINEER SR/EXP/PRN	172,611.16	19,307.62	-	2,021.68	3,199.97
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,227.53	-	-	55,719.19	384.28
		GAS OPS SUPERVISOR	175,397.22	23,649.50	-	23,131.33	2,734.21
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	129,631.71	30,912.86	23,477.44	43,088.56	360.00
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	127,686.47	-	-	69,016.91	-
		GAS OPS MECHANIC/WELDER	127,359.16	-	-	10,561.59	-
		ELEC OPS CREW LEAD/LEADER	169,216.95	-	-	119,101.87	-
		SHARED SVS CONT/PRGM/PROJ MANAGER	168,300.00	28,499.20	-	-	1,335.58
		SHARED SVS LAND AGENT/CONSLT	149,307.45	18,271.36	-	1,691.70	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	220,819.66	51,364.20	376,011.04	700.00	6,734.55
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	157,266.94	26,631.87	-	-	1,139.61
		SHARED SVS MANAGER/SR MANAGER	148,500.00	21,156.92	-	4,328.69	28,302.47
		GAS ENG SUPERVISOR	193,324.04	24,178.65	-	673.44	1,051.59
		ELEC ENG ESTIMATOR	128,894.65	-	-	7,415.01	-
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	154,672.80	17,021.22	-	9,445.94	225.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	162,872.80	-	-	169,652.36	-
		GENERATION CREW LEADER/CONTROL LEAD	152,577.24	-	-	165,108.28	-
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	66,492.15	17,053.68	-	15,681.32	210.00
		ELEC ENG SUPERVISOR	38,880.00	-	-	4,136.76	556.15
		GAS OPS SUPERVISOR	165,231.98	-	-	62,282.97	7,750.69
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	125,357.76	12,186.69	-	500.00	480.14
		ELEC OPS SUPERVISOR	167,980.52	24,736.43	-	46,641.33	3,029.28
		ELEC OPS LINEWORKER/LINEMAN	135,110.89	-	-	172,942.46	72.05
		GAS OPS DISPATCHER	123,065.60	-	-	41,564.97	880.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	138,834.64	15,126.07	-	-	361.50
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	136,809.75	-	-	20,000.00	-
		ELEC OPS ELECTRICIAN	130,523.80	-	-	90,374.64	-
		ELEC ENG ESTIMATOR	142,370.98	-	-	43,806.03	420.00
		GAS ENG ESTIMATOR/SCHEDULER	124,601.77	-	-	53,620.85	420.00
		SHARED SVS CRANE SURVEYOR	131,101.52	-	-	52,943.85	67.47
		ELEC OPS MANAGER/SR MANAGER	176,061.87	28,106.57	-	22,825.22	2,457.63
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	77,715.60	-	-	79.20	-

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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)
		OPERATIONS MANGER/SR MANAGER	212,759.36	33,941.87	-	-	13,439.12
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	152,812.84	17,183.53	-	1,000.00	1,450.29
		ELEC ENG ENGINEER	153,664.11	-	-	113,283.59	350.00
		GAS ENG ESTIMATOR/SCHEDULER	140,102.22	-	-	101,844.43	490.46
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	149,799.60	-	-	69,385.36	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,078.64	17,029.53	-	-	858.29
		FINANCE DIRECTOR	195,833.15	37,021.95	-	415.76	3,167.12
		ELEC OPS LINEWORKER/LINEMAN	148,369.26	-	-	117,365.45	-
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	195,394.98	29,415.79	-	34,500.00	4,499.33
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	67,328.00	18,192.90	-	26,245.63	1,579.80
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	95,479.20	-	-	237,640.74	-
		ELEC OPS OPERATOR	129,448.00	-	-	66,235.16	-
		GAS ENG ENGINEER	147,596.00	15,611.06	-	858.24	4,048.50
		ELEC OPS LINEWORKER/LINEMAN	123,073.53	-	-	96,531.13	118.21
		SHARED SVS CONT/PGRM/PROJ MANAGER	192,454.16	31,758.71	11,863.60	10,100.00	2,030.92
		ELEC OPS ELECTRICIAN	110,322.00	-	-	16,862.73	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,042.24	-	-	68,928.30	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	96,675.13	-	-	333,708.51	7,063.39
		ELEC OPS MANAGER/SR MANAGER	189,186.98	31,333.09	-	2,464.00	1,842.63
		GAS OPS FOREMAN/LEADER/CREW LEADER	91,771.20	-	-	44,391.57	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	153,405.40	-	-	52,069.97	-
		CUSTOMER & COMMS EX ASST/SR EX ASST	146,976.10	17,970.43	-	-	475.93
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,981.04	-	-	6,885.00	139.52
		GAS ENG SENIOR BUSINESS REP	149,725.08	-	-	65,983.83	3,430.01
		GENERATION CREW LEADER/CONTROL LEAD	132,994.97	-	-	43,584.63	-
		ELEC ENG SUPERVISOR	225,065.10	26,454.29	-	25,529.00	1,006.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	104,563.28	16,407.85	-	20,947.89	4,977.94
		ELEC OPS ELECTRICIAN	129,559.92	-	-	76,121.67	2,028.45
		GAS OPS FOREMAN/LEADER/CREW LEADER	119,241.94	-	-	50,005.15	-
		ELEC OPS LINEWORKER/LINEMAN	69,447.50	-	-	158,031.55	-
		IT MANAGER/SR MANAGER	86,533.32	-	-	-	-
		ELEC OPS LINEWORKER/LINEMAN	120,271.18	-	-	106,258.95	707.21
		ELEC ENG ESTIMATOR	138,159.71	-	-	-	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	132,186.16	14,694.33	-	-	620.00
		ELEC OPS OPERATOR	127,286.40	-	-	107,091.04	-
		GENERATION TECHNICIAN	70,718.56	-	-	-	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,856.56	-	-	25,880.95	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	127,512.00	13,891.12	-	6,577.22	-
		ELEC OPS FOREMAN	138,025.86	-	-	152,393.29	-
		ELEC OPS CREW LEAD/LEADER	166,898.55	-	-	206,798.14	-
		ELEC OPS LINEWORKER/LINEMAN	145,146.90	-	-	194,582.81	-
		GENERATION TECHNICIAN	28,715.60	-	-	40,309.58	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	131,663.00	14,250.77	-	1,210.60	10,419.42
		ELEC OPS FOREMAN	64,783.28	-	-	67,045.72	-
		ELEC ENG ENGINEER	178,644.00	19,106.40	-	7,609.24	546.11
		GENERATION ENGINEER	88,221.77	-	-	7,218.29	541.30
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	157,788.00	17,376.30	-	6,979.12	7,497.94
		ELEC ENG ENGINEER	197,556.00	20,963.17	-	3,766.80	6,720.14
		ELEC OPS INSPECTOR/LEAD INSPECTOR	118,693.00	11,547.28	-	68,884.03	10,759.09
		ELEC ENG MANAGER/SR MANAGER	204,236.20	35,041.79	-	4,026.01	1,841.66
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	135,747.60	15,147.21	-	-	960.00
		GENERATION PLANNER	141,448.98	-	-	31,370.38	-
		SHARED SVS WRKNG LEADER/GOV REL REP	125,223.36	13,890.24	-	-	20.05
		SAFETY RISK DIRECTOR	190,121.57	41,250.25	32,796.61	7,500.00	3,687.22
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	131,722.48	14,876.62	-	2,500.00	578.42
		SHARED SVS LAND AGENT/CONSLT	136,969.52	-	-	125.00	74.30
		GENERATION ENGINEER	129,659.32	-	-	54,619.09	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	125,529.55	12,271.75	-	-	1,211.19
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	139,347.86	15,613.95	-	4,692.55	27,210.00
		ELEC ENG MANAGER/SR MANAGER	202,074.04	37,085.64	-	4,000.00	9,052.78
		CUSTOMER & COMMS MANAGER/SR MANAGER	150,928.56	26,419.16	-	1,300.00	4,010.32
		SHARED SVS CREW LEAD/LEADER	131,660.41	-	-	18,817.89	191.92
		ELEC ENG SUPERVISOR	139,634.88	14,730.93	-	2,500.00	4,360.78
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	124,821.94	-	-	33,674.56	7,567.45
		ELEC ENG ENGINEER	142,458.20	-	-	23,010.86	359.17
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,883.20	-	-	39,950.00	-

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		ELEC ENG ENGINEER	146,698.42	-	-	43,825.76	456.56
		GAS ENG ESTIMATOR/SCHEDULER	127,551.42	-	-	14,793.09	5,831.95
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	156,425.18	17,152.88	-	100.00	455.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	131,828.71	-	-	117,886.85	93.01
		GAS ENG TECHNICIAN	116,343.69	-	-	2,246.01	633.80
		GENERATION PLANNER	120,240.43	-	-	79,792.09	141.08
		ELEC OPS LINEWORKER/LINEMAN	149,799.39	-	-	103,764.96	-
		GAS OPS SUPERVISOR	155,082.28	19,652.20	-	70,984.79	4,698.99
		GAS ENG ESTIMATOR/SCHEDULER	108,859.92	-	-	9,573.30	560.00
		ELEC ENG TECHNICIAN	117,350.56	-	-	81,239.49	-
		GAS OPS PRGM/PROJ MANAGER	202,056.00	23,156.85	-	6,219.12	2,440.29
		ELEC ENG ENGINEER	172,212.00	18,901.90	-	4,843.23	-
		ELEC ENG INTERCONNECTION MANAGER	135,420.62	-	-	8,946.20	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	8,708.52	-
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	13,852.80	420.00
		IT MANAGER/SR MANAGER	173,876.61	26,083.47	-	11,169.23	1,407.12
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	158,657.56	17,821.15	-	9,509.15	1,443.55
		ELEC OPS TECHNICIAN	179,236.80	-	-	104,218.39	-
		ELEC OPS OPERATOR	140,832.00	-	-	77,315.62	86.46
		GAS OPS FOREMAN/LEADER/CREW LEADER	132,593.33	-	-	95,536.90	-
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	185,737.68	30,836.22	-	3,600.00	1,966.77
		IT ANALYST/SPECIALIST SR/EXP/PRN	124,915.13	17,106.56	-	2,307.11	-
		OPERATIONS TECHNICIAN	126,780.63	-	-	47,956.31	347.98
		ELEC ENG ENGINEER	153,488.00	16,284.16	-	-	960.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	89,374.97	-	-	1,300.00	252.38
		GAS ENG ESTIMATOR/SCHEDULER	136,203.74	-	-	52,383.36	-
		ELEC OPS SUPERVISOR	99,069.59	21,289.22	-	55,215.99	889.01
		CUSTOMER & COMMS EX ASST/SR EX ASST	138,480.46	16,836.52	-	2,500.00	1,637.31
		ELEC ENG MANAGER/SR MANAGER	195,224.70	35,410.72	-	1,250.00	4,632.67
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	159,179.16	17,890.98	-	-	1,544.19
		ELEC OPS LINEWORKER/LINEMAN	132,960.39	-	-	133,569.09	-
		ELEC OPS SYSTEM OPERATOR/LEAD	105,238.80	-	-	179,488.54	509.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,328.19	-	-	151,188.89	1,657.80
		ELEC OPS LINEWORKER/LINEMAN	131,310.22	-	-	186,302.02	131.30
		ELEC OPS LINEWORKER/LINEMAN	138,819.08	-	-	82,332.90	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,353.79	19,592.37	-	10,113.67	960.00
		IT ENGINEER SR/EX/PRN	204,957.34	28,427.59	-	1,275.00	3,772.91
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	131,582.90	15,379.53	-	5,397.47	786.34
		SHARED SVS LAND AGENT/CONSLT	59,985.92	-	-	193.92	785.16
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	128,670.76	14,357.55	-	2,500.00	2,574.83
		ELEC ENG ESTIMATOR	115,234.75	-	-	66,677.77	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	157,746.60	17,749.51	-	34,401.09	6,756.39
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	91,025.73	25,279.15	-	13,431.10	11,944.26
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,243.92	-	-	124,778.70	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	152,429.40	16,663.48	-	3,324.58	1,841.56
		GAS OPS FOREMAN/LEADER/CREW LEADER	104,630.17	-	-	83,865.76	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	132,510.82	-	-	41,117.92	184.71
		SHARED SVS SUPERVISOR/CHIEF/EX AST	139,841.14	17,572.20	-	8,084.28	4,745.36
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	116,456.89	-	-	11,221.04	1,485.02
		GAS OPS PRGM/PROJ MANAGER	172,022.00	18,724.48	-	400.00	6,471.92
		GAS OPS MANAGER/SR MANAGER	196,617.48	34,927.27	-	1,500.00	7,956.91
		ENVIRONMENTAL HEALTH & SAFETY MANAGER/SR MANAGER	151,124.45	30,249.28	11,863.60	-	5,279.07
		GAS OPS SUPERVISOR	64,965.88	14,441.91	-	-	55,578.85
		ELEC OPS LINEWORKER/LINEMAN	135,854.31	-	-	97,459.25	-
		GAS ENG ENGINEER	132,583.50	14,225.25	-	2,604.83	2,112.12
		IT ENGINEER SR/EX/PRN	135,749.27	-	-	5,704.05	1,672.86
		GAS OPS FOREMAN/LEADER/CREW LEADER	110,759.22	-	-	45,346.59	-
		GAS ENG ENGINEER	183,600.00	20,238.61	-	1,503.38	2,273.72
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,103.80	20,135.02	-	18,013.63	3,713.30
		ELEC OPS FOREMAN	152,522.40	-	-	3,374.80	-
		ELEC OPS CABLE SPLICER/CABLEMAN	167,668.19	-	-	186,550.01	-
		GAS ENG ESTIMATOR/SCHEDULER	153,172.24	-	-	47,361.83	-
		ELEC OPS SYSTEM OPERATOR/LEAD	163,718.88	-	-	47,137.38	1,424.09
		GAS ENG ENGINEER	150,545.93	-	-	134,257.59	488.78
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	137,617.35	-	-	34,695.69	880.00
		GAS ENG ENGINEER	146,739.92	16,088.76	-	2,539.24	636.83

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		ELEC OPS LINEWORKER/LINEMAN	80,858.30	-	-	33,601.33	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	177,669.30	32,174.60	32,796.61	5,000.00	4,385.05
		OPERATIONS SUPERVISOR	139,065.65	14,863.33	-	15,407.55	4,083.12
		OPERATIONS TECHNICIAN	138,178.13	-	-	76,271.02	25,240.40
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	189,116.96	33,103.84	-	4,150.00	905.39
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	142,342.20	14,898.74	-	-	2,147.46
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,050.62	-	-	31,329.58	-
		ELEC ENG ENGINEER	180,580.06	22,962.17	-	2,570.04	2,630.94
		GENERATION TECHNICIAN	59,030.48	-	-	28,665.07	-
		ELEC OPS CREW LEAD/LEADER	143,547.25	-	-	126,437.42	-
		GAS ENG ESTIMATOR/SCHEDULER	124,039.72	-	-	30,155.25	238.54
		ELEC OPS WORKING LEADER	137,067.98	-	-	101,107.69	-
		ELEC OPS CREW LEAD/LEADER	137,913.60	-	-	118,539.44	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	183,978.40	-	-	180,542.30	-
		GENERATION TECHNICIAN	51,221.40	-	-	-	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	120,849.44	-	-	49,598.62	836.29
		OPERATIONS MANGER/SR MANAGER	132,260.45	14,211.57	-	5,867.62	329.72
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	153,884.26	16,857.21	-	19,075.37	2,726.06
		ELEC OPS WORKING LEADER	133,705.35	-	-	16,852.51	-
		GAS OPS SUPERVISOR	168,570.58	21,512.08	-	49,901.30	4,876.12
		GENERATION TECHNICIAN	128,701.21	-	-	74,773.74	-
		ELEC OPS SYSTEM OPERATOR/LEAD	101,762.88	-	-	229,275.68	-
		ELEC OPS TECHNICIAN	126,921.78	-	-	135,073.56	-
		CUSTOMER & COMMS SUPERVISOR	132,592.96	16,967.39	-	1,927.16	1,742.36
		ELEC OPS INSPECTOR/LEAD INSPECTOR	138,220.07	-	-	73,147.91	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	137,151.60	14,390.66	-	5,250.00	6,313.21
		GENERATION ENGINEER	145,128.00	15,126.31	-	24,775.30	105.00
		ELEC OPS LINEWORKER/LINEMAN	126,522.49	-	-	99,161.28	-
		ELEC OPS DIRECTOR/SR DIRECTOR	219,878.01	56,882.17	27,629.70	3,514.35	1,455.24
		GENERATION AUDITOR/INVESTIGATOR SR/EXP	177,948.00	19,687.22	-	28,930.30	-
		GENERATION SUPERVISOR	205,116.64	26,091.95	-	49,375.08	-
		GAS OPS SUPERVISOR	147,727.48	19,956.60	-	48,152.94	1,075.75
		ELEC ENG SUPERVISOR	153,663.22	19,846.66	-	8,080.37	105.00
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	62,775.61	16,033.17	-	15,184.76	7,607.63
		IT TECHNICIAN	133,204.12	-	-	47,909.93	-
		ELEC ENG ESTIMATOR	134,286.48	-	-	73,293.63	560.00
		GAS ENG ENGINEER	151,823.13	-	-	26,111.86	345.00
		GAS OPS INVESTIGATOR	75,869.66	14,723.14	-	13,656.08	1,945.74
		ELEC OPS SUPERVISOR	195,656.34	21,005.48	-	1,250.00	5,650.32
		GAS ENG SUPERVISOR	190,797.42	25,349.33	-	-	4,420.63
		GAS OPS MECHANIC/WELDER	128,543.05	-	-	32,104.83	-
		ELEC OPS ENGINEER	127,315.39	-	-	8,278.07	506.00
		GAS ENG PRGM/PROJ MANAGER	137,445.00	14,416.91	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,105.59	-	-	236,489.74	-
		GENERATION ELECTRICIAN	76,329.54	-	-	73,844.17	168.99
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	130,450.12	-	-	23,858.02	1,723.15
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	45,887.05	-	-	31,705.73	484.46
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	164,820.00	18,075.70	-	475.44	21,469.13
		GAS ENG TECHNICIAN	119,259.88	-	-	-	1,028.12
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	169,749.96	21,459.80	-	-	3,815.09
		SHARED SVS DIRECTOR/SR DIRECTOR	225,224.41	33,485.99	32,796.61	6,025.00	5,998.11
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,035.81	-	-	22,264.27	177.51
		GAS ENG SENIOR BUSINESS REP	143,137.39	-	-	50,304.88	336.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	142,368.00	15,379.53	-	1,174.24	420.00
		GAS OPS OPERATOR	133,463.20	-	-	62,818.19	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	69,499.45	-	-	50,855.80	45.85
		GAS ENG ESTIMATOR/SCHEDULER	115,614.23	-	-	10,119.92	3,473.37
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,025.08	-	-	246,291.34	410.92
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	134,076.08	15,209.99	-	-	-
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	136,333.58	14,817.74	-	(382.56)	245.00
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	194,654.65	30,334.09	23,368.17	2,950.00	3,118.89
		IT MANAGER/SR MANAGER	214,200.00	36,038.11	50,494.72	2,000.00	16,273.11
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	133,912.24	14,491.84	-	1,000.00	649.71
		ELEC OPS ELECTRICIAN	109,074.30	-	-	54,445.92	514.07
		ELEC ENG SUPERVISOR	158,192.35	20,551.47	-	96,567.08	833.10
		ELEC OPS LINEWORKER/LINEMAN	147,710.95	-	-	190,819.27	102.00

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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 SYSTEM OPERATOR/LEAD	120,900.32	-	-	211,913.95	777.70
		OPERATIONS SUPERVISOR	174,039.62	23,813.70	-	29,074.84	2,934.35
		GAS OPS MECHANIC/WELDER	125,956.00	-	-	14,053.32	-
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	200,630.48	34,349.23	-	700.00	420.00
		ELEC OPS CREW LEAD/LEADER	152,341.10	-	-	39,763.13	231.03
		GENERATION TECHNICIAN	131,217.25	-	-	75,990.93	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,734.60	9,195.01	-	572.76	5,490.35
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,475.37	-	-	203,694.62	38,494.70
		GAS OPS MECHANIC/WELDER	123,648.75	-	-	25,772.00	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	137,999.72	13,904.59	-	-	8,351.96
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	140,353.52	-	-	100,140.58	4,950.00
		ELEC OPS DIRECTOR/SR DIRECTOR	230,625.46	40,645.03	37,998.02	24,950.00	6,883.62
		ELEC OPS LINEMAN	136,442.96	-	-	316,598.78	24.33
		ELEC OPS SUPERVISOR	149,833.36	19,916.74	-	23,578.01	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	40,236.86	-	-	29,936.47	-
		SHARED SVS SCIENTIST/TECHNICIAN	158,328.00	16,837.20	-	3,337.14	4,500.09
		GENERATION SUPERVISOR	185,628.12	25,056.12	-	75,969.55	540.00
		ELEC OPS BUSINESS LIAISON	140,482.94	-	-	74,574.86	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,839.27	-	-	319,553.72	-
		GENERATION TECHNICIAN	150,419.56	-	-	75,889.88	961.21
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	138,639.18	15,670.45	-	8,354.12	-
		ELEC OPS LINEMAN	131,745.80	-	-	89,460.47	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	191,099.86	31,844.51	23,024.75	5,200.00	2,388.55
		ELEC OPS ENGINEER	149,298.64	-	-	14,589.52	972.38
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	153,858.36	18,150.72	-	987.58	818.27
		SHARED SVS CREW LEAD/LEADER	132,665.61	-	-	3,014.02	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	160,832.29	-	-	59,415.69	-
		GAS ENG ESTIMATOR/SCHEDULER	104,631.71	-	-	11,626.88	904.89
		ELEC OPS LINEMAN	182,624.03	-	-	204,228.23	111.00
		GAS ENG TECHNICIAN	114,305.00	-	-	25,779.01	1,400.17
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,375.92	-	-	35,656.61	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	123,961.26	-	-	34,144.03	-
		ELEC OPS MANAGER/SR MANAGER	181,778.16	23,227.83	-	8,564.18	23,394.56
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	167,286.50	28,225.47	-	4,323.76	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	146,169.18	17,072.02	-	16,254.39	350.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,575.99	-	-	64,058.60	937.96
		GAS ENG SENIOR BUSINESS REP	134,705.46	-	-	61,170.47	649.94
		GAS ENG SENIOR BUSINESS REP	144,482.52	-	-	43,568.48	1,694.98
		ELEC ENG TECHNICIAN	166,907.60	-	-	40,771.88	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,201.81	18,262.18	13,512.96	-	799.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	143,179.70	22,437.72	-	-	3,805.06
		GENERATION TECHNICIAN	27,549.60	-	-	33,845.39	-
		GAS ENG ENGINEER	147,811.66	16,110.11	-	786.39	589.93
		ELEC OPS LINEMAN	113,810.67	-	-	238,896.13	-
		GENERATION ENGINEER	183,600.00	20,256.01	-	25,974.09	-
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	848.37	280.00
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	216,475.74	38,342.04	11,504.57	2,000.00	19,641.47
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	132,747.48	15,233.14	-	1,057.30	3,044.97
		OPERATIONS TECHNICIAN	157,361.60	-	-	36,213.28	-
		ENG PLNG & STRAT CONST/RELST/DB MNGR EXP/PRN	139,302.38	16,325.02	-	250.00	3,090.56
		ELEC ENG TECHNICIAN	156,414.60	-	-	11,490.77	-
		FINANCE DIRECTOR	201,693.76	51,393.12	431,582.57	8,099.55	1,985.71
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	128,417.85	14,444.89	-	3,500.00	560.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	166,425.29	18,943.89	-	2,303.04	923.92
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	127,123.84	-	-	25,338.26	190.62
		GAS OPS OPERATOR	116,953.79	-	-	32,466.92	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	142,004.49	16,461.50	-	3,000.00	1,332.44
		ELEC OPS CREW LEAD/LEADER	159,216.64	-	-	250,067.03	-
		GAS ENG ENGINEER	183,600.00	20,256.01	-	4,501.77	4,466.25
		ELEC OPS SUPERVISOR	22,061.00	-	-	50,000.00	35.00
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	207,323.96	36,175.51	-	1,750.00	423.86
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,208.01	-	-	121,994.22	111.36
		ELEC OPS SYSTEM OPERATOR/LEAD	181,580.80	-	-	27,505.09	-
		GAS ENG ENGINEER	172,212.00	18,999.19	-	386.72	449.28
		OPERATIONS MANGER/SR MANAGER	159,459.32	27,796.03	-	11,100.00	1,504.30
		GAS ENG SENIOR BUSINESS REP	150,153.89	-	-	63,768.42	3,101.48

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		ELEC OPS FOREMAN	147,982.25	-	-	88,930.09	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	143,115.50	26,817.33	-	111,835.78	3,133.02
		GAS OPS MANAGER/SR MANAGER	178,434.34	30,036.12	-	12,966.56	8,309.59
		ELEC OPS LINEMAN	36,920.61	-	-	60,902.69	-
		ELEC OPS MANAGER/SR MANAGER	195,765.00	34,561.51	26,493.45	2,500.00	3,175.34
		ELEC OPS FOREMAN	83,837.86	-	-	112,499.95	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	159,960.00	17,647.60	-	-	720.00
		ELEC OPS SUPERVISOR	172,801.28	23,353.54	15,892.60	62,747.71	-
		ELEC ENG SUPERVISOR	185,675.10	31,366.72	-	8,947.30	9,982.09
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	42,750.00	-	-	3,000.00	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	142,202.98	16,257.15	-	6,392.44	11,997.33
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	30,400.08	19,675.35	-	67,583.34	-
		ELEC OPS DIRECTOR/SR DIRECTOR	237,999.96	54,742.21	36,012.27	1,500.00	4,221.39
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	140,315.68	15,821.34	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	94,424.76	-	-	237,238.91	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	11,680.20	-	-	12,610.67	-
		GAS ENG ENGINEER	148,769.56	-	-	57,873.93	584.74
		ELEC OPS LINEMAN	137,191.32	-	-	131,106.96	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	172,212.00	20,904.06	-	47,965.95	-
		GAS ENG ENGINEER	155,072.00	17,478.89	-	15,547.64	4,212.11
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,288.08	-	-	43,628.73	-
		OPERATIONS SUPERVISOR	164,861.22	21,691.24	-	2,800.00	7,926.06
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,277.20	-	-	74,171.00	-
		ELEC OPS OPERATOR	129,555.58	-	-	128,593.61	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	1,404.58	21,000.20	-	92,537.68	-
		ELEC OPS ELECTRICIAN	131,003.68	-	-	83,978.10	228.90
		GAS ENG PRGM/PROJ MANAGER	16,218.06	33,958.26	-	241,418.83	80.00
		GAS ENG SENIOR BUSINESS REP	126,433.85	-	-	53,188.55	2,688.62
		GAS OPS MECHANIC/WELDER	125,669.44	-	-	14,500.54	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	128,036.00	14,130.09	-	6,650.00	-
		GAS OPS MECHANIC/WELDER	131,474.40	-	-	82,299.51	1,334.94
		IT TECHNICIAN	153,018.15	-	-	67,289.37	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	136,414.88	-	-	32,373.68	-
		ELEC OPS TECHNICIAN	128,756.19	-	-	97,503.61	-
		ELEC OPS WORKING LEADER	124,306.90	-	-	10,409.29	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	7,547.27	-	-	573.23	199.78
		GAS OPS FOREMAN/LEADER/CREW LEADER	125,498.40	-	-	28,062.20	23.13
		GENERATION TECHNICIAN	30,375.20	-	-	45,278.65	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	201,346.00	21,927.58	-	11,724.93	4,182.89
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	118,084.72	-	-	58,224.66	739.30
		ELEC ENG ENGINEER	172,212.00	19,007.99	-	3,063.23	465.00
		GAS OPS DIRECTOR/SR DIRECTOR	214,058.30	37,008.57	30,283.40	-	3,050.85
		OPERATIONS SUPERVISOR	173,205.58	22,918.27	-	34,648.77	10,281.95
		ELEC OPS CREW LEAD/LEADER	142,213.80	-	-	73,362.29	-
		ELEC OPS SUPERVISOR	146,615.62	17,329.83	-	1,298.40	7,440.62
		GAS OPS FITTER	124,387.17	-	-	17,987.03	593.98
		ELEC ENG SUPERVISOR	184,496.04	21,129.53	-	12,734.45	6,519.43
		ELEC OPS LINEMAN	129,773.60	-	-	148,578.04	-
		IT SERVICE MNGR/ADMINSTRTR	180,059.94	29,215.06	-	-	902.99
		OPERATIONS MANAGER/SR MANAGER	204,600.00	35,088.88	27,629.70	8,000.00	13,841.06
		IT MANAGER/SR MANAGER	182,639.84	30,346.97	11,504.57	-	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	197,186.04	31,482.14	-	1,000.00	1,930.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,402.84	-	-	154,732.06	608.56
		IT MANAGER/SR MANAGER	220,521.66	38,296.73	37,261.07	-	420.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,980.00	-	-	90,446.65	-
		ELEC OPS SUPERVISOR	164,536.80	21,024.00	-	95,583.76	-
		ELEC OPS TECHNICIAN	157,361.60	-	-	30,663.86	945.84
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	52,607.93	15,443.04	-	28,720.44	140.00
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	29,200.50	-	-	30,678.17	-
		GAS ENG ESTIMATOR/SCHEDULER	136,552.38	-	-	54,370.00	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	130,112.76	13,781.59	-	1,500.00	960.00
		ELEC OPS LINEMAN	136,770.33	-	-	486,911.22	-
		ELEC OPS ELECTRICIAN	110,670.16	-	-	105,913.31	-
		ELEC OPS WORKING LEADER	131,607.62	-	-	14,744.89	-
		IT ENGINEER SR/EX/PRN	68,278.57	-	-	8,250.00	971.29
		ELEC OPS OPERATOR	148,188.27	-	-	48,014.49	248.42

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		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	146,765.18	-	-	268,595.79	170.33
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	129,822.00	9,187.19	-	21,066.51	14,894.10
		IT ARCHITECH EXP/PRN	206,250.04	31,093.12	-	1,298.08	7,047.99
		OPERATIONS MANGER/SR MANAGER	173,367.29	26,095.28	-	1,000.00	5,191.40
		GENERATION SUPERVISOR	214,584.28	28,405.29	-	57,019.27	7,943.10
		GAS OPS INVESTIGATOR	57,321.35	-	-	1,345.04	2,988.93
		GAS OPS MECHANIC/WELDER	137,604.86	-	-	121,736.16	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,273.24	-	-	120,001.09	-
		SHARED SVS DIRECTOR/SR DIRECTOR	240,295.54	56,672.77	488,572.84	17,732.80	4,386.59
		GAS OPS SCHEDULER	132,360.96	-	-	19,600.64	1,494.25
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	137,932.90	15,629.04	-	5,098.88	1,151.01
		SHARED SVS SCIENTIST/TECHNICIAN	120,836.31	-	-	89,352.32	-
		ELEC ENG ENGINEER	164,018.40	17,974.92	-	400.00	1,654.84
		ELEC OPS CREW LEAD/LEADER	156,472.24	-	-	321,689.11	-
		ELEC OPS ELECTRICIAN	130,317.02	-	-	39,886.90	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	164,512.71	31,207.52	-	1,500.00	1,989.43
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	124,566.63	-	-	5,500.00	902.77
		ELEC OPS CREW LEAD/LEADER	168,990.42	-	-	257,752.73	-
		SAFETY RISK DIRECTOR	246,999.96	41,348.68	45,815.35	-	1,805.72
		IT EX AST/DR AST/CHIEF	126,163.49	15,553.55	-	16,378.80	1,481.75
		GAS ENG SUPERVISOR	143,343.76	11,079.45	-	16,214.19	280.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,864.86	-	-	42,914.77	17,884.84
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	185,556.96	33,484.88	-	9,422.28	405.00
		ELEC OPS FOREMAN	149,153.86	-	-	215,789.72	58.35
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,140.00	18,371.23	-	14,505.77	15,936.44
		GAS ENG ENGINEER	156,328.50	-	-	21,492.95	569.71
		GAS OPS ELEC LOCATOR	125,228.32	-	-	23,794.02	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,584.24	-	-	83,085.54	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	159,960.00	17,647.60	-	4,731.19	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	189,536.50	-	-	186,537.19	175.00
		GAS ENG ESTIMATOR/SCHEDULER	137,627.82	-	-	8,667.19	543.56
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,746.01	-	-	311,376.64	907.12
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	121,788.80	20,225.61	-	45,825.64	945.40
		SHARED SVS LAND TECH/LEAD LAND TECH	139,616.07	-	-	55,146.28	1,040.47
		OPERATIONS SUPERVISOR	133,266.16	-	-	37,101.05	9,521.63
		ELEC OPS LINEMAN/LINEMAN	124,180.24	-	-	55,392.84	-
		ELEC OPS CREW LEAD/LEADER	140,749.53	-	-	54,181.24	-
		GENERATION OPERATOR	145,033.16	-	-	113,633.05	33.78
		GAS OPS FOREMAN/LEADER/CREW LEADER	148,794.00	-	-	37,376.17	-
		GENERATION TECHNICIAN	53,978.00	-	-	43,237.30	-
		GAS ENG TECHNICIAN	131,219.04	-	-	2,417.03	338.46
		ELEC OPS LINEMAN/LINEMAN	139,529.00	-	-	146,534.02	-
		GAS OPS SUPERVISOR	139,500.00	13,365.26	-	155,171.95	2,438.30
		GAS OPS CONST/PRGM/PRJCT MANAGER	141,937.82	15,448.50	-	3,000.00	-
		ELEC OPS LINEMAN/LINEMAN	115,556.75	-	-	154,386.68	1,067.40
		CUSTOMER & COMMS MANAGER/SR MANAGER	170,007.01	20,044.51	-	500.00	988.84
		ELEC OPS BUSINESS LIAISON	147,339.83	-	-	7,651.40	8,998.67
		GAS ENG SUPERVISOR	184,230.88	24,658.19	-	2,000.00	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	129,907.94	14,719.76	-	2,000.00	501.74
		GAS OPS MECHANIC/WELDER	119,251.79	-	-	80,382.73	3,660.18
		ELEC OPS LINEMAN/LINEMAN	126,392.13	-	-	140,553.15	-
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	143,004.96	-	-	24,022.65	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	176,592.12	19,936.29	-	15,466.92	20,418.24
		GAS OPS OPERATOR	131,891.14	-	-	54,025.42	-
		SHARED SVS CREW LEAD/LEADER	135,796.96	-	-	5,050.69	965.39
		IT TECHNICIAN	135,714.43	-	-	19,489.51	-
		GENERATION ENGINEER	103,857.05	-	-	33,659.79	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	152,300.35	-	-	79,991.73	-
		SHARED SVS CREW LEAD/LEADER	129,930.34	-	-	4,639.00	-
		GAS ENG ESTIMATOR/SCHEDULER	139,890.00	-	-	122,330.50	1,164.01
		SHARED SVS LAND TECH/LEAD LAND TECH	135,143.91	-	-	28,973.23	834.41
		IT SUPERVISOR	164,933.36	11,212.80	-	10,938.80	6,064.84
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	150,308.58	16,975.69	-	1,200.00	840.79
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	127,628.40	-	-	40,975.35	-
		ELEC OPS CREW LEAD/LEADER	128,870.09	-	-	414,291.72	2,423.85
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	136,988.86	19,780.30	-	26,984.28	2,509.83

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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)
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,468.31	-	-	28,892.13	537.51
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	49,257.22	13,558.93	-	45,360.02	-
		GAS OPS DISPATCHER	121,501.61	-	-	166,668.76	-
		ELEC OPS MANAGER/SR MANAGER	182,696.16	28,760.45	-	91,035.81	4,805.44
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	133,308.80	-	-	19,711.06	-
		OPERATIONS SUPERVISOR	143,554.74	19,474.28	-	42,507.27	12,838.30
		GAS OPS CONST/PRGM/PRJCT MANAGER	152,878.98	16,162.20	-	16,868.48	10,113.12
		IT ENGINEER SR/EX/PRN	175,344.22	19,915.95	-	23,000.00	610.70
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,932.94	17,277.85	-	-	870.00
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	131,666.00	13,928.36	-	-	102.00
		ELEC OPS TECHNICIAN	133,554.52	-	-	99,005.72	-
		GAS OPS MANAGER/SR MANAGER	10,127.98	-	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	111,374.10	-	-	226,145.86	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	120,960.37	-	-	143,821.33	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,280.40	-	-	202,016.86	-
		IT PROJECT PROGRAM MANGER SR/EX/PRN/CHIEF	110,693.86	18,259.69	-	9,473.97	1,421.63
		GAS OPS ENGINEER	130,070.11	-	-	45,886.94	324.55
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	182,793.29	-	-	55,578.61	11,059.28
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	66,547.62	-	-	10,791.48	387.53
		OPERATIONS ANALYST/SPEC/CONSULT/COORD	212,813.40	35,322.96	-	3,500.00	516.43
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	135,284.42	-	-	121,824.64	-
		HEALTH & SAFETY DIRECTOR/SR DIRECTOR/CHIEF	203,683.36	35,390.40	58,116.03	10,100.00	14,186.96
		GAS OPS STATION OPERATOR	122,011.92	-	-	48,964.73	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,536.95	17,819.84	-	-	2,151.19
		HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	131,694.37	-	-	35,718.78	125.11
		HEALTH & SAFETY DIRECTOR/SR DIRECTOR/CHIEF	232,102.56	38,030.17	11,504.57	600.00	22,369.06
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,747.95	-	-	56,708.64	-
		GAS ENG ENGINEER	150,961.60	-	-	124,099.86	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,710.50	19,716.12	-	-	838.00
		ELEC OPS ELECTRICIAN	128,878.88	-	-	41,467.55	848.23
		ELEC OPS LINEMAN/LINEMAN	94,343.00	-	-	192,116.93	1,741.93
		ELEC OPS LINEMAN/LINEMAN	141,978.28	-	-	90,488.14	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,145.96	-	-	149,150.52	-
		GAS ENG ENGINEER	177,952.40	19,742.30	-	5,267.15	3,403.67
		GEN CNL & ETHICS COMP PARALEGAL/EX AST	117,645.48	12,062.43	-	7,977.15	350.00
		ELEC ENG ENGINEER	125,645.86	-	-	20,493.60	635.18
		ELEC OPS SUPERVISOR	161,689.18	16,767.88	-	45,566.18	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	124,973.06	14,092.50	-	-	1,952.12
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	127,961.14	-	-	45,370.19	11.51
		ELEC ENG ENGINEER	192,732.00	21,279.10	-	10,933.88	4,690.49
		GAS ENG ENGINEER	124,709.29	-	-	3,052.83	1,707.77
		ELEC OPS TECHNICIAN	123,734.80	-	-	218,093.97	245.52
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	95,715.60	10,319.46	-	1,500.00	3,342.29
		HR ECO RECRUITER EX	137,914.34	15,155.75	-	-	-
		SHARED SVS LAND PLANNER	133,528.56	13,959.11	-	1,881.70	669.43
		ELEC OPS LINEMAN/LINEMAN	152,254.70	-	-	106,251.52	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	67,989.77	-	-	43,192.22	180.78
		CORP AFFAIRS EXEC ASST/SR EXEC ASST	153,457.68	18,125.16	-	7,805.80	1,366.21
		GAS ENG ESTIMATOR/SCHEDULER	140,012.70	-	-	100.00	70.00
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	151,992.43	14,581.95	-	-	22,400.72
		ENG PLNG & STRAT CONST/RELST/DB MNGR EXP/PRN	50,135.52	-	-	500.00	449.55
		GAS OPS CONST/PRGM/PRJCT MANAGER	97,091.09	-	-	1,500.00	175.00
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	218,062.04	37,415.61	25,678.45	2,000.00	1,053.81
		ELEC OPS ENGINEER	139,830.17	-	-	89,696.42	2,868.20
		SHARED SVS CONT/PRGM/PROJ MANAGER	51,806.77	15,420.40	-	18,183.06	105.00
		IT AGILE COACH/SCRUM MASTER SR/EXP/PRN	228,968.38	39,655.30	-	4,522.83	1,429.00
		GAS ENG SENIOR BUSINESS REP	130,142.75	-	-	84,443.68	1,613.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	14,279.91	-	-	-	-
		ELEC ENG INTERCONNECTION MANAGER	154,688.65	-	-	3,953.08	350.00
		CUSTOMER & COMMS PROD MNGR, OWNER SR/EX/PR/CHF	193,633.14	32,963.20	42,131.39	2,500.00	4,075.91
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	173,173.58	30,219.13	-	6,450.00	1,764.67
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	202,163.04	36,750.61	11,863.60	6,900.00	571.52
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	13,219.52	-	-	727.68	238.43
		GAS ENG SENIOR BUSINESS REP	147,899.89	-	-	48,690.76	1,609.91
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,918.24	15,894.69	-	500.00	443.55
		IT ANALYST/SPECIALIST SR/EXP/PRN	76,823.48	-	-	5,000.00	-



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		ELEC ENG TECHNICIAN	117,839.15	-	-	734.75	-
		ELEC ENG ENGINEER	122,146.41	12,996.06	-	1,928.86	5,014.96
		ELEC ENG ENGINEER	213,028.00	22,686.03	-	7,100.32	6,335.02
		IT ANALYST/SPECIALIST SR/EXP/PRN	183,744.60	29,548.27	11,863.60	844.20	498.10
		SHARED SVS LAND AGENT/CONSLT	158,006.04	18,012.83	-	611.36	5,535.25
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	202,380.00	22,327.35	-	1,958.40	1,166.58
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,078.28	12,687.19	-	-	620.00
		ELEC OPS LINeworker/LINEMAN	141,229.05	-	-	102,695.26	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	141,354.64	-	-	4,045.92	14,317.81
		OPERATIONS MANGER/SR MANAGER	168,000.00	29,393.63	-	-	595.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	188,527.14	32,002.86	-	500.00	210.00
		IT INVESTIGATOR SR/EXP	118,072.34	12,694.53	-	22,160.56	9,743.70
		GAS ENG ENGINEER	178,906.14	20,698.37	-	7,343.65	3,956.80
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	162,580.40	18,133.99	-	49,912.52	7,125.52
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,964.57	-	-	109,357.49	1,464.43
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,146.14	14,338.14	-	53,347.03	1,280.00
		ELEC OPS LINeworker/LINEMAN	139,383.31	-	-	63,125.31	410.41
		ELEC ENG ESTIMATOR	115,093.93	-	-	113,634.10	555.50
		ELEC ENG SR ENG ASST	120,024.45	-	-	17,917.59	661.06
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,880.92	-	-	114,325.05	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	95,091.34	-	-	20,061.46	206.33
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	97,245.24	-	-	350.85	616.83
		ELEC OPS LINeworker/LINEMAN	157,502.83	-	-	368,042.01	8,855.21
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	148,114.32	16,727.89	-	1,400.00	6,985.14
		ENERGY PLCY & PROC SCHEDULER/TRADER/LIAISON SR/EXP	151,060.60	16,991.83	-	300.00	455.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	24,166.00	-	-	5,000.00	280.00
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	137,841.96	14,149.14	-	700.00	3,045.37
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	142,109.96	10,612.61	-	28,072.32	10,197.89
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	152,149.44	16,735.84	-	5,921.42	498.44
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	179,147.06	30,349.00	-	-	3,549.74
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	176,760.36	27,807.03	-	2,800.00	9,139.41
		IT MANAGER/SR MANAGER	220,933.14	40,000.12	34,950.79	2,400.00	5,085.95
		ELEC OPS SYSTEM OPERATOR/LEAD	91,919.11	-	-	178,588.70	1,737.12
		ENERGY PLCY & PROC SCHEDULER/TRADER/LIAISON SR/EXP	150,581.24	15,543.93	-	12,076.76	692.71
		GAS ENG SENIOR BUSINESS REP	142,148.63	-	-	58,338.62	2,272.88
		GAS ENG ENGINEER	172,212.00	18,916.32	-	1,329.09	939.54
		ENVIRONMENTAL HEALTH & SAFETY HYGNST/DSNG/CONST/DS SR/EXP/PRN	130,698.90	14,321.81	-	3,621.53	-
		ELEC OPS LINeworker/LINEMAN	8,224.80	-	-	10,057.94	-
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	132,496.12	14,706.47	-	-	1,016.21
		GENERATION TECHNICIAN	13,220.00	-	-	20,664.76	-
		SHARED SVS LAND PLANNER/SURVEYOR	160,964.00	16,979.36	-	-	2,195.03
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	240,000.00	47,099.60	48,984.18	11,923.04	12,023.91
		ELEC ENG ENGINEER	159,304.90	-	-	70,533.39	11,859.88
		ELEC ENG TECHNICIAN	133,497.27	-	-	104,019.12	960.00
		GENERATION TECHNICIAN	147,856.74	-	-	151,670.72	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	142,230.05	22,328.63	-	1,000.00	473.61
		ELEC OPS CONSULTANT EXP/PRN	158,052.84	-	-	87,900.58	8,866.86
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	177,080.60	36,067.76	28,051.17	4,905.23	4,461.36
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	15,285.60	-	-	29,173.66	183.85
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	121,486.83	-	-	25,448.18	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	151,179.30	16,642.32	-	9,200.00	542.70
		GAS OPS TECHNICIAN	140,449.86	-	-	56,093.58	491.65
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	10,040.00	-	-	-	417.73
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	139,755.10	14,994.60	-	1,000.00	671.00
		ELEC ENG SUPERVISOR	90,982.28	-	-	-	2,768.64
		SHARED SVS BIOLOGIST	159,228.00	17,566.56	-	3,594.08	3,559.11
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,853.64	15,915.50	-	1,000.00	579.94
		GAS OPS FOREMAN/LEADER/CREW LEADER	125,251.43	-	-	79,783.48	821.90
		ELEC OPS CABLE SPLICER/CABLEMAN	165,613.63	-	-	224,813.64	-
		OPERATIONS MANGER/SR MANAGER	185,558.29	31,892.17	-	4,197.43	4,789.93
		ELEC ENG SUPERVISOR	181,618.64	24,476.61	-	6,577.00	693.36
		OPERATIONS MANGER/SR MANAGER	191,489.40	31,825.10	-	2,000.00	768.28
		ELEC OPS CABLE SPLICER/CABLEMAN	109,531.19	-	-	526,161.60	13,025.05
		SHARED SVS SUPERVISOR/CHIEF/EX AST	145,528.00	19,772.35	-	1,500.00	506.01
		ELEC OPS CREW LEAD/LEADER	179,142.52	-	-	185,270.65	-
		ENVIRONMENTAL HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	145,388.54	20,177.28	-	42,188.96	346.51

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		GAS ENG DIRECTOR/CHIEF	211,186.41	48,554.93	25,740.89	982.10	3,237.97
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	103,174.00	-	-	45,943.29	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,609.68	-	-	6,187.87	-
		SHARED SVS DIRECTOR/SR DIRECTOR	74,538.42	50,883.99	435,196.72	41,333.93	2,143.10
		IT ANALYST/SPECIALIST SR/EXP/PRN	172,037.68	20,205.75	-	3,459.53	4,460.58
		GAS OPS DISPATCHER	125,976.80	-	-	59,246.09	1,200.00
		GAS OPS MECHANIC/WELDER	119,817.81	-	-	54,717.00	1,530.08
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	89,244.73	-	-	27,218.83	-
		ELEC OPS CREW LEAD/LEADER	164,436.66	-	-	210,358.11	-
		GAS OPS ENGINEER	113,730.77	-	-	30,115.03	1,818.15
		SHARED SVS LAND PLANNER	140,060.00	13,961.93	-	976.90	926.91
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	177,706.90	29,845.67	23,368.17	8,200.00	6,440.32
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	146,118.00	22,066.59	-	43,462.34	5,211.34
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	151,669.78	17,094.81	-	200.00	166.38
		GAS OPS MECHANIC/WELDER	126,168.93	-	-	28,938.46	-
		ELEC OPS LINEWORKER/LINEMAN	160,270.24	-	-	286,278.23	-
		GAS OPS TECHNICIAN	132,372.01	-	-	66,551.94	252.66
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	143,322.16	15,236.24	-	12,595.15	1,733.64
		SHARED SVS CHIEF OF PARTY	141,250.54	-	-	21,031.70	3,455.77
		ELEC OPS CREW LEAD/LEADER	190,896.00	-	-	144,293.17	-
		GAS ENG ENGINEER	146,203.71	15,096.18	-	-	463.10
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,240.04	-	-	81,061.97	3,495.57
		ELEC OPS SUPERVISOR	165,938.45	-	-	254,994.67	-
		ELEC OPS CREW LEAD/LEADER	109,275.21	-	-	31,241.25	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	135,849.58	10,186.88	-	500.00	3,347.21
		SHARED SVS LAND PLANNER	161,063.16	17,994.69	-	321.00	1,101.83
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	154,838.32	17,511.47	-	525.00	434.28
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	147,887.49	-	-	37,802.38	3,938.66
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	174,250.70	7,473.25	-	1,515.00	357.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	193,397.02	31,734.47	-	-	181.65
		GAS ENG ENGINEER	172,261.03	19,491.15	-	19,723.53	884.94
		ELEC OPS CABLE SPLICER/CABLEMAN	162,197.95	-	-	156,403.66	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	141,750.00	15,386.25	-	15,242.56	1,104.69
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	163,458.72	-	-	408,033.70	-
		GENERATION SUPERVISOR	167,991.38	22,188.76	-	17,688.06	-
		ELEC OPS LINEWORKER/LINEMAN	148,434.21	-	-	184,758.27	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,882.24	-	-	153,709.37	-
		GENERATION ELECTRICIAN	64,402.38	-	-	72,933.24	157.20
		ELEC OPS FOREMAN	114,315.98	-	-	320,983.88	-
		GAS ENG ESTIMATOR/SCHEDULER	116,323.43	-	-	14,917.71	446.86
		ELEC ENG ENGINEER	144,256.08	-	-	51,135.49	1,193.41
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,915.24	16,401.27	-	-	350.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	142,992.00	27,846.43	-	65,285.07	1,038.30
		GAS OPS SCHEDULER	141,273.84	-	-	351.64	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	87,063.10	-	-	35,865.48	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	176,342.80	18,904.72	-	2,221.29	18,238.83
		ELEC OPS CABLE SPLICER/CABLEMAN	120,807.58	-	-	191,710.81	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	118,805.49	19,090.06	-	14,127.08	2,486.33
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.20	-	-	32,679.27	64.85
		GAS OPS FOREMAN/LEADER/CREW LEADER	71,582.60	-	-	35,277.58	-
		GENERATION SUPERVISOR	204,111.40	26,918.55	-	79,332.56	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,018.87	-	-	54,935.10	-
		ENERGY PLCY & PROC DIRECTOR	235,136.92	52,686.53	71,384.53	201.26	1,322.93
		IT SUPERVISOR	166,861.20	21,254.93	-	-	1,905.53
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	183,795.92	31,190.18	11,863.60	3,293.13	495.00
		ELEC ENG ENGINEER	155,262.00	16,388.50	-	1,015.74	1,843.82
		GAS ENG ENGINEER	190,667.58	20,794.95	-	12,285.20	2,654.53
		ELEC ENG ENGINEER	178,130.00	18,716.24	-	4,085.56	6,294.12
		ENERGY PLCY & PROC MANAGER/SR MANAGER	205,629.20	34,694.86	-	7,000.00	420.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	129,602.65	16,824.76	-	800.00	730.29
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	143,578.54	15,342.74	-	1,000.00	513.91
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	163,735.64	28,660.97	-	-	-
		GENERATION ENGINEER	80,871.43	-	-	49,186.32	-
		ELEC OPS ELECTRICIAN	132,079.36	-	-	23,458.17	-
		IT DIRECTOR/SR DIRECTOR	231,529.20	52,215.56	426,878.48	-	9,409.50
		IT MANAGER/SR MANAGER	209,766.64	34,854.29	13,814.85	2,000.00	7,772.47

PACIFIC GAS AND ELECTRIC COMPANY  
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 FOR THE YEAR ENDED DECEMBER 31, 2023

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/CONSLT/SPEC SR/EXP/PRN	49,970.24	-	-	7,735.10	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,850.96	16,897.54	-	75.00	987.67
		GAS ENG ENGINEER	196,654.66	26,621.93	-	1,000.00	1,200.00
		ELEC OPS ELECTRICIAN	51,302.31	-	-	14,665.38	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	135,942.80	27,515.53	-	5,000.00	3,419.29
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,409.28	15,800.44	-	-	-
		GAS OPS PRGM/PROJ MANAGER	149,202.00	15,697.36	-	-	2,259.35
		OPERATIONS SUPERVISOR	154,574.12	20,957.48	-	66,881.76	6,696.21
		ELEC OPS CONSULTANT EXP/PRN	138,139.82	15,595.22	-	33,323.68	2,079.84
		ELEC OPS FOREMAN	148,375.23	-	-	102,933.25	-
		ELEC ENG SCHEDULER	91,736.77	-	-	10,508.04	585.00
		ELEC OPS SUPERVISOR	44,560.35	14,253.33	-	38,669.98	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	141,113.88	23,366.94	-	69,114.75	2,024.59
		ELEC OPS TECHNICIAN	150,285.30	-	-	57,056.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	176,562.66	-	-	371,357.43	712.55
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	138,375.00	15,294.96	-	778.80	420.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	56,207.93	54,030.52	407,995.86	28,846.24	105.00
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	24,009.30	-	-	41,102.45	-
		ELEC OPS BUSINESS LIAISON	131,335.86	-	-	4,818.86	1,579.50
		ELEC OPS LINEMAN	129,164.91	-	-	202,948.94	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,722.70	-	-	58,554.40	-
		GEN CNSL & ETHICS COMP INVESTIGATOR SR/EX/PRN	139,651.78	16,428.06	-	4,070.88	2,734.51
		GAS OPS SUPERVISOR	145,507.44	19,706.50	-	-	925.97
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,983.27	-	-	98,825.17	-
		GAS OPS INVESTIGATOR	129,680.94	14,616.45	-	-	2,211.00
		GENERATION TECHNICIAN	19,779.20	-	-	27,512.25	-
		IT SERVICE MNGR/ADMINSTRTR	139,668.39	18,930.82	-	24,813.56	-
		GAS OPS SUPERVISOR	186,015.52	25,027.09	-	-	601.94
		IT ARCHITECT EXP/PRN	165,613.04	17,933.93	-	-	3,058.59
		GAS ENG ENGINEER	178,596.00	18,766.60	-	16,277.87	12,685.92
		ELEC OPS CABLE SPLICER/CABLEMAN	133,356.13	-	-	264,221.18	-
		GAS OPS SUPERVISOR	161,676.90	21,188.10	-	54,051.52	22,231.87
		GAS ENG ENGINEER	149,947.07	-	-	21,225.74	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	130,254.08	18,448.98	-	31,612.18	3,164.50
		ELEC OPS TECHNICIAN	190,658.46	-	-	3,212.73	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	30,465.86	-	-	29,723.96	-
		ELEC OPS LINEMAN	86,040.72	-	-	11,720.34	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	135,853.62	14,725.56	-	595.52	1,802.24
		OPERATIONS CONST/NOTE/PRGR/PRJCT MANAGER	33,310.04	14,785.34	-	16,187.81	240.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,571.64	27,131.11	-	2,000.00	833.30
		ELEC OPS SUPERVISOR	-	-	-	10,694.88	-
		GAS ENG ENGINEER	153,028.44	15,256.54	-	10,246.78	3,476.12
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,667.94	-	-	59,623.46	3,184.12
		GAS ENG SUPERVISOR	174,304.70	24,702.85	-	106,291.48	605.00
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	29,849.40	-	-	28,106.80	-
		GAS OPS TECHNICIAN	133,001.93	-	-	60,178.36	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	175,898.30	19,825.63	-	-	594.00
		ELEC OPS FOREMAN	59,196.00	-	-	784,588.38	3,758.99
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	225,930.10	39,561.09	-	8,511.50	3,829.34
		GENERATION PLANNER	130,027.57	-	-	50,577.83	-
		GENERATION MANAGER	230,347.60	41,841.63	11,504.57	19,050.50	4,094.53
		ELEC ENG MANAGER/SR MANAGER	187,500.00	22,587.82	-	1,500.00	420.00
		ELEC OPS LINEMAN	118,594.57	-	-	88,301.49	-
		GAS OPS SUPERVISOR	146,524.16	6,638.16	-	27,998.75	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	139,140.00	18,986.17	-	25,384.80	-
		GENERATION SUPERVISOR	132,052.74	17,107.93	-	31,035.37	-
		ELEC OPS LINEMAN	139,846.52	-	-	111,486.39	224.67
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	154,001.78	25,859.14	-	-	905.96
		ELEC OPS CREW LEAD/LEADER	140,025.74	-	-	94,048.62	-
		GENERATION TECHNICIAN	30,375.20	-	-	37,303.72	-
		SHARED SVS CREW LEAD/LEADER	74,076.72	-	-	33,771.87	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	118,678.46	-	-	102,209.77	-
		OPERATIONS SUPERVISOR	120,439.00	15,325.22	-	30,438.43	1,869.79
		SHARED SVS LAND AGENT/CONSLT	150,072.00	17,739.63	-	1,370.86	6,948.51
		GAS ENG ENGINEER	146,116.24	16,028.94	-	14,037.00	2,293.44
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	146,912.50	17,246.69	-	1,000.00	3,103.13

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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)
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	215,849.06	36,390.59	-	750.00	960.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	98,998.05	-	-	255,410.29	30.13
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	175,074.99	29,779.74	-	-	584.93
		CUSTOMER & COMMS MANAGER/SR MANAGER	190,727.56	30,698.43	11,504.57	5,050.00	6,144.91
		CUSTOMER & COMMS SUPERVISOR	167,675.98	22,150.00	-	-	1,262.17
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	146,826.66	16,548.94	-	2,800.00	-
		ELEC ENG TECHNICIAN	166,092.87	-	-	40,569.19	2,369.01
		OPERATIONS ENGINEER/ELECTRICIAN	126,132.88	-	-	27,166.72	209.22
		ELEC OPS SUPERVISOR	164,958.58	25,917.24	-	55,394.17	20,061.83
		ELEC OPS CREW LEAD/LEADER	200,649.76	-	-	257,290.98	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,127.46	-	-	123,004.25	64.39
		ELEC OPS FOREMAN	152,349.79	-	-	114,694.77	26.18
		GAS OPS FITTER	121,091.02	-	-	22,966.32	595.40
		OPERATIONS INSPECTOR/LEAD INSPECTOR	158,174.32	-	-	63,868.27	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	115,813.54	10,865.23	-	6,364.80	-
		IT DIRECTOR/SR DIRECTOR	227,269.16	50,360.66	72,336.74	10,300.00	2,064.99
		ELEC OPS LINEWORKER/LINEMAN	175,698.72	-	-	188,104.08	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	180,046.90	20,877.51	-	-	314.00
		GAS OPS DISPATCHER	108,873.51	-	-	115,970.95	960.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	12,901.52	-	-	-	358.14
		ELEC ENG ESTIMATOR	151,461.06	-	-	48,394.69	-
		GAS ENG ENGINEER	150,760.59	-	-	82,711.17	385.00
		SHARED SVS PERMIT FACILITATOR	126,733.33	-	-	40,665.07	1,434.22
		FINANCE DIRECTOR	194,460.92	31,926.04	30,283.40	1,000.00	37,776.77
		SUPPLY CHAIN MATERIALS SUPPLIER RESPON	165,660.92	19,709.41	-	2,449.31	5,822.18
		ELEC OPS ELECTRICIAN	124,937.36	-	-	62,846.42	1,792.02
		ELEC OPS LINEWORKER/LINEMAN	147,826.36	-	-	108,226.21	-
		GENERATION TECHNICIAN	15,770.84	-	-	1,249.18	-
		ELEC OPS LINEWORKER/LINEMAN	140,552.96	-	-	128,304.17	1,013.18
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	193,093.52	31,862.59	-	-	571.50
		GAS OPS PRGM/PROJ MANAGER	172,212.00	21,374.09	-	11,444.64	1,754.85
		GENERATION SUPERVISOR	182,215.44	28,806.03	-	117,091.84	-
		ELEC OPS OPERATOR	139,256.67	-	-	156,942.41	-
		ELEC ENG ENGINEER	212,886.00	22,593.56	-	200.00	2,232.36
		GAS OPS TECHNICIAN	122,365.29	-	-	48,508.86	-
		ELEC OPS SYSTEM OPERATOR/LEAD	97,662.46	-	-	129,473.62	838.40
		GAS OPS COOR/REP/STRAT SR/EX/PRN	126,711.07	-	-	6,206.60	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	163,324.42	26,947.57	-	-	4,076.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	27,748.64	-	-	690.60	400.93
		ELEC ENG SUPERVISOR	169,771.20	21,221.81	-	717.17	4,047.02
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	125,263.50	-	-	12,909.22	70.00
		GAS OPS TECHNICIAN	138,277.20	-	-	28,855.35	71.38
		OPERATIONS TECHNICIAN	132,609.94	-	-	30,625.30	-
		OPERATIONS ENGINEER/CREW LEADER	21,401.60	-	-	47,178.23	-
		IT ENGINEER SR/EX/PRN	176,821.58	22,765.46	-	1,750.00	-
		ELEC OPS LINEWORKER/LINEMAN	56,856.30	-	-	29,882.33	-
		GAS OPS SUPERVISOR	152,787.76	-	-	151,742.68	30,617.20
		SHARED SVS SCIENTIST/TECHNICIAN	159,146.00	18,690.47	-	13,130.25	1,321.56
		ELEC OPS WORKING LEADER	39,463.32	-	-	3,014.92	-
		GAS OPS TECHNICIAN	133,742.80	-	-	2,748.03	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	118,554.45	-	-	122,948.89	-
		HR ECO PGRM/PROJ MANAGER EXP/PRN	31,393.09	-	-	6,000.00	820.09
		ELEC ENG ENGINEER	144,650.00	15,917.80	-	15,572.62	11,763.40
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	95,305.06	17,662.17	-	16,256.84	245.00
		GENERATION SUPERVISOR	137,543.48	-	-	1,890.88	498.38
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	125,033.04	14,811.61	-	3,440.09	1,133.75
		GAS ENG ENGINEER	195,455.16	-	-	150.00	-
		GENERATION SUPERVISOR	157,095.60	23,253.04	-	3,055.14	-
		ELEC OPS SUPERVISOR	160,111.02	21,787.55	-	41,140.50	489.69
		ELEC OPS LINEWORKER/LINEMAN	23,440.68	-	-	77,470.68	245.07
		ELEC OPS LINEWORKER/LINEMAN	137,566.33	-	-	170,855.30	166.37
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,666.94	-	-	25,095.53	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	41,791.32	19,131.25	-	7,184.10	2,060.32
		ELEC OPS ENGINEER	183,600.00	20,109.95	-	10,684.60	5,856.80
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	81,393.96	-	-	258,801.18	5,541.10
		GAS ENG SUPERVISOR	157,292.28	22,037.79	-	-	2,789.98

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		OPERATIONS INSPECTOR/LEAD INSPECTOR	138,192.09	-	-	139,092.69	528.77
		GAS ENG ESTIMATOR/SCHEDULER	131,689.85	-	-	23,836.70	4,794.05
		GAS OPS MANAGER/SR MANAGER	183,885.90	27,323.31	-	2,239.28	16,259.34
		GAS ENG MANAGER/SR MANAGER	193,575.72	38,407.97	11,504.57	7,000.00	718.05
		GAS ENG SENIOR BUSINESS REP	147,110.58	-	-	37,921.99	2,272.63
		OPERATIONS SUPERVISOR	150,232.88	18,665.95	-	52,687.30	669.52
		GAS OPS FITTER	135,692.04	-	-	135,982.45	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,290.58	17,430.23	-	-	400.00
		GAS ENG ESTIMATOR/SCHEDULER	126,986.81	-	-	102,527.92	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,611.37	-	-	107,581.70	448.98
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,606.16	-	-	27,417.02	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	93,500.00	-	-	24,915.65	-
		ELEC OPS SYSTEM OPERATOR/LEAD	159,618.40	-	-	55,482.43	466.84
		GAS ENG ENGINEER	163,436.96	-	-	92,250.86	3,662.52
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	172,812.50	29,110.76	-	4,500.00	11,729.67
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	131,022.00	13,786.04	-	22,635.69	17,481.29
		OPERATIONS SUPERVISOR	138,497.64	18,317.58	-	3,283.68	3,573.28
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,171.72	16,668.29	-	5,783.23	602.63
		GAS ENG SENIOR BUSINESS REP	143,573.65	-	-	58,789.53	3,909.72
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,644.19	-	-	168,474.14	-
		GENERATION TECHNICIAN	25,430.40	-	-	26,933.39	-
		ELEC OPS MANAGER/SR MANAGER	202,094.50	22,571.93	-	1,850.00	-
		GAS OPS ENGINEER	137,442.57	-	-	66,687.80	534.90
		ELEC OPS SUPERVISOR	128,652.08	21,466.19	-	18,781.66	7,098.47
		SHARED SVS PERMIT FACILITATOR	125,616.64	-	-	-	420.00
		GAS OPS SUPERVISOR	160,292.85	21,636.36	-	24,156.32	6,466.52
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,007.68	-	-	114,798.76	-
		GAS OPS SUPERVISOR	128,464.57	14,011.09	-	18,408.06	11,420.20
		GAS OPS STATION OPERATOR	123,697.44	-	-	21,324.94	79.92
		GAS OPS FOREMAN/LEADER/CREW LEADER	157,903.89	-	-	68,146.55	161.45
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,274.10	-	-	18,481.65	11,732.78
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	15,058.91	-	2,757.45	470.67
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	202,745.01	33,948.73	-	1,500.00	2,265.91
		GAS OPS FITTER	108,558.93	-	-	87,270.02	1,159.19
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	60,732.96	-	-	41,481.98	-
		ELEC OPS LINEMAN/LINEMAN	136,793.85	-	-	192,469.33	-
		ELEC ENG SUPERVISOR	216,999.64	26,478.47	-	-	2,531.83
		ELEC ENG ENGINEER	133,019.77	16,796.77	-	1,271.14	405.96
		GAS OPS MECHANIC/WELDER	127,066.31	-	-	19,084.53	472.29
		ELEC OPS LINEMAN/LINEMAN	135,468.40	-	-	176,878.52	-
		GAS ENG ENGINEER	123,115.98	-	-	43,019.05	1,040.00
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	122,101.22	-	-	41,859.28	104.60
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	141,072.00	15,563.90	-	3,628.37	3,269.10
		GENERATION SCHEDULER	157,680.00	17,396.24	-	32,390.84	480.00
		HR ECO MANAGER/SR MANAGER	165,383.22	28,040.46	13,814.85	1,600.00	2,497.43
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	169,775.07	21,076.28	-	-	587.74
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	171,569.92	19,308.44	-	994.56	2,151.82
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	133,967.96	-	-	11,020.67	2,748.12
		FINANCE MANAGER/SR MANAGER	188,792.62	32,022.78	-	50.00	1,192.95
		ELEC OPS BUSINESS LIAISON	139,159.22	-	-	12,945.07	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,036.74	-	-	40,923.60	-
		GENERATION TECHNICIAN	16,953.60	-	-	35,900.33	-
		GAS OPS TECHNICIAN	117,869.17	-	-	67,497.50	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	151,749.96	13,705.46	-	-	1,452.01
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	226,443.09	-	-	51,000.00	9,315.19
		GAS OPS FITTER	127,186.45	-	-	24,757.45	-
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	133,997.86	15,087.00	-	516.64	420.00
		GENERATION SCHEDULER	156,554.23	16,869.14	-	31,651.61	800.00
		SHARED SVS LAND AGENT/CONSLT	137,316.58	-	-	14,811.68	10,318.51
		OPERATIONS MANGER/SR MANAGER	178,405.01	31,281.88	11,504.57	-	1,177.15
		IT SUPERVISOR	153,722.08	20,064.63	-	5,460.00	628.17
		ELEC OPS ESTIMATOR	80,781.98	-	-	12,958.40	175.00
		ELEC OPS ENGINEER	151,585.45	-	-	40,800.78	1,508.88
		GAS ENG ENGINEER	150,205.70	-	-	78,198.28	-
		GAS ENG ENGINEER	150,882.95	-	-	21,662.14	560.74
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,881.46	16,155.01	-	4,000.00	1,442.45

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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 LINEMAN/LINEMAN	108,605.37	-	-	134,282.22	-
		SHARED SVS ANALYST/COORD/CONSL/SPEC	144,822.00	15,195.98	-	300.00	733.39
		GENERATION CREW LEADER/CONTROL LEAD	153,635.52	-	-	184,752.48	1,011.59
		OPERATIONS MANGER/SR MANAGER	138,547.34	15,356.39	-	9,516.58	16,029.35
		ELEC ENG SUPERVISOR	187,753.58	25,001.08	-	38,595.04	10,800.09
		GENERATION PLANNER	162,817.00	-	-	22,916.74	-
		SHARED SVS ANALYST/COORD/CONSL/SPEC	152,343.14	17,208.87	-	9,371.12	18,019.80
		ENERGY PLCY & PROC MANAGER/SR MANAGER	180,859.00	30,067.78	-	-	476.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	136,585.99	-	-	93,760.97	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	155,277.42	19,200.28	-	1,395.60	3,426.35
		GAS OPS SUPERVISOR	149,238.10	18,640.72	-	20,343.22	946.30
		GAS OPS TECHNICIAN	123,585.68	-	-	15,960.16	-
		OPERATIONS SUPERVISOR	174,646.12	21,259.25	-	6,127.38	3,328.60
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	126,409.88	13,783.37	-	1,795.16	2,407.42
		GENERATION SUPERVISOR	171,936.98	23,208.10	-	46,361.16	-
		ELEC OPS PROD OWNR/SR SY DISP/JOURNM/WTR MNGMT	57,937.67	-	-	25,000.00	372.29
		ELEC OPS LINEMAN/LINEMAN	118,380.75	-	-	154,225.23	-
		FINANCE MANAGER/SR MANAGER	219,533.38	39,032.72	42,006.51	7,512.93	880.00
		ELEC OPS LINEMAN/LINEMAN	140,557.23	-	-	60,948.24	-
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	176,971.52	23,905.72	-	235.62	12,132.74
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,717.27	-	-	148,617.82	1,260.22
		ELEC ENG MANAGER/SR MANAGER	204,064.20	33,966.12	-	4,500.00	5,864.80
		ELEC OPS ELECTRICIAN	116,138.62	-	-	1,910.80	473.05
		ELEC OPS SYSTEM OPERATOR/LEAD	146,418.47	-	-	180,765.81	8,708.65
		OPERATIONS CONST/NOTF/PGRM/PRJCT MANAGER	144,577.29	18,504.36	-	-	3,205.48
		ELEC OPS MACHINIST/WELDER	130,133.45	-	-	42,304.34	-
		SHARED SVS PERMIT FACILITATOR	122,657.80	-	-	1,851.99	511.79
		ELEC OPS CREW LEAD/LEADER	142,784.97	-	-	26,570.72	1,286.44
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	140,616.00	16,950.49	-	5,148.88	965.71
		FINANCE DIRECTOR	222,153.48	47,670.58	356,803.43	-	1,446.10
		ELEC OPS SUPERVISOR	156,948.08	20,065.50	-	200.00	3,119.68
		IT ANALYST/SPECIALIST SR/EX/PRN	179,484.19	27,535.90	67,942.22	-	5,166.21
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	132,987.46	-	-	106,722.06	-
		GAS OPS MECHANIC/WELDER	128,050.92	-	-	66,943.60	-
		OPERATIONS MANGER/SR MANAGER	149,740.38	18,936.50	-	40,296.24	2,673.74
		ELEC OPS LINEMAN/LINEMAN	132,847.88	-	-	146,334.17	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,851.91	-	-	94,502.88	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	20,416.68	-
		ELEC OPS SUPERVISOR	186,822.26	25,005.91	-	21,878.72	-
		GAS OPS TECHNICIAN	15,576.41	-	-	3,301.12	2,751.13
		ELEC OPS LINEMAN/LINEMAN	136,666.07	-	-	73,086.72	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,419.58	-	-	361,012.98	1,459.72
		ELEC ENG ENGINEER	136,715.56	-	-	63,904.12	35.00
		ELEC OPS ELECTRICIAN	117,364.85	-	-	126,653.32	-
		ELEC ENG MANAGER/SR MANAGER	194,391.09	32,965.51	23,368.17	3,500.00	2,664.76
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EX/PRN	202,825.66	34,306.66	11,863.60	2,485.39	5,341.77
		GAS ENG SUPERVISOR	173,217.64	21,560.23	-	2,981.62	25.00
		GAS ENG ENGINEER	155,539.61	-	-	143,798.36	-
		GAS ENG ESTIMATOR/SCHEDULER	143,312.43	-	-	112,421.13	465.40
		ELEC OPS ENGINEER	190,714.00	20,234.37	-	10,601.57	2,341.16
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EX/PRN	134,098.00	14,896.17	-	2,844.22	841.39
		GAS OPS SUPERVISOR	166,901.97	-	-	72,167.96	976.43
		GAS ENG ENGINEER	150,138.34	-	-	12,642.17	1,979.19
		IT ANALYST/SPECIALIST SR/EX/PRN	176,811.05	26,577.93	11,504.57	4,400.00	140.00
		IT SUPERVISOR	169,527.54	22,698.91	-	500.00	7,163.21
		GENERATION SUPERVISOR	182,876.30	16,953.89	-	29,891.52	-
		GAS OPS TECHNICIAN	132,348.03	-	-	49,298.51	1,759.39
		IT ANALYST/SPECIALIST SR/EX/PRN	223,149.82	35,947.60	22,765.37	3,177.07	6,085.11
		ELEC OPS OPERATOR	134,303.61	-	-	149,218.30	-
		ELEC OPS MANAGER/SR MANAGER	205,961.38	35,204.70	-	-	5,229.50
		ELEC ENG ANALYST/SPEC SR/EX/PRN	157,718.80	18,598.36	-	-	561.25
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	162,106.00	17,439.51	-	5,705.40	1,259.35
		ELEC OPS ELECTRICIAN	133,898.99	-	-	77,581.39	4,764.92
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	102,917.65	-	-	79,833.97	1,084.76
		ELEC OPS LINEMAN/LINEMAN	108,545.04	-	-	134,058.06	-
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	212,647.10	49,317.84	46,519.45	3,400.00	3,092.09

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)
		ELEC ENG ENGINEER	120,599.13	-	-	11,726.10	1,139.91
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	49,038.34	18,752.63	-	39,402.10	-
		GAS OPS TECHNICIAN	133,412.87	-	-	28,438.44	-
		GENERATION SUPERVISOR	157,974.62	22,516.62	-	40,471.56	-
		ELEC OPS LINEWORKER/LINEMAN	136,404.66	-	-	122,077.82	-
		GENERATION ENGINEER	161,946.58	17,603.56	-	20,116.95	5,057.91
		GAS ENG ESTIMATOR/SCHEDULER	140,321.57	-	-	9,301.99	955.00
		OPERATIONS SUPERVISOR	121,573.18	15,551.77	-	32,161.67	32,925.41
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	198,468.00	21,896.05	-	50.00	413.24
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	150,622.42	15,612.15	-	500.00	420.00
		SHARED SVS SCIENTIST/TECHNICIAN	130,655.20	-	-	38,490.67	123.14
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	118,473.09	28,006.43	-	1,500.00	1,097.07
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	108,585.00	15,655.93	-	21,072.47	648.30
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	171,120.00	19,030.89	-	12,317.91	3,228.91
		ELEC OPS CABLE SPLICER/CABLEMAN	164,996.42	-	-	366,614.35	-
		GAS OPS MECHANIC/WELDER	136,133.94	-	-	17,300.08	-
		ELEC ENG ENGINEER	151,672.88	-	-	13,420.96	932.86
		ELEC ENG MANAGER/SR MANAGER	150,880.01	29,594.39	13,814.85	-	5,040.86
		GAS OPS PRGM/PROJ MANAGER	173,897.00	19,867.68	-	-	2,481.16
		ELEC ENG ENGINEER	214,488.00	23,663.83	-	-	8,804.53
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	153,186.66	16,435.69	-	-	507.00
		IT MANAGER/SR MANAGER	171,612.65	23,295.83	-	-	680.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	157,374.48	-	-	81,892.35	1,865.65
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	75,650.66	-	-	21,126.64	-
		GAS ENG DIRECTOR/CHIEF	230,000.04	40,425.08	-	2,979.86	11,498.41
		GAS OPS SUPERVISOR	171,547.66	22,783.88	-	49,309.59	4,897.45
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	164,571.27	19,015.73	-	41,223.09	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	129,293.77	12,826.05	-	21,717.83	987.18
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	141,370.58	15,609.99	-	-	803.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,100.00	17,812.00	-	-	420.00
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	176,618.70	19,851.12	-	4,102.09	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	225,192.00	24,676.84	-	14,419.67	7,919.12
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	154,582.40	21,150.00	-	26,237.12	833.56
		GAS ENG SENIOR BUSINESS REP	147,718.10	-	-	1,499.34	-
		ELEC OPS WORKING LEADER	136,696.98	-	-	67,820.32	-
		OPERATIONS SUPERVISOR	144,177.62	16,883.56	-	86,052.17	11,157.98
		ELEC OPS ELECTRICIAN	127,608.34	-	-	13,398.00	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	139,450.12	14,961.88	-	-	-
		ELEC ENG ESTIMATOR	134,228.37	-	-	62,033.22	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,806.58	-	-	24,471.62	201.10
		ELEC OPS LINEWORKER/LINEMAN	139,986.44	-	-	265,719.23	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	171,722.94	27,612.36	14,236.32	17,800.00	7,426.23
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,467.75	-	-	16,578.88	-
		GAS OPS SUPERVISOR	152,619.06	19,677.66	-	17,030.03	2,174.10
		ELEC OPS SUPERVISOR	165,118.74	22,811.04	-	91,148.19	2,775.98
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	184,268.34	33,475.14	-	8,858.00	5,949.63
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	136,837.82	14,133.33	-	263.86	9,477.94
		GAS ENG PRGM/PROJ MANAGER	124,248.42	13,602.76	-	2,118.30	709.83
		ELEC OPS ENGINEER	135,574.00	14,757.76	-	10,162.35	3,361.66
		ENVIRONMENTAL HEALTH & SAFETY DIRECTOR/SR DIRECTOR/CHIEF	234,005.64	52,835.87	432,435.22	-	1,150.12
		GAS ENG SENIOR BUSINESS REP	147,790.81	-	-	62,352.76	2,223.25
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	163,922.78	28,193.86	-	1,000.00	1,184.24
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	94,908.32	-	-	13,847.78	-
		SHARED SVS LAND TECH/LEAD LAND TECH	134,923.11	-	-	43,828.30	155.89
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	177,107.54	19,898.27	-	7,883.48	4,883.38
		ELEC OPS CREW LEAD/LEADER	186,871.39	-	-	218,378.08	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	96,636.00	-	-	41,226.85	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	148,511.88	-	-	42,862.71	-
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	165,172.44	18,642.26	-	-	968.34
		SHARED SVS LAND AGENT/CONSLT	138,854.72	-	-	6,446.29	335.39
		GENERATION AUDITOR/INVESTIGATOR SR/EX	174,240.75	-	-	26,788.71	3,896.94
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	158,436.00	17,480.03	-	19,031.39	11,190.73
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	111,700.10	-	-	8,667.00	140.00
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	119,132.28	12,440.62	-	600.00	1,490.72
		OPERATIONS INSPECTOR/LEAD INSPECTOR	54,994.46	-	-	91,769.96	84.11
		GAS OPS TECHNICIAN	119,262.03	-	-	9,521.20	10,758.36

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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	201,120.80	34,443.03	-	250.00	1,485.36
		FINANCE MANAGER/SR MANAGER	199,167.96	33,335.84	25,678.45	-	490.00
		GAS OPS MANAGER/SR MANAGER	162,365.72	22,774.59	-	3,068.52	435.35
		GENERATION ENGINEER	131,979.14	-	-	12,405.85	1,120.00
		GAS OPS TECHNICIAN	123,836.02	-	-	17,622.89	10,733.20
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	113,979.71	-	-	274,321.16	29.74
		ELEC ENG ESTIMATOR	122,949.06	-	-	76,329.57	260.59
		GAS OPS SUPERVISOR	130,050.00	-	-	121,023.09	33,043.23
		ELEC OPS LINEWORKER/LINEMAN	20,082.22	-	-	38,540.11	248.10
		GAS OPS MANAGER/SR MANAGER	206,786.03	37,793.07	-	-	10,029.67
		ELEC OPS LINEWORKER/LINEMAN	126,239.75	-	-	76,843.30	-
		GAS OPS TECHNICIAN	75,184.06	-	-	39,109.21	-
		SHARED SVS LAND AGENT/CONSLT	140,969.18	-	-	8,544.97	644.00
		GAS ENG ENGINEER	151,045.39	-	-	10,408.81	800.00
		GAS OPS SUPERVISOR	160,321.46	19,629.50	-	34,997.12	1,302.96
		GAS OPS FITTER	130,176.01	-	-	48,097.59	740.70
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,845.00	-	-	51,251.90	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,834.07	-	-	40,954.41	1,319.18
		ELEC ENG ENGINEER	206,593.20	23,285.28	-	300.00	2,663.28
		GAS ENG ENGINEER	169,750.52	18,257.04	-	650.00	960.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	136,245.31	14,834.27	-	1,500.00	-
		ELEC OPS FOREMAN	166,974.24	-	-	131,234.05	15,354.07
		OPERATIONS SUPERVISOR	155,511.08	20,208.80	-	500.00	2,986.78
		ELEC OPS DIRECTOR/SR DIRECTOR	242,909.32	55,300.39	37,401.56	24,500.00	9,020.43
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	156,125.77	16,970.03	-	-	1,376.54
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	149,863.54	11,237.75	-	-	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	140,776.78	16,678.80	-	23,240.23	29,376.79
		ELEC OPS OPERATOR	137,605.68	-	-	123,285.84	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	164,410.98	15,563.60	-	2,582.29	2,789.71
		GAS OPS MECHANIC/WELDER	131,480.41	-	-	66,727.61	3,711.98
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	136,202.98	29,523.24	23,368.17	12,457.32	350.00
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,442.22	-	-	2,655.00	-
		ELEC OPS LINEWORKER/LINEMAN	136,446.31	-	-	95,727.23	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,019.21	-	-	72,068.51	119.87
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	148,781.29	15,292.84	-	25,907.95	50.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	122,276.56	13,574.79	-	1,500.00	1,219.51
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	60,106.61	-	-	19,468.60	2,116.53
		ELEC OPS SYSTEM OPERATOR/LEAD	132,085.30	-	-	90,997.84	300.89
		GAS OPS FOREMAN/LEADER/CREW LEADER	27,343.20	-	-	77,517.57	-
		GAS OPS MECHANIC/WELDER	126,776.24	-	-	28,059.01	-
		ELEC OPS FOREMAN	135,295.44	-	-	92,228.66	1,218.87
		GAS ENG SENIOR BUSINESS REP	121,302.96	-	-	78,709.40	730.55
		GAS ENG ESTIMATOR/SCHEDULER	136,693.90	-	-	44,678.52	1,399.02
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	137,912.08	9,616.81	-	14,265.18	-
		GAS OPS MECHANIC/WELDER	130,070.60	-	-	68,713.50	202.83
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,226.98	17,420.47	-	1,351.44	8,359.08
		ELEC OPS CREW LEAD/LEADER	102,547.78	-	-	59,108.93	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,364.40	-	-	71,556.46	-
		ELEC OPS SUPERVISOR	173,626.44	23,485.16	15,892.60	127,681.60	9,600.44
		OPERATIONS INSPECTOR/LEAD INSPECTOR	119,713.41	-	-	80,774.32	237.11
		ELEC OPS ENGINEER	101,574.03	15,466.49	-	26,904.63	1,671.62
		ENG PLNG & STRAT MANGER/SR MANAGER	194,170.52	31,932.61	-	4,820.00	448.16
		ELC OPS CONSLT/PLANNER	122,355.00	4,467.60	-	11,189.15	458.67
		GAS ENG SENIOR BUSINESS REP	130,782.32	-	-	56,996.87	827.09
		ELEC ENG ENGINEER	183,600.00	20,256.01	-	706.16	24,185.07
		GENERATION ENGINEER	118,275.50	14,316.75	-	30,578.31	6,663.79
		GENERATION ADMINSTR/LICENSING/ARMORER SR EX AST	129,656.38	15,505.79	-	2,850.60	5,673.10
		GAS ENG TECHNICIAN	119,201.48	-	-	265.86	960.00
		SHARED SVS MANAGER/SR MANAGER	180,463.00	31,326.93	18,419.80	3,482.94	14,852.63
		ELEC OPS LINEWORKER/LINEMAN	132,225.78	-	-	350,311.43	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,112.80	-	-	15,604.07	-
		IT MANAGER/SR MANAGER	215,602.50	43,492.63	67,942.22	-	22,410.48
		OPERATIONS SUPERVISOR	139,429.06	17,687.77	-	1,389.22	2,789.21
		GAS ENG ENGINEER	160,114.53	-	-	132,761.04	700.30
		ELEC OPS CREW LEAD/LEADER	94,817.02	-	-	36,812.37	-
		GAS ENG ENGINEER	144,264.98	17,099.52	-	-	2,179.25



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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)
		ELEC ENG TECHNICIAN	126,909.83	-	-	27,728.95	464.65
		GENERATION TECHNICIAN	18,001.20	-	-	61,977.83	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.23	-	-	61,518.74	172.92
		SHARED SVS LAND PLANNER	166,920.00	19,583.85	-	4,752.39	3,828.34
		ELEC ENG ENGINEER	118,585.41	-	-	22,800.41	2,574.90
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,605.76	-	-	117,910.38	-
		T ENGINEER SR/EX/PRN	145,916.66	16,770.38	-	-	420.00
		T ENGINEER SR/EX/PRN	101,055.30	-	-	10,000.00	1,244.09
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	162,048.82	-	-	395.20	6,675.43
		ELEC OPS LINEMAN/LINEMAN	112,614.48	-	-	197,013.15	2,594.16
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	130,865.60	16,571.37	-	-	843.83
		ELEC ENG ENGINEER	161,253.18	12,002.03	-	1,551.90	3,493.82
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EX/PRN	154,039.06	17,138.51	-	3,302.28	936.00
		GAS OPS MECHANIC/WELDER	125,690.99	-	-	22,227.84	-
		OPERATIONS TECHNICIAN	119,231.40	-	-	35,200.13	150.65
		OPERATIONS INSPECTOR/LEAD INSPECTOR	110,405.57	-	-	31,289.60	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	173,781.08	29,373.90	-	3,517.20	-
		GAS ENG ENGINEER	148,013.61	-	-	131,676.98	593.52
		ELEC OPS SUPERVISOR	163,068.68	22,461.99	-	12,150.36	3,042.53
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	206,162.21	21,144.56	-	829.44	1,923.52
		GAS OPS PRGM/PROJ MANAGER	162,394.56	21,211.78	-	1,853.20	1,257.33
		GAS OPS SUPERVISOR	159,868.90	21,562.18	-	7,738.86	1,929.72
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	84,486.95	13,340.53	-	750.00	1,234.73
		GAS OPS MECHANIC/WELDER	125,440.56	-	-	40,317.40	285.62
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EX/PRN/CHF	153,600.00	25,480.68	-	3,750.00	604.36
		ELEC OPS SUPERVISOR	170,713.66	22,731.32	-	101,511.35	16,328.31
		SHARED SVS SUPERVISOR/CHIEF/EX AST	150,353.34	-	-	3,131.46	596.69
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	147,293.40	19,625.65	-	500.00	1,068.00
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	97,444.36	10,883.84	-	-	374.78
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	109,883.51	-	-	177,973.12	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	172,212.00	18,999.19	-	15,943.56	3,525.04
		T TECHNICIAN	156,006.84	-	-	76,896.76	316.37
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	64,964.12	-	-	120,799.01	2,653.00
		HR ECO MANAGER/SR MANAGER/SUPERVISOR	187,885.26	33,416.15	51,403.73	2,500.00	3,254.34
		T ANALYST/SPECIALIST SR/EX/PRN	137,537.94	16,981.17	-	9,181.57	-
		T MANAGER/SR MANAGER	225,884.36	38,452.86	-	-	3,734.82
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	136,223.15	-	-	111,976.82	3,381.94
		GAS ENG INTERCONNECTION MNGR	144,911.30	-	-	2,851.22	-
		T ANALYST/SPECIALIST SR/EX/PRN	132,380.20	14,192.21	-	144.00	38.31
		ELEC OPS LINEMAN/LINEMAN	166,516.68	-	-	241,932.00	100.00
		ELEC OPS CREW LEAD/LEADER	151,896.44	-	-	186,582.54	320.04
		ELEC OPS ENGINEER	138,242.95	-	-	48,392.76	739.24
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	143,848.33	-	-	54,233.94	2,883.73
		ELEC ENG ESTIMATOR	135,585.92	-	-	33,357.01	701.49
		GAS ENG ENGINEER	134,569.68	14,794.79	-	4,517.22	3,579.37
		GENERATION FIRE CAPTAIN	129,372.64	-	-	118,245.81	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	132,048.60	13,846.77	-	1,980.73	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	118,093.60	9,707.91	-	20,742.81	13,376.66
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,579.75	-	-	107,762.26	948.72
		ELEC ENG MANAGER/SR MANAGER	171,705.68	20,511.62	-	1,338.40	420.00
		GENERATION OPERATOR	127,128.88	-	-	101,416.02	175.93
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	129,499.98	11,962.65	-	1,066.64	1,556.02
		ELEC ENG ESTIMATOR	140,179.16	-	-	11,350.46	-
		ENG PLNG & STRAT MANGER/SR MANAGER	207,367.20	34,950.22	30,345.84	-	5,635.48
		T ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	166,691.10	27,809.07	11,504.57	-	-
		ELEC ENG TECHNICIAN	95,222.93	-	-	431.08	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,391.14	-	-	37,557.72	8,694.10
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EX/PRN	199,604.28	33,814.65	-	-	1,238.46
		ELEC OPS SYSTEM OPERATOR/LEAD	95,284.32	-	-	111,649.33	1,627.44
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	238,995.58	54,664.55	431,582.57	7,200.00	2,869.01
		GAS ENG ENGINEER	162,179.34	19,248.73	-	500.00	2,100.23
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	140,095.32	16,233.26	-	5,603.81	4,580.77
		T ANALYST/SPECIALIST SR/EX/PRN	158,430.96	18,584.80	-	614.00	1,429.68
		GAS ENG ESTIMATOR/SCHEDULER	132,197.56	-	-	18,593.61	1,266.65
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,367.47	-	-	124,671.95	497.45
		OPERATIONS INSPECTOR/LEAD INSPECTOR	129,468.48	-	-	203,968.65	40.42

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		ELEC OPS SYSTEM OPERATOR/LEAD	100,246.77	-	-	63,919.06	676.78
		OPERATIONS SUPERVISOR	159,006.30	21,118.61	-	18,105.24	2,269.82
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	147,405.55	-	-	120,113.39	-
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	178,755.84	20,621.62	-	7,078.43	573.82
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,998.40	-	-	14,946.60	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	54,844.44	-	-	1,710.72	-
		ELEC OPS LINEWORKER/LINEMAN	136,063.68	-	-	295,167.97	765.16
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	173,786.00	18,259.76	-	-	6,569.45
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	180,326.57	-	-	90,777.11	-
		ELEC OPS ENGINEER	180,816.00	19,948.33	-	29,339.60	629.88
		ELEC OPS FOREMAN	110,958.55	-	-	124,774.81	-
		OPERATIONS SUPERVISOR	162,479.96	20,144.48	-	74,820.96	20,091.06
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	141,163.30	28,303.74	-	53,305.76	-
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	205,974.24	35,035.61	23,711.59	772.88	691.86
		GAS OPS PRGM/PROJ MANAGER	146,286.00	15,390.37	-	-	2,992.31
		ELEC OPS ELECTRICIAN	128,958.99	-	-	70,177.24	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,721.66	11,394.84	-	15,736.45	7,726.95
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,301.46	16,803.89	-	-	1,569.41
		IT MANAGER/SR MANAGER	174,300.00	20,603.52	-	-	1,795.00
		ELEC OPS LINEWORKER/LINEMAN	127,036.43	-	-	286,030.66	4,543.12
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,609.68	-	-	63,705.69	-
		GENERATION SUPERVISOR	198,813.14	26,769.12	-	76,755.20	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,167.70	-	-	144,400.81	1,024.95
		GAS ENG SUPERVISOR	178,175.20	21,101.29	-	27,248.18	2,573.90
		GAS OPS OPERATOR	124,171.33	-	-	58,611.21	-
		ELEC OPS SYSTEM OPERATOR/LEAD	98,993.37	-	-	232,181.67	148.74
		ELEC OPS WORKING LEADER	133,063.90	-	-	6,389.59	-
		OPERATIONS SUPERVISOR	145,577.40	22,673.07	-	15,328.69	-
		ELEC OPS SUPERVISOR	156,073.64	6,540.80	-	35,416.78	-
		GAS ENG SENIOR BUSINESS REP	142,367.86	-	-	28,894.96	4,074.02
		ELEC OPS LINEWORKER/LINEMAN	135,330.55	-	-	181,218.89	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	96,394.00	-	-	20,709.22	60.92
		GAS ENG ENGINEER	207,889.46	35,189.73	-	850.00	140.00
		SHARED SVS MANAGER/SR MANAGER	178,999.98	25,681.07	-	125.00	3,264.54
		ELEC OPS SUPERVISOR	211,214.34	25,644.12	-	31,870.61	3,301.32
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EXP/PRN/CHF	136,901.96	13,960.70	-	1,264.76	-
		ELEC ENG SUPERVISOR	145,436.68	18,773.88	-	17,500.89	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	156,189.50	18,492.37	-	11,997.26	633.00
		GENERATION SUPERVISOR	160,549.45	9,312.81	-	30,704.48	4,017.95
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	170,160.45	29,356.52	-	-	4,893.53
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	202,380.00	19,214.99	-	1,659.06	2,237.93
		ELEC ENG ENGINEER	141,695.91	14,337.23	-	2,347.74	3,345.07
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,489.68	19,416.54	-	30,778.55	491.11
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	26,111.12	-	-	-	267.17
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	163,298.02	17,416.13	-	1,500.00	1,110.00
		SHARED SVS SCIENTIST/TECHNICIAN	171,254.00	19,182.75	-	3,708.80	772.87
		ELEC OPS TECHNICIAN	179,586.00	-	-	68,693.82	2,217.50
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	120,544.62	11,300.23	-	1,540.64	941.97
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	146,973.87	-	-	30,184.38	-
		GAS OPS OPERATOR	139,306.77	-	-	63,103.20	149.60
		GAS OPS FOREMAN/LEADER/CREW LEADER	16,094.03	-	-	3,146.00	717.15
		ELEC OPS ENGINEER	146,537.10	-	-	85,202.67	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,275.15	-	-	44,685.42	-
		ELEC OPS CREW LEAD/LEADER	164,625.70	-	-	264,958.48	6,185.38
		ELEC ENG TECHNICIAN	129,485.44	-	-	59,335.44	22,773.17
		GAS OPS TECHNICIAN	137,591.46	-	-	146,163.21	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	137,412.44	15,208.00	-	-	504.00
		ELEC OPS TECHNICIAN	124,823.56	-	-	43,495.27	-
		ELEC OPS ENGINEER	192,252.00	21,248.18	-	8,365.32	6,625.10
		GAS OPS SUPERVISOR	166,840.14	20,949.83	-	2,490.74	2,934.34
		ELEC OPS CREW LEAD/LEADER	188,232.98	-	-	217,552.42	-
		GAS OPS MECHANIC/WELDER	122,691.14	-	-	2,910.72	1,284.40
		GENERATION TECHNICIAN	14,542.00	-	-	18,593.26	-
		ELEC ENG MANAGER/SR MANAGER	215,979.03	30,318.17	-	650.00	1,759.84
		ELEC OPS LINEWORKER/LINEMAN	115,544.05	-	-	132,240.09	1,604.07
		ELEC OPS ELECTRICIAN	130,635.51	-	-	45,797.82	-

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		ELEC OPS CREW LEAD/LEADER	81,180.25	-	-	50,237.67	-
		ELEC OPS DIRECTOR/SR DIRECTOR	215,589.67	53,678.19	38,322.55	33,599.68	13,678.80
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	157,940.00	18,368.44	-	5,567.26	6,751.62
		ELEC OPS SUPERVISOR	171,110.70	20,438.83	-	64,931.84	54.04
		ELEC OPS OPERATOR	132,346.10	-	-	51,119.37	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	126,913.85	-	-	23,576.48	693.96
		ELEC OPS ENGINEER	140,932.62	-	-	23,207.80	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	180,505.01	30,899.57	13,814.85	2,500.00	258.97
		GAS OPS SUPERVISOR	153,459.76	21,914.44	-	2,446.78	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	164,664.81	18,643.49	-	1,100.73	764.13
		GAS ENG TECHNICIAN	122,920.67	-	-	6,349.33	880.57
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	124,763.81	-	-	13,328.68	385.00
		GAS OPS TECHNICIAN	128,924.16	-	-	4,547.42	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,570.48	-	-	94,477.39	-
		SHARED SVS CREW LEAD/LEADER	132,662.94	-	-	20,673.25	235.69
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	143,222.68	-	-	202,566.77	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	26,604.90	-	-	28,649.54	-
		ELEC OPS MANAGER/SR MANAGER	208,600.36	36,903.33	-	1,500.00	4,322.75
		ELEC OPS LINEWORKER/LINEMAN	118,434.91	-	-	110,799.94	-
		ELEC OPS LINEWORKER/LINEMAN	124,572.54	-	-	204,735.01	-
		GENERATION ENGINEER	156,285.38	15,996.97	-	28,082.59	6,719.23
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	225,192.00	27,887.35	-	10,054.47	4,797.87
		SHARED SVS LAND PLANNER	68,842.50	18,261.13	-	10,019.27	224.01
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	134,912.43	16,997.25	-	3,776.76	506.05
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	170,218.62	29,706.76	-	7,025.00	387.03
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	147,345.76	16,308.18	-	1,318.60	8,761.95
		ELEC OPS MANAGER/SR MANAGER	179,452.74	29,644.97	-	23,750.00	4,128.82
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	191,567.74	32,544.81	11,863.60	-	4,690.38
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	174,515.40	19,741.01	-	-	39,459.77
		ELEC ENG ESTIMATOR	111,694.59	-	-	28,340.02	762.42
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	183,578.82	31,012.62	-	26,035.07	1,494.06
		IT MANAGER/SR MANAGER	171,813.78	27,863.50	-	-	4,747.64
		ELEC OPS CREW LEAD/LEADER	159,444.85	-	-	135,238.96	-
		GAS ENG ESTIMATOR/SCHEDULER	119,079.28	-	-	9,499.85	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	134,281.06	15,666.73	-	1,052.00	1,415.53
		GAS OPS COOR/REP/STRAT SR/EX/PRN	127,088.30	21,217.92	-	74,222.22	10,480.26
		GAS OPS FITTER	107,256.58	-	-	17,689.94	1,302.00
		ELEC ENG TECHNICIAN	157,670.76	-	-	59,043.12	1,717.42
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	156,203.72	17,703.54	-	-	29,787.72
		ELEC OPS TECHNICIAN	135,941.98	-	-	85,425.05	-
		ELEC OPS LINEWORKER/LINEMAN	175,526.56	-	-	103,987.87	-
		ELEC OPS WORKING LEADER	85,157.60	-	-	16,862.40	-
		ELEC OPS CREW LEAD/LEADER	148,394.75	-	-	305.73	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,056.39	-	-	30,893.67	266.41
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	142,712.76	21,292.24	-	26,139.08	-
		GAS OPS SUPERVISOR	167,655.16	17,286.95	-	1,000.00	1,500.32
		HR ECO RECRUITER EX	134,675.44	13,048.74	-	1,000.00	280.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	128,587.52	-	-	1,465.82	-
		GAS ENG SENIOR BUSINESS REP	78,587.41	-	-	1,792.11	561.12
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	133,512.48	13,577.97	-	-	238.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,338.38	18,940.74	-	-	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	127,001.57	13,406.30	-	50.00	1,040.00
		ELEC OPS FOREMAN	149,129.97	-	-	267,997.45	-
		GENERATION TECHNICIAN	130,339.77	-	-	71,393.19	143.30
		GAS OPS FITTER	129,995.98	-	-	77,654.85	215.21
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,021.36	-	-	13,871.75	7,009.48
		ELEC OPS LINEWORKER/LINEMAN	32,316.61	-	-	71,886.55	-
		GENERATION WRITER	183,114.00	19,056.56	-	39,204.29	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	129,113.11	-	-	80,033.99	137.12
		ELEC OPS TECHNICIAN	131,911.31	-	-	131,772.38	144.30
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	97,719.91	-	-	-	575.08
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	134,870.80	17,130.99	-	25,215.07	220.30
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	184,815.20	20,461.86	-	-	420.00
		OPERATIONS DATA ENGINEER/SCIENTIST	86,933.36	14,294.79	-	998.76	926.81
		GENERATION TECHNICIAN	79,940.37	-	-	102,514.04	377.44
		GAS ENG ENGINEER	118,709.48	-	-	29,679.04	800.00

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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 ENG SUPERVISOR	170,703.20	21,492.95	-	2,500.00	3,387.72
		GAS OPS PRGM/PROJ MANAGER	202,380.00	23,872.62	-	6,637.40	4,542.01
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	124,748.40	13,636.93	-	6,532.47	2,341.21
		ELEC ENG ENGINEER	126,353.13	17,607.32	-	667.84	824.00
		GAS ENG ENGINEER	198,616.10	21,864.35	-	6,319.15	1,308.40
		SHARED SVS LAND AGENT/CONSLT	143,290.40	-	-	668.23	398.08
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,799.77	-	-	121,264.64	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,716.46	-	-	128,080.02	491.26
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	175,771.80	20,232.73	-	3,435.52	304.31
		GAS ENG ENGINEER	114,266.88	11,287.34	-	-	806.12
		GAS ENG ENGINEER	144,599.10	-	-	43,056.87	782.88
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	157,180.23	-	-	151,260.17	48.50
		GAS OPS ENGINEER	143,681.48	-	-	22,174.05	-
		FINANCE AUDITOR SR/EX/PRN	90,669.50	-	-	10,000.00	1,697.68
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,242.70	16,973.97	-	2,000.00	-
		ELEC OPS TECHNICIAN	133,412.83	-	-	17,704.28	-
		ELEC ENG ENGINEER	198,468.00	21,896.05	-	40,093.92	2,623.25
		ELEC ENG ENGINEER	183,136.00	19,617.42	-	5,210.72	1,922.66
		GENERATION OPERATOR	116,200.92	-	-	58,931.05	-
		ELEC ENG ENGINEER	129,322.51	17,367.59	-	8,716.95	246.28
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	53,392.86	-	-	-	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	197,762.00	20,945.77	-	26,775.83	2,760.92
		SUPPLY CHAIN MATERIALS SUPPLIER RESPON	136,156.63	15,500.26	-	-	4,839.21
		GAS ENG ENGINEER	168,558.64	20,783.58	-	-	3,982.74
		ELEC ENG MAPPING TECH	128,796.05	-	-	3,554.48	880.00
		GAS OPS MANAGER/SR MANAGER	190,632.30	31,444.46	-	4,106.10	8,071.17
		GAS OPS MANAGER/SR MANAGER	201,038.84	33,448.00	-	2,000.00	11,293.25
		GAS OPS CONST/PRGM/PRJCT MANAGER	152,842.49	13,028.65	-	1,793.08	5,215.18
		ELEC ENG TECHNICIAN	127,949.48	-	-	743.14	-
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	61,694.28	-	-	-	-
		GAS OPS PRGM/PROJ MANAGER	202,380.00	22,327.35	-	14,034.15	1,888.63
		SUPPLY CHAIN MATERIALS DIRECTOR	217,214.54	36,353.13	55,946.24	3,700.00	5,264.62
		ELEC ENG ENGINEER	143,418.38	-	-	101,803.10	-
		GAS OPS MANAGER/SR MANAGER	169,239.66	24,485.98	-	-	3,245.53
		ELEC OPS SUPERVISOR	150,351.04	20,513.73	-	-	4,320.49
		ELEC OPS OPERATOR	13,280.00	-	-	22,991.81	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	124,740.00	-	-	2,500.00	-
		ELEC ENG ENGINEER	130,780.98	-	-	99,396.73	7,314.46
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	139,302.10	-	-	33,167.80	80.00
		GENERATION TECHNICIAN	145,148.42	-	-	43,912.45	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	138,085.07	-	-	131,876.48	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	78,546.94	17,871.16	-	10,273.42	385.17
		ELEC ENG SUPERVISOR	213,520.80	25,243.31	-	8,544.57	2,192.24
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,344.80	-	-	3,854.84	-
		ELEC ENG ENGINEER	207,205.27	22,204.18	-	18,199.96	717.23
		GAS OPS PRGM/PROJ MANAGER	177,467.55	19,956.50	-	13,225.85	2,940.23
		ELEC OPS ELECTRICIAN	39,551.49	-	-	7,770.56	-
		GAS OPS ENGINEER	139,722.05	-	-	20,473.82	489.76
		ELEC OPS WORKING LEADER	136,398.35	-	-	10,735.48	-
		GENERATION SUPERVISOR	119,066.08	16,309.88	-	30,326.52	-
		ELEC ENG ENGINEER	141,098.93	-	-	156,029.47	420.00
		IT ENGINEER SR/EX/PRN	183,600.00	22,128.79	-	14,302.55	1,521.88
		GENERATION MANAGER	241,706.52	46,247.34	-	120,401.12	400.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	133,724.68	14,290.72	-	-	1,110.83
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	16,309.09	-	-	-	-
		ELEC OPS ENGINEER	153,140.00	15,907.53	-	19,500.59	4,281.17
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	138,358.64	-	-	15,618.57	-
		ELEC OPS CREW LEAD/LEADER	152,928.10	-	-	66,198.34	-
		ELEC ENG ENGINEER	132,256.20	13,433.27	-	3,346.10	500.06
		SHARED SVS PILOT	125,000.96	13,800.87	-	2,960.08	3,590.09
		GAS ENG SUPERVISOR	185,530.64	22,985.89	-	5,092.80	6,291.40
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,187.13	-	-	86,277.11	-
		GAS OPS SCHEDULER	129,337.87	-	-	22,796.86	-
		ELEC ENG SUPERVISOR	158,491.66	16,439.51	-	12,336.99	7,663.14
		CUSTOMER & COMMS MANAGER/SR MANAGER	194,258.08	33,042.72	-	-	7,344.28
		GAS OPS SUPERVISOR	152,869.88	19,529.61	-	8,656.78	2,772.42

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		GENERATION OPERATOR	138,060.68	-	-	96,156.66	755.79
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	177,123.07	29,097.90	-	10,170.94	685.64
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	125,762.57	13,145.26	-	-	1,847.12
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	109,257.71	-	-	88,614.32	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	141,485.40	13,581.76	-	-	519.92
		GENERATION TECHNICIAN	23,158.90	-	-	25,320.52	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	28,500.80	-	-	32,400.43	-
		ELEC OPS LINEWORKER/LINEMAN	136,963.28	-	-	208,397.66	-
		ELEC ENG ENGINEER	155,158.24	-	-	70,735.88	-
		ELEC OPS CREW LEAD/LEADER	159,960.10	-	-	57,676.98	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	133,024.06	15,344.37	-	2,500.00	551.33
		ELEC ENG INTERCONNECTION MANAGER	147,302.49	-	-	14,370.10	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	166,500.00	-	-	1,000.00	5,434.93
		GAS ENG MANAGER/SR MANAGER	192,595.74	24,351.15	-	1,750.00	7,414.28
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	71,055.05	-	-	3,172.41	3,071.24
		ELEC OPS SYSTEM OPERATOR/LEAD	87,083.34	-	-	174,513.39	401.51
		CUSTOMER & COMMS SUPERVISOR	140,451.92	15,483.44	-	-	272.07
		ENG PLNG & STRAT SUPERVISOR/LIAISON	134,058.28	14,401.23	-	2,000.00	1,358.39
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,840.82	-	-	159,722.01	-
		IT DIRECTOR/SR DIRECTOR	238,559.60	54,396.31	103,864.51	-	2,836.23
		ELEC OPS SUPERVISOR	167,375.24	24,343.03	-	61,449.56	2,355.17
		GENERATION TECHNICIAN	78,108.32	-	-	1,789.92	-
		GENERATION TECHNICIAN	148,541.27	-	-	77,905.87	-
		GAS OPS TECHNICIAN	133,011.40	-	-	28,301.07	-
		ELEC OPS SUPERVISOR	202,331.16	19,458.87	-	1,000.00	4,549.87
		ELEC ENG ENGINEER	148,493.86	-	-	63,789.53	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	158,210.64	16,819.82	-	30,901.68	24,723.30
		IT SERVICE MNGR/ADMINSTRTR	189,493.52	37,716.56	13,814.85	9,887.42	653.40
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,649.50	29,730.95	-	-	925.00
		IT MANAGER/SR MANAGER	214,924.36	36,223.90	33,577.11	-	2,067.21
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	148,359.30	-	-	6,018.77	2,282.71
		IT ARCHITECH EXP/PRN	195,677.00	31,642.46	11,504.57	-	979.62
		ELEC ENG SUPERVISOR	159,650.74	24,318.78	-	11,505.98	5,125.70
		GAS OPS ENGINEER	172,154.00	19,061.87	-	2,608.48	2,802.99
		GAS OPS TECHNICIAN	133,412.90	-	-	40,758.26	-
		ELEC OPS LINEWORKER/LINEMAN	139,907.30	-	-	82,181.45	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	161,634.85	17,961.67	-	3,468.32	-
		IT SUPERVISOR	129,000.00	15,593.17	-	34,420.86	1,043.91
		GAS ENG ESTIMATOR/SCHEDULER	138,846.01	-	-	8,133.06	631.49
		IT MANAGER/SR MANAGER	112,121.98	-	-	10,000.00	472.41
		IT ARCHITECH EXP/PRN	188,718.80	16,844.48	-	55,795.19	636.85
		IT MANAGER/SR MANAGER	183,191.66	24,221.95	-	-	2,039.20
		IT ARCHITECH EXP/PRN	190,965.55	-	-	15,000.00	1,675.20
		FINANCE MANAGER/SR MANAGER	179,649.96	29,692.06	11,504.57	2,000.00	-
		IT DIRECTOR/SR DIRECTOR	230,200.72	41,569.74	51,341.29	4,888.34	3,317.96
		GAS ENG SUPERVISOR	200,725.00	30,545.99	-	6,215.82	1,198.42
		IT ANALYST/SPECIALIST SR/EXP/PRN	170,554.54	18,693.16	13,512.96	1,500.00	439.68
		IT SERVICE MNGR/ADMINSTRTR	41,554.48	-	-	-	215.59
		ELEC OPS LINEWORKER/LINEMAN	172,533.66	-	-	217,986.12	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	148,259.18	16,744.25	-	1,000.00	471.92
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	186,904.00	19,405.23	-	11,105.37	1,395.87
		GAS OPS DISPATCHER	101,616.10	-	-	235,781.49	733.16
		OPERATIONS MANGER/SR MANAGER	152,456.56	21,460.27	-	37,069.34	8,730.27
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	142,290.00	16,083.36	-	3,658.65	7,306.24
		ELEC OPS LINEWORKER/LINEMAN	138,311.06	-	-	196,249.64	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	126,910.99	12,596.08	-	1,500.00	4,922.96
		GENERATION CREW LEADER/CONTROL LEAD	142,348.13	-	-	42,047.97	-
		ELEC ENG MANAGER/SR MANAGER	174,999.96	26,286.61	-	-	2,681.23
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	135,830.05	15,533.49	-	800.00	2,082.30
		GENERATION TECHNICIAN	83,761.98	-	-	81,124.27	2,183.22
		GENERATION SUPERVISOR	166,928.48	-	-	36,401.27	-
		GAS ENG ESTIMATOR/SCHEDULER	113,072.85	-	-	1,822.21	579.16
		GAS OPS MECHANIC/WELDER	139,125.12	-	-	61,712.04	-
		ELEC OPS SYSTEM OPERATOR/LEAD	161,571.40	-	-	105,845.73	379.70
		GAS OPS FOREMAN/LEADER/CREW LEADER	157,819.20	-	-	34,527.08	-
		GAS OPS OPERATOR	133,308.80	-	-	37,642.07	-

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		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,192.00	-	-	146,257.57	2,535.61
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,000.53	-	-	77,745.64	-
		IT MANAGER/SR MANAGER	209,000.04	35,448.96	79,446.79	-	1,672.37
		GAS OPS MANAGER/SR MANAGER	176,357.20	29,686.48	-	-	2,381.07
		ELEC ENG ENGINEER	212,886.00	24,168.17	-	4,566.16	10,345.11
		ENG PLNG & STRAT MANGER/SR MANAGER	170,515.20	27,132.21	-	7,426.42	2,150.37
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	57,787.11	-	-	65,500.75	4,663.98
		IT SERVICE MNGR/ADMINSTRTR	140,864.42	17,817.58	-	-	350.00
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	125,933.00	14,222.74	-	3,000.00	320.67
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	177,290.88	29,298.18	-	1,500.00	280.00
		ELEC OPS CABLE SPLICER/CABLEMAN	169,713.83	-	-	240,146.57	-
		ELEC OPS OPERATOR	142,815.20	-	-	54,851.43	452.79
		IT ANALYST/SPECIALIST SR/EXP/PRN	175,272.00	21,704.90	-	27,805.80	420.00
		ELEC ENG ENGINEER	147,524.00	15,644.09	-	16,761.15	1,898.22
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	171,418.32	23,346.57	-	1,000.00	1,560.00
		ELEC OPS LINEWORKER/LINEMAN	155,272.46	-	-	289,661.46	-
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	129,996.00	-	-	1,100.00	2,869.25
		ELEC OPS LINEWORKER/LINEMAN	146,693.19	-	-	405,016.26	293.18
		GENERATION MANAGER	219,571.46	37,053.13	-	7,000.00	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	72,543.78	19,250.89	-	34,499.57	315.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	177,112.53	29,181.74	-	3,363.44	1,473.19
		ELEC ENG ENGINEER	152,118.26	-	-	62,969.65	1,460.52
		ELEC OPS LINEWORKER/LINEMAN	137,902.92	-	-	289,143.97	4,238.69
		ELEC OPS LINEWORKER/LINEMAN	178,320.01	-	-	313,743.05	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	172,426.68	-	-	335,744.02	-
		GAS ENG ENGINEER	180,130.00	19,038.34	-	753.74	1,645.68
		ELEC OPS CREW LEAD/LEADER	158,290.40	-	-	191,515.49	-
		GAS ENG ENGINEER	203,311.28	24,639.56	-	1,570.00	11,667.14
		ELEC OPS ENGINEER	146,914.26	-	-	30,810.34	1,011.23
		ELEC ENG TECHNICIAN	170,486.68	-	-	127,137.44	-
		HR ECO EA/SR EA/INSTRCT/SRV MECHANIC	131,255.55	16,601.04	-	4,912.18	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	183,398.50	28,973.76	67,942.22	-	5,148.34
		SHARED SVS CRANE SURVEYOR	123,631.20	-	-	52,434.22	-
		ELEC ENG ESTIMATOR	115,910.82	-	-	42,406.92	525.63
		OPERATIONS TECHNICIAN	132,124.40	-	-	104,731.80	7,520.95
		GAS OPS MANAGER/SR MANAGER	153,864.75	15,625.76	-	3,500.00	4,899.83
		IT ANALYST/SPECIALIST SR/EXP/PRN	40,780.43	-	-	-	152.70
		GAS ENG ENGINEER	149,789.97	-	-	12,132.73	1,048.37
		CORP AFFAIRSEXEC ASST/SR EXEC ASST	29,414.00	15,824.92	-	3,220.83	70.00
		GAS ENG SUPERVISOR	148,138.52	19,114.30	-	14,824.74	6,404.61
		ELEC OPS INSPECTOR/LEAD INSPECTOR	134,748.60	12,809.19	-	51,487.60	259.87
		ELEC OPS WORKING LEADER	137,244.14	-	-	21,443.49	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	207,360.08	33,696.91	23,368.17	1,100.00	8,719.65
		ELEC ENG ENGINEER	139,091.94	35,184.67	-	33,914.39	14,093.54
		ENT HEALTH & SAFETY DIRECTOR/SR DIRECTOR/CHIEF	211,832.86	53,269.86	28,082.39	-	5,381.51
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	2,031.44	-	-	318.36	132.97
		ELEC OPS SUPERVISOR	165,730.02	-	-	54,823.72	33.40
		GENERATION ENGINEER	148,797.14	-	-	5,969.73	385.00
		ELEC ENG INTERCONNECTION MANAGER	130,441.94	-	-	5,495.38	140.00
		ENERGY PLCY & PROC DIRECTOR	245,403.92	55,431.33	429,209.85	-	4,784.99
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	195,520.90	25,355.44	-	1,126.60	1,739.96
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	113,768.26	-	-	251,479.61	-
		OPERATIONS SUPERVISOR	150,000.00	-	-	40,996.43	4,887.27
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	175,398.00	29,570.84	-	1,697.40	1,105.32
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,551.32	-	-	185,752.01	-
		GAS ENG TECHNICIAN	120,989.64	-	-	3,799.01	1,159.78
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	157,296.20	-	-	63,288.72	817.00
		GAS OPS PRGM/PROJ MANAGER	142,428.00	14,964.79	-	3,887.94	4,773.52
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,232.52	14,556.90	-	-	689.24
		GAS OPS CONST/PRGM/PRJCT MANAGER	141,253.01	15,053.04	-	10,922.10	19,531.42
		GAS ENG SENIOR BUSINESS REP	132,647.76	-	-	59,836.15	3,911.38
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	234,999.96	38,034.33	16,934.82	6,500.00	13,293.80
		ELEC ENG ENGINEER	190,714.00	20,234.33	-	6,649.59	1,814.26
		ELEC OPS ENGINEER	148,408.19	-	-	116,497.84	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	188,636.10	33,232.85	11,504.57	-	795.00
		GAS OPS TECHNICIAN	126,436.89	-	-	93,331.94	-

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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)
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	124,352.02	14,217.63	-	22,079.03	5,773.12
		GAS OPS FOREMAN/LEADER/CREW LEADER	159,631.30	-	-	47,812.18	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,531.07	20,451.68	-	2,000.00	1,559.83
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	189,730.20	31,302.94	-	7,400.00	2,549.44
		ELEC ENG ENGINEER	162,212.00	17,577.32	-	5,702.55	2,739.20
		ELEC OPS SUPERVISOR	76,488.64	-	-	134,349.15	384.49
		ELEC OPS CREW LEAD/LEADER	150,200.38	-	-	139,040.41	-
		OPERATIONS ENGINEER/CREW LEADER	139,318.20	-	-	23,645.52	-
		CUSTOMER & COMMS SUPERVISOR	141,343.20	18,469.58	-	7,821.50	2,738.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,788.61	-	-	195,629.80	-
		ELEC OPS WORKING LEADER	136,834.60	-	-	108,680.03	144.98
		ELEC ENG MAPPING TECH	130,815.81	-	-	149,851.65	720.00
		GAS ENG ENGINEER	151,230.28	-	-	121,480.05	508.89
		IT ENGINEER SR/EX/PRN	133,227.77	15,710.92	-	-	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	135,471.23	14,605.65	-	3,482.95	1,838.79
		IT DEVELOPER SR/EX	119,795.22	11,189.20	-	-	545.00
		IT ENGINEER SR/EX/PRN	187,818.80	21,486.90	13,512.96	-	3,010.48
		GENERATION TECHNICIAN	104,208.26	-	-	106,059.94	-
		ELEC OPS CREW LEAD/LEADER	123,337.97	-	-	85,998.33	-
		ELEC ENG TECHNICIAN	130,408.95	-	-	38,644.80	9,468.12
		ELEC OPS SUPERVISOR	180,833.30	23,088.61	-	175,537.75	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	109,221.44	-	-	108,130.74	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	69,324.47	21,255.44	-	24,530.15	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,004.60	-	-	20,195.14	-
		ELEC OPS MACHINIST/WELDER	125,960.88	-	-	73,803.50	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,627.52	-	-	17,310.00	578.20
		GAS OPS INSPECTOR/LEAD INSPECTOR	139,864.40	-	-	95,936.92	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,925.68	-	-	18,760.78	175.55
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	128,004.00	14,121.65	-	10,891.21	-
		GAS OPS DISPATCHER	117,382.02	-	-	173,755.59	1,090.15
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	147,752.99	-	-	78,291.61	47.97
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	202,380.00	22,901.05	-	10,931.60	1,023.26
		ELEC OPS LINeworker/LINEMAN	138,172.98	-	-	75,277.47	-
		GAS ENG ENGINEER	178,819.90	20,047.23	-	-	1,007.93
		GAS OPS OPERATOR	117,517.01	-	-	116,406.29	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,159.06	-	-	151,452.13	274.34
		GENERATION TECHNICIAN	124,148.70	-	-	128,318.38	60.75
		IT ANALYST/SPECIALIST SR/EXP/PRN	169,396.42	19,843.83	-	-	1,695.81
		ENVIRONMENTAL HEALTH & SAFETY SUPERVISOR/REP	126,796.56	14,314.65	-	-	679.54
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	149,066.64	19,002.06	-	11,706.10	10,358.46
		SHARED SVS PERMIT FACILITATOR	126,286.64	-	-	1,001.28	688.19
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	147,519.38	17,724.36	-	29,789.31	1,094.17
		HR ECO PGRM/PROJ MANAGER EXP/PRN	145,008.26	17,334.32	-	2,500.00	9,286.69
		GENERATION SUPERVISOR	139,112.86	18,770.10	-	60,524.74	-
		OPERATIONS MANGER/SR MANAGER	223,863.30	39,665.15	39,696.23	18,700.00	8,918.32
		ELEC OPS INSPECTOR/LEAD INSPECTOR	168,266.40	-	-	280,462.98	-
		GAS OPS MECHANIC/WELDER	117,259.92	-	-	118,595.19	-
		ELEC OPS LINeworker/LINEMAN	80,779.60	-	-	67,305.92	-
		ELEC ENG SHOP LEADER/TESTER/MACHINIST	125,627.69	-	-	27,961.60	-
		ELEC OPS LINeworker/LINEMAN	129,503.79	-	-	125,185.01	142.59
		GENERATION MANAGER	225,000.00	31,319.08	-	19,326.80	20,676.34
		IT DIRECTOR/SR DIRECTOR	242,857.92	54,813.17	62,940.55	1,207.75	1,143.27
		ENVIRONMENTAL HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	150,171.37	16,669.24	-	103.52	-
		ELEC OPS FOREMAN	178,913.11	-	-	102,030.64	-
		ELEC OPS CREW LEAD/LEADER	191,766.15	-	-	340,388.29	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	150,683.00	16,445.75	-	2,750.00	360.77
		ELEC OPS ENGINEER	103,381.95	21,837.17	-	16,026.97	484.81
		GAS OPS DISPATCHER	111,901.33	-	-	68,277.47	1,666.52
		GEN CNSL & ETHICS COMP MANGER/SR MANGER	193,092.80	32,405.55	25,678.45	16,200.00	3,593.44
		IT TECHNICIAN	147,080.02	-	-	93,418.40	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	102,975.42	-	-	143,873.73	-
		GAS ENG MANAGER/SR MANAGER	194,533.46	32,812.30	11,504.57	500.00	2,282.83
		GAS OPS SUPERVISOR	72,489.66	13,684.47	-	45,643.53	400.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	179,468.06	30,502.32	-	694.40	464.79
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	156,082.88	18,523.93	-	1,516.59	960.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	135,027.52	-	-	79,970.04	100.00

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		SHARED SVS ANALYST/COORD/CONSLT/SPEC	202,659.22	36,233.45	-	10,450.75	1,723.38
		GAS ENG MANAGER/SR MANAGER	180,468.77	30,167.16	-	1,500.00	11,994.06
		ELEC OPS CREW LEAD/LEADER	143,870.45	-	-	18,351.80	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,804.00	-	-	47,010.17	2,168.55
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	152,298.96	17,591.58	-	6,305.46	1,093.45
		ELEC OPS LINEMAN	140,890.72	-	-	216,206.05	-
		GENERATION ENGINEER	142,537.14	-	-	29,268.59	4,133.05
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	180,954.00	21,725.88	-	143,401.66	11,376.37
		ELEC OPS SUPERVISOR	162,684.74	23,156.72	-	13,367.74	13,054.22
		SHARED SVS SUPERVISOR/CHIEF/EX AST	144,335.62	17,123.50	-	845.74	6,259.02
		GAS OPS FOREMAN/LEADER/CREW LEADER	165,736.81	-	-	71,507.22	-
		ELEC ENG TECHNICIAN	133,768.20	-	-	75,114.56	365.99
		GENERATION SUPERVISOR	219,290.84	27,716.00	-	24,011.40	2,714.61
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,422.68	16,554.23	-	276.48	4,790.02
		OPERATIONS INSPECTOR/LEAD INSPECTOR	173,615.00	-	-	45,661.75	182.10
		ELEC OPS SYSTEM OPERATOR/LEAD	140,851.05	-	-	107,249.00	829.12
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	78,289.30	-	-	92,688.56	145.41
		IT DIRECTOR/SR DIRECTOR	241,177.96	54,257.10	67,591.30	2,500.00	14,188.47
		ELEC OPS FOREMAN	149,623.25	-	-	84,146.34	-
		SHARED SVS LAND PLANNER	117,241.43	16,501.58	-	9,391.21	1,843.11
		ELEC OPS SUPERVISOR	153,539.74	19,361.21	-	30,553.05	24,752.64
		ELEC OPS LINEMAN	125,101.74	-	-	202,857.78	-
		ELEC ENG ENGINEER	146,139.11	-	-	95,192.77	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,420.03	18,454.37	-	4,883.41	-
		ELEC OPS ENGINEER	200,238.00	21,177.95	-	10,426.22	318.88
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	142,103.88	15,728.10	-	250.00	471.36
		GENERATION OPERATOR	142,748.58	-	-	86,261.00	1,530.86
		ELEC OPS LINEMAN	138,838.47	-	-	235,875.56	9,716.55
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,152.41	-	-	220,420.85	-
		ELEC OPS LINEMAN	138,752.86	-	-	187,461.04	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,207.33	-	-	160,783.54	-
		ELEC ENG ENGINEER	166,385.90	18,525.72	-	1,114.60	5,596.73
		OPERATIONS MANGER/SR MANAGER	187,098.56	33,320.86	-	1,806.99	1,491.44
		GAS ENG ENGINEER	166,902.30	21,060.59	-	2,500.00	2,855.35
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,834.52	15,169.14	-	1,000.00	200.00
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	154,826.22	17,262.32	-	46,434.53	13,408.96
		SHARED SVS ENGINEER	139,483.56	16,438.31	-	3,393.74	3,775.47
		ELEC OPS TECHNICIAN	150,670.16	-	-	85,925.49	3,529.14
		ELEC ENG SUPERVISOR	168,695.06	21,002.10	-	31,095.15	351.55
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,531.52	-	-	6,391.35	-
		ELEC OPS LINEMAN	149,688.20	-	-	243,268.22	-
		GAS OPS ENGINEER	199,256.68	26,510.25	-	18,073.11	19,953.76
		ELEC OPS OPERATOR	130,942.00	-	-	109,987.66	-
		ELEC OPS SUPERVISOR	145,738.74	-	-	18,563.68	2,961.13
		ELEC ENG ENGINEER	152,889.30	-	-	64,785.93	490.00
		ELEC ENG ENGINEER	154,741.15	-	-	108,475.70	70.00
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	140,067.10	16,216.07	-	2,145.33	7,553.35
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	135,817.33	14,754.53	-	2,000.00	3,920.07
		ELEC ENG ENGINEER	144,406.78	-	-	73,946.62	203.71
		ELEC OPS ELECTRICIAN	113,478.75	-	-	25,648.49	-
		ENVIRONMENTAL HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	161,736.78	-	-	16,107.72	1,625.11
		GENERATION ENGINEER	183,260.00	19,871.87	-	29,886.38	2,709.80
		ENERGY POLICY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	174,287.24	29,149.88	-	2,500.00	420.00
		ELEC OPS OPERATOR	120,449.76	-	-	85,677.71	-
		ELEC OPS ELECTRICIAN	87,987.74	-	-	33,433.18	-
		ELEC OPS TECHNICIAN	112,491.40	-	-	27,916.30	717.55
		ELEC ENG SUPERVISOR	150,893.10	25,096.18	-	18,150.19	5,372.24
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	107,692.32	-	-	7,782.89	-
		OPERATIONS SUPERVISOR	108,549.75	-	-	61,597.34	2,906.04
		GAS OPS MECHANIC/WELDER	124,367.86	-	-	10,036.11	1,064.04
		SHARED SVS SUPERVISOR/CHIEF/EX AST	134,875.08	12,754.56	-	7,798.80	2,408.04
		ELEC OPS FOREMAN	144,340.66	-	-	211,346.58	137.66
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	167,714.31	-	-	82,586.78	-
		IT TECHNICIAN	-	-	-	22,841.44	-
		ELEC ENG SUPERVISOR	171,317.06	23,547.45	-	16,038.34	3,045.56
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	26,604.90	-	-	31,577.34	-



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		ELEC ENG TECHNICIAN	131,097.12	-	-	89,190.07	1,075.94
		SAFETY RISK SUPERVISOR	158,136.84	17,915.53	-	23,744.23	10,162.81
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,699.74	-	-	98,278.39	-
		GAS OPS FITTER	127,551.48	-	-	61,982.75	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	132,846.40	14,255.98	-	5,754.83	11,468.13
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	116,254.40	12,080.53	-	95,286.07	3,058.13
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	53,464.44	17,295.42	-	9,546.72	116.29
		ELEC OPS TECHNICIAN	135,907.12	-	-	118,005.58	2,397.19
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	130,613.11	15,921.93	-	8,948.52	750.59
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	130,144.14	-	-	20,490.52	89.50
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,344.29	21,108.84	-	4,258.29	-
		GAS ENG ENGINEER	170,142.58	20,159.83	-	15,715.37	420.00
		GAS OPS OPERATOR	123,843.24	-	-	76,987.51	175.00
		GAS OPS MECHANIC/WELDER	126,638.19	-	-	25,409.05	-
		SHARED SVS LAND AGENT/CONSLT	137,557.70	-	-	5,770.92	746.61
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	215,897.10	39,131.11	39,025.35	937.85	5,033.29
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	53,768.13	-	-	2,500.00	-
		GAS ENG SUPERVISOR	123,870.90	-	-	20,944.24	680.72
		GAS ENG ENGINEER	161,414.25	-	-	12,940.80	892.45
		ELEC ENG ENGINEER	192,732.00	21,276.09	-	1,765.59	4,642.50
		SHARED SVS BIOLOGIST	159,228.00	17,376.08	-	19,147.79	7,873.40
		ELEC OPS CONSLT/PLANNER	136,358.42	15,369.07	-	-	542.77
		GAS OPS TECHNICIAN	137,842.44	-	-	78,555.08	1,583.15
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	151,577.17	17,468.01	-	44,423.57	818.22
		GAS OPS TECHNICIAN	133,220.11	-	-	36,538.40	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,659.90	15,744.66	-	-	-
		ELEC ENG ENGINEER	154,510.83	-	-	32,444.59	997.63
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	145,925.16	16,560.76	-	-	960.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	168,218.88	27,553.15	-	9,302.24	1,420.13
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	148,156.08	16,881.52	-	1,500.00	4,635.02
		GAS OPS OPERATOR	117,578.29	-	-	76,336.85	-
		ELEC OPS LINEWORKER/LINEMAN	177,604.44	-	-	441,821.02	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	132,703.60	-	-	95,154.38	-
		ELEC OPS ENGINEER	133,249.30	8,333.69	-	17,183.27	229.25
		ELEC ENG ESTIMATOR	136,966.14	-	-	5,051.72	455.00
		GAS ENG ENGINEER	44,341.91	-	-	32,512.10	105.00
		ELEC ENG ENGINEER	197,034.00	22,664.85	-	25,929.77	2,888.17
		ELEC OPS LINEWORKER/LINEMAN	177,997.90	-	-	153,883.31	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	129,302.90	9,899.85	-	33,695.54	9,397.20
		ELEC ENG TECHNICIAN	170,385.96	-	-	49,015.37	-
		ELEC OPS LINEWORKER/LINEMAN	130,520.80	-	-	103,986.87	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	177,398.60	29,249.22	-	2,550.00	1,416.58
		FINANCE PROJ/PROM MANAGER/ASSOC EXP/PRN	196,149.74	32,513.93	11,863.60	750.00	825.00
		GAS OPS TECHNICIAN	135,592.72	-	-	15,265.88	1,209.57
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,697.20	-	-	94,378.88	27.34
		OPERATIONS TECHNICIAN	128,989.82	-	-	27,831.28	56.99
		ELEC OPS CREW LEAD/LEADER	141,804.00	-	-	2,253.02	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	108,529.48	-	-	126,520.87	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	148,959.78	-	-	104,674.97	-
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	198,963.68	30,307.37	-	8,500.00	6,071.91
		GAS OPS CONST/PRGM/PRJCT MANAGER	176,666.65	23,684.24	-	10,845.38	560.00
		ELEC OPS ENGINEER	127,964.00	13,471.27	-	12,357.10	311.14
		SHARED SVS LAND PLANNER	133,566.33	13,604.96	-	131.76	404.27
		SHARED SVS SCIENTIST/TECHNICIAN	140,386.84	19,118.70	-	39,956.85	1,555.98
		GAS ENG SUPERVISOR	161,648.40	21,376.15	-	31,115.31	578.24
		GAS OPS INSPECTOR/LEAD INSPECTOR	133,088.22	-	-	49,553.86	-
		GENERATION ELECTRICIAN	138,524.45	-	-	92,366.85	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	140,538.40	22,608.67	-	46,417.64	-
		ELEC OPS CREW LEAD/LEADER	140,277.30	-	-	57,676.84	-
		ELEC OPS SYSTEM OPERATOR/LEAD	94,905.30	-	-	136,583.15	434.56
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	153,968.52	17,905.06	-	2,000.00	965.89
		ELEC OPS FOREMAN	151,501.05	-	-	118,767.25	-
		ELEC OPS FOREMAN	160,315.98	-	-	206,714.17	-
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	197,733.36	35,022.59	11,504.57	3,000.00	3,629.32
		GAS OPS OPERATOR	120,943.15	-	-	97,680.61	-
		ELEC OPS SYSTEM OPERATOR/LEAD	114,876.81	-	-	195,407.38	2,253.92

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		GAS OPS CONST/PRGM/PRJCT MANAGER	17,727.27	-	-	-	35.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	202,380.00	23,232.36	-	12,784.92	3,115.79
		ELEC OPS CREW LEAD/LEADER	137,264.13	-	-	71,742.54	-
		GAS OPS TECHNICIAN	128,629.43	-	-	30,823.51	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,730.50	-	-	58,310.61	-
		GENERATION ENGINEER	174,588.77	-	-	17,067.58	4,395.23
		GAS ENG ENGINEER	154,408.70	-	-	24,222.58	420.00
		ELEC OPS ELECTRICIAN	128,796.80	-	-	111,244.40	-
		GAS ENG ENGINEER	151,720.25	-	-	51,543.55	455.00
		ELEC OPS ELECTRICIAN	24,765.56	-	-	7,755.21	-
		GAS OPS OPERATOR	126,224.56	-	-	88,812.42	-
		GAS OPS SUPERVISOR	152,502.82	20,610.27	-	109,167.52	6,974.70
		GAS ENG INTERCONNECTION MNGR	156,343.66	17,232.74	-	8,851.44	10,756.52
		SHARED SVS LAND PLANNER	154,257.49	18,410.46	-	2,086.50	2,330.87
		ELEC OPS ENGINEER	149,552.53	-	-	3,826.93	333.31
		ELEC OPS FOREMAN	147,122.10	-	-	328,923.29	-
		GAS ENG ENGINEER	129,102.94	-	-	-	80.00
		GAS ENG ENGINEER	185,632.18	19,996.70	-	2,964.54	3,554.32
		GAS OPS CONST/PRGM/PRJCT MANAGER	159,966.74	18,038.23	-	52,509.67	33,260.64
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,125.56	-	-	168,243.06	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	164,796.54	20,456.59	-	6,408.32	3,969.38
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	176,769.97	22,513.38	-	14,556.34	7,489.81
		ELEC OPS SUPERVISOR	178,284.32	24,241.47	-	199,669.56	599.88
		ELEC OPS PROD OWN/SR SY DISP/JOURNM/WTR MNGMT	197,927.14	35,078.96	-	200.00	7,605.12
		T ENGINEER SR/EX/PRN	150,107.30	16,351.88	-	-	1,791.88
		ELEC OPS LINeworker/LINEMAN	43,901.70	-	-	35,042.37	-
		T ANALYST/SPECIALIST SR/EXP/PRN	138,168.34	14,412.92	-	1,000.00	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	206,028.00	22,729.80	-	90,236.60	-
		T MANAGER/SR MANAGER	175,666.64	30,436.89	-	2,000.00	1,187.66
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,021.61	-	-	55,156.05	168.99
		ENG PLNG & STRAT SUPERVISOR/LIAISON	148,346.47	18,423.59	-	4,550.00	4,491.96
		GAS OPS MANAGER/SR MANAGER	171,574.52	28,926.24	11,504.57	-	631.23
		GENERATION SUPERVISOR	188,076.78	19,496.72	-	4,109.78	280.00
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	144,886.70	-	-	47,631.06	-
		GENERATION CREW LEADER/CONTROL LEAD	141,950.85	-	-	72,569.93	-
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	112,806.48	11,892.72	-	-	315.00
		GAS ENG ESTIMATOR/SCHEDULER	130,106.04	-	-	76,832.10	705.81
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	164,205.94	26,343.27	-	15,600.00	5,998.73
		T ANALYST/SPECIALIST SR/EXP/PRN	133,964.08	16,813.01	-	13,397.58	455.00
		GAS ENG MANAGER/SR MANAGER	174,243.88	24,733.48	-	-	8,069.53
		ELEC OPS INSPECTOR/LEAD INSPECTOR	76,531.93	17,684.30	-	85,525.24	40,931.02
		GAS OPS FITTER	128,463.75	-	-	15,157.66	425.10
		GAS ENG ESTIMATOR/SCHEDULER	52,211.05	-	-	35,497.20	175.00
		ELEC OPS FOREMAN	133,621.07	-	-	224,474.70	218.77
		GAS OPS MECHANIC/WELDER	133,661.00	-	-	48,062.19	-
		GAS ENG SUPERVISOR	134,815.28	-	-	4,823.80	475.00
		ELEC OPS MANAGER/SR MANAGER	186,750.00	32,797.44	-	3,617.20	19,802.60
		OPERATIONS SUPERVISOR	136,351.06	-	-	11,519.32	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	145,611.38	-	-	69,671.40	-
		SHARED SVS PERMIT FACILITATOR	131,263.80	-	-	10,210.04	623.61
		SHARED SVS SUPERVISOR/CHIEF/EX AST	171,164.10	22,791.18	-	2,879.57	5,638.45
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,468.00	-	-	24,045.80	-
		ELEC OPS LINeworker/LINEMAN	163,536.84	-	-	228,458.98	177.91
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,609.20	-	-	52,664.33	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	129,055.80	14,546.00	-	2,937.37	3,998.26
		SHARED SVS CREW LEAD/LEADER	124,215.01	-	-	50,859.91	1,156.76
		GAS ENG ENGINEER	147,053.19	-	-	38,219.29	1,712.74
		ELEC OPS LINeworker/LINEMAN	109,119.92	-	-	115,014.68	215.92
		ELEC OPS MANAGER/SR MANAGER	202,852.08	31,731.69	-	-	26,992.79
		OPERATIONS MANGER/SR MANAGER	208,549.46	35,647.11	16,109.52	21,400.00	1,617.05
		GEN CNSL & ETHICS COMP MANGER/SR MANGER	175,740.04	35,087.16	32,796.61	1,500.00	469.00
		ELEC OPS LINeworker/LINEMAN	28,598.04	-	-	51,678.57	-
		GAS OPS OPERATOR	131,540.10	-	-	74,640.73	-
		GAS OPS SUPERVISOR	167,530.26	19,902.30	-	30,321.66	-
		ELEC OPS MANAGER/SR MANAGER	202,156.96	35,104.67	23,024.75	-	555.69
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	175,247.93	-	-	219,243.72	-

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		ELEC OPS ELECTRICIAN	133,023.75	-	-	39,072.34	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	147,734.86	16,650.89	-	-	4,357.32
		GAS ENG ENGINEER	119,946.95	-	-	15,705.45	880.00
		ELEC ENG ESTIMATOR	96,841.40	-	-	35,791.89	420.00
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	126,771.76	13,796.32	-	9,503.42	960.00
		OPERATIONS MANGER/SR MANAGER	194,493.80	32,541.22	-	-	16,283.26
		GENERATION FIRE CAPTAIN	120,007.05	-	-	56,738.05	-
		ELEC OPS FOREMAN	116,063.63	-	-	62,855.67	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	181,981.24	-	-	348,082.54	-
		ELEC OPS LINEMAN/LINEMAN	23,894.04	-	-	28,618.76	138.14
		GENERATION ENGINEER	156,375.00	20,256.01	-	34,316.34	1,291.06
		GAS OPS STATION OPERATOR	122,460.59	-	-	74,756.48	2,112.87
		HEALTH & SAFETY ANALYST/SPEC/COORD EXP/PRN	148,476.56	17,965.32	-	2,946.72	6,949.56
		ELEC OPS FOREMAN	48,463.82	-	-	60,507.16	-
		GAS ENG SUPERVISOR	189,607.64	26,639.93	-	500.00	1,261.23
		GAS OPS INSPECTOR/LEAD INSPECTOR	38,918.19	-	-	14,292.15	-
		ELEC ENG TECHNICIAN	149,622.31	-	-	49,047.80	-
		GENERATION TECHNICIAN	22,604.80	-	-	25,272.69	-
		ELEC OPS WORKING LEADER	137,745.80	-	-	150,728.87	-
		GAS OPS SUPERVISOR	156,139.64	19,143.52	-	115,160.35	886.85
		GAS ENG TRADER/REP EX/PRN	193,998.24	25,766.63	-	7,946.47	621.41
		OPERATIONS INSPECTOR/LEAD INSPECTOR	148,155.60	-	-	120,813.83	-
		OPERATIONS ANALYST/SPEC/CONSULT/COORD	120,485.56	13,010.85	-	-	1,762.37
		OPERATIONS ANALYST/SPEC/CONSULT/COORD	151,977.38	17,247.62	-	2,681.20	2,974.19
		ELEC OPS FOREMAN	144,152.78	-	-	89,439.93	-
		FINANCE MANAGER/SR MANAGER	165,174.52	27,959.99	28,051.17	5,688.88	2,097.50
		ELEC ENG SUPERVISOR	167,877.44	22,323.46	-	93,753.78	2,353.09
		GENERATION ENGINEER	183,600.00	20,097.82	-	32,837.70	320.00
		ELEC OPS WORKING LEADER	134,123.50	-	-	39,069.03	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	133,201.12	-	-	132,127.18	465.71
		ELEC ENG ENGINEER	167,666.00	18,874.79	-	11,044.96	1,538.65
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	134,625.26	14,444.22	-	-	315.00
		ELEC ENG MANAGER/SR MANAGER	223,075.92	37,262.39	32,796.61	3,800.00	949.63
		ELEC OPS LINEMAN/LINEMAN	112,446.27	-	-	73,967.63	263.28
		ENGINEER SR/EXP/PRN	124,566.63	-	-	1,500.00	2,834.03
		ELEC OPS LINEMAN/LINEMAN	143,136.56	-	-	119,795.75	-
		ELEC OPS ELECTRICIAN	107,595.89	-	-	56,074.98	395.75
		GENERATION TECHNICIAN	137,214.96	-	-	97,259.42	847.58
		SHARED SVS ANALYST/COORD/CONSULT/SPEC	158,436.00	18,728.60	-	11,005.03	13,598.98
		GENERATION SUPERVISOR	186,194.94	25,122.75	-	-	7,226.97
		ELEC OPS CREW LEAD/LEADER	144,129.26	-	-	73,052.43	-
		SHARED SVS PERMIT FACILITATOR	122,760.23	-	-	28,746.45	-
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	38,524.59	-	-	48,463.54	-
		ENERGY POLICY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	156,999.96	17,780.36	-	-	2,083.45
		SHARED SVS SUPERVISOR/CHIEF/EX ASST	132,574.09	20,816.62	-	28,597.08	16,116.27
		ELEC ENG ENGINEER	225,192.00	24,845.10	-	32,326.66	709.81
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	202,380.00	22,327.35	-	2,140.38	4,042.42
		OPERATIONS ANALYST/SPEC/CONSULT/COORD	129,785.92	-	-	107,379.23	5,702.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,633.42	-	-	1,574.08	-
		ELEC OPS MANAGER/SR MANAGER	213,277.96	35,914.61	37,401.56	2,292.88	14,241.49
		ELEC OPS LINEMAN/LINEMAN	142,788.43	-	-	208,811.55	-
		ELEC ENG ENGINEER	170,798.00	20,263.09	-	3,901.33	4,715.01
		GAS ENG SENIOR BUSINESS REP	102,307.40	-	-	25,561.47	1,330.76
		GAS ENG INTERCONNECTION MNGR	82,857.14	-	-	725.00	860.45
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	120,492.98	-	-	51,950.72	411.35
		GAS OPS SUPERVISOR	140,768.12	-	-	53,706.17	9,439.91
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	164,820.00	18,145.29	-	5,817.55	10,223.21
		GENERATION SUPERVISOR	131,885.60	16,836.46	-	50,466.39	-
		ELEC OPS SYSTEM OPERATOR/LEAD	111,783.33	-	-	79,465.91	-
		OPERATIONS SUPERVISOR	151,446.76	14,150.92	-	3,996.48	765.53
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	150,049.66	18,920.49	-	58,984.48	385.00
		ELEC ENG MANAGER/SR MANAGER	213,374.93	35,970.80	13,814.85	-	2,095.54
		PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	176,297.58	15,055.05	-	-	139.00
		ENERGY POLICY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	150,405.93	28,971.98	-	750.00	691.44
		GAS OPS CONST/PRGM/PRJCT MANAGER	188,927.26	48,739.32	11,504.57	11,922.24	6,491.37
		GAS OPS DISPATCHER	125,976.80	-	-	7,730.60	800.00

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		GAS OPS MECHANIC/WELDER	137,603.77	-	-	65,155.45	776.60
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	116,463.62	-	-	35,575.04	70.47
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,574.78	-	-	210,367.09	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	136,259.41	15,562.68	-	1,606.88	-
		ELEC OPS WORKING LEADER	138,168.20	-	-	12,719.21	-
		GAS ENG ENGINEER	187,238.00	19,673.50	-	43,520.56	6,376.52
		OPERATIONS INSPECTOR/LEAD INSPECTOR	130,691.11	-	-	72,959.49	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	138,498.82	-	-	58,428.70	-
		ELEC ENG ELECTRICIAN	53,876.62	-	-	14,911.59	-
		T ENGINEER SR/EX/PRN	131,444.10	13,416.78	-	3,485.04	2,230.17
		ELEC ENG ESTIMATOR	120,123.52	-	-	19,164.80	454.99
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,947.60	-	-	128,082.50	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	96,974.50	-	-	12,090.57	-
		OPERATIONS TECHNICIAN	131,210.43	-	-	98,921.90	161.80
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,510.14	-	-	58,595.54	16,723.02
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	41,424.36	119.21
		GAS OPS OPERATOR	122,578.40	-	-	75,666.14	-
		GAS OPS SUPERVISOR	152,161.10	20,646.53	-	9,637.40	-
		GAS ENG ENGINEER	151,280.35	-	-	21,595.70	932.03
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	139,817.66	-	-	17,235.38	769.61
		OPERATIONS ENGINEER/ELECTRICIAN	113,020.30	-	-	15,668.06	540.48
		OPERATIONS TECHNICIAN	130,525.71	-	-	73,353.49	-
		ELEC OPS TECHNICIAN	140,291.57	-	-	56,227.94	-
		T TECHNICIAN	144,909.21	-	-	8,170.90	-
		ELEC OPS SYSTEM OPERATOR/LEAD	119,169.99	-	-	173,553.94	1,383.55
		ELEC OPS SUPERVISOR	185,896.64	24,485.00	-	93,271.83	33,612.67
		ELEC OPS ENGINEER	131,048.00	15,455.89	-	-	6,002.87
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	113,779.73	-	-	537,410.51	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	158,436.00	17,480.03	-	3,799.20	2,867.44
		GENERATION TECHNICIAN	30,375.20	-	-	45,116.80	-
		ELEC OPS LINeworker/LINEMAN	42,894.14	-	-	72,143.96	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	183,335.66	20,614.13	-	4,395.17	-
		ELEC OPS LINeworker/LINEMAN	158,690.24	-	-	123,887.96	-
		ELEC OPS SUPERVISOR	153,309.38	20,256.62	-	111,084.95	399.56
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	98,470.77	-	-	285,918.40	5,317.85
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,391.65	-	-	127,354.33	105.00
		GENERATION SCHEDULER	173,436.00	20,511.81	-	17,196.86	-
		OPERATIONS SUPERVISOR	153,066.80	14,734.40	-	-	9,074.77
		GAS ENG SUPERVISOR	152,466.90	17,376.95	-	32,927.05	6,260.63
		SHARED SVS PERMIT FACILITATOR	130,537.84	-	-	861.48	420.00
		GAS ENG MANAGER/SR MANAGER	162,104.79	31,982.53	-	-	8,395.90
		GAS ENG ENGINEER	150,597.68	-	-	29,064.81	420.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,340.40	-	-	82,186.20	-
		ELEC OPS ELECTRICIAN	127,832.28	-	-	80,640.89	110.04
		GAS ENG TECHNICIAN	117,918.76	-	-	13,662.42	469.01
		GENERATION MANAGER	225,946.02	38,081.53	16,609.04	15,000.00	17,269.51
		ELEC OPS ELECTRICIAN	118,658.53	-	-	33,089.94	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,787.20	-	-	33,243.91	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	159,361.98	17,961.82	-	200.00	1,066.04
		GENERATION WRITER	173,316.59	19,109.57	-	28,671.54	2,715.53
		GAS OPS SCHEDULER	131,350.08	-	-	3,234.90	880.00
		ELEC OPS SUPERVISOR	172,387.90	23,474.92	-	53,399.26	-
		GAS ENG SUPERVISOR	152,104.34	20,032.92	-	50,027.78	422.81
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	177,623.92	20,475.15	-	4,023.12	5,279.40
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	158,436.00	18,728.60	-	5,976.93	11,561.78
		CUSTOMER & COMMS SUPERVISOR	151,370.62	19,103.76	-	-	1,089.53
		ELEC ENG ESTIMATOR	135,931.97	-	-	24,277.96	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	167,794.70	27,685.15	-	5,750.00	43.30
		SHARED SVS BIOLOGIST	117,160.18	14,905.18	-	5,718.33	6,044.42
		ELEC OPS LINeworker/LINEMAN	142,451.14	-	-	88,936.54	-
		ELEC OPS LINeworker/LINEMAN	140,813.52	-	-	154,042.25	-
		ELEC ENG ENGINEER	163,337.75	17,930.79	-	13,211.89	4,078.18
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	178,697.06	32,319.20	11,504.57	31,643.00	41,298.48
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	126,834.46	13,494.38	-	450.00	682.54
		ELEC OPS SYSTEM OPERATOR/LEAD	134,057.93	-	-	198,186.10	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	78,923.05	-	-	97,267.07	-

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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)
		GAS OPS ENGINEER	144,849.17	-	-	29,660.26	441.17
		ELEC OPS ENGINEER	145,821.51	-	-	662.91	943.02
		ELEC OPS SUPERVISOR	166,833.36	22,512.02	-	71,328.55	3,395.23
		GENERATION CREW LEADER/CONTROL LEAD	132,621.00	-	-	60,352.91	-
		GENERATION OPERATOR	99,806.77	-	-	87,866.11	786.83
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	214,377.38	37,646.03	-	3,000.00	-
		GAS ENG ENGINEER	142,015.76	16,459.97	-	11,861.62	7,819.20
		GAS ENG ENGINEER	139,966.28	16,281.60	-	-	425.47
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	129,375.52	14,261.56	-	1,000.00	-
		GAS ENG ENGINEER	151,419.66	16,890.83	-	2,874.77	614.16
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,214.30	-	-	35,614.54	183.41
		ELEC OPS MACHINIST/WELDER	128,009.90	-	-	13,817.25	-
		IT MANAGER/SR MANAGER	157,751.32	20,154.66	-	50.00	-
		ELEC OPS OPERATOR	139,671.42	-	-	137,778.79	1,218.76
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	134,847.79	-	-	52,658.34	960.00
		GAS OPS MECHANIC/WELDER	109,140.98	-	-	12,755.07	-
		GAS ENG MANAGER/SR MANAGER	191,683.36	30,389.40	-	2,256.22	1,243.19
		GAS ENG ESTIMATOR	33,709.78	-	-	18,378.16	240.00
		GAS OPS CONST/PRGM/PRJCT MANAGER	175,340.06	18,122.83	-	1,685.36	4,503.68
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	151,915.74	-	-	63,956.58	775.94
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	129,999.96	-	-	3,056.25	3,802.62
		IT SUPERVISOR	152,121.12	18,570.54	-	1,000.00	4,536.15
		GENERATION OPERATOR	136,464.80	-	-	83,393.09	511.12
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,006.30	17,060.10	-	-	763.97
		GENERATION SUPERVISOR	111,990.13	-	-	146,608.29	861.47
		ENG PLNG & STRAT SUPERVISOR/LIAISON	159,699.96	22,619.76	-	614.24	6,280.53
		GAS OPS FOREMAN/LEADER/CREW LEADER	116,346.91	-	-	66,283.47	1,918.22
		GAS OPS CONST/PRGM/PRJCT MANAGER	55,613.90	17,154.85	-	5,284.71	-
		GAS ENG ENGINEER	148,882.89	-	-	140,430.45	210.00
		GAS OPS ESTIMATOR	139,456.93	-	-	72,964.16	856.31
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	150,205.18	-	-	33,193.18	-
		ENT HEALTH & SAFETY HYGNST/DSNG/CONST/DS SR/EXP/PRN	124,785.50	14,036.33	-	1,811.41	-
		ELEC OPS SUPERVISOR	171,769.13	25,082.94	-	47,070.17	4,362.53
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	132,264.00	13,803.17	-	3,311.00	18,855.22
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,390.44	-	-	14,818.28	1,081.70
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	135,448.90	14,576.25	-	1,250.00	1,286.67
		GAS ENG ESTIMATOR/SCHEDULER	126,265.14	-	-	3,169.18	1,040.00
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	129,120.62	-	-	32,326.04	-
		ELEC OPS ELECTRICIAN	131,224.31	-	-	25,587.79	-
		GAS OPS MECHANIC/WELDER	125,663.61	-	-	318.36	-
		ELEC OPS ELECTRICIAN	126,442.40	-	-	46,636.53	-
		ELEC ENG ENGINEER	124,578.46	12,942.11	-	1,742.90	664.83
		ELEC ENG TECHNICIAN	170,736.24	-	-	48,035.91	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,687.42	-	-	274,451.75	2,689.83
		ELEC ENG ENGINEER	145,105.34	-	-	86,235.43	385.00
		GAS OPS PRGM/PROJ MANAGER	173,243.56	18,736.73	-	1,691.80	7,900.87
		GAS ENG MANAGER/SR MANAGER	222,090.84	36,106.00	18,981.76	-	680.23
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	122,472.22	13,319.58	-	740.64	-
		SHARED SVS LAND TECH/LEAD LAND TECH	131,176.84	-	-	5,300.84	3,761.27
		CUSTOMER & COMMS SUPERVISOR	142,235.10	19,762.45	-	2,625.00	2,331.87
		ELEC OPS LINEMAN/LINEMAN	123,108.38	-	-	508,452.55	4,126.96
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	139,346.00	14,641.78	-	405.19	3,096.78
		GAS ENG ESTIMATOR/SCHEDULER	130,943.68	-	-	9,980.54	213.08
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,475.76	16,626.77	-	4,500.00	2,077.86
		GAS OPS MECHANIC/WELDER	132,888.93	-	-	6,649.25	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	192,732.00	21,262.83	-	416.80	-
		ELEC OPS CABLE SPLICER/CABLEMAN	153,383.48	-	-	364,150.73	1,766.00
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	139,718.87	-	-	120,722.09	12,553.09
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	41,553.56	-
		ELEC ENG TECHNICIAN	155,581.24	-	-	27,815.54	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	129,600.13	-	-	14,032.11	179.86
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	116,385.51	-	-	130,134.51	-
		GAS OPS MECHANIC/WELDER	139,541.68	-	-	8,849.37	1,762.66
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	135,873.44	14,637.90	-	-	2,790.00
		FINANCE SUPERVISOR	149,274.36	16,915.66	-	1,750.00	838.20
		OPERATIONS SUPERVISOR	143,846.83	20,912.89	-	47,302.94	5,671.50

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		GAS OPS SUPERVISOR	160,398.46	20,400.29	-	66,125.93	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,290.23	-	-	403,913.38	-
		ELEC ENG ENGINEER	168,980.84	19,085.49	-	1,135.57	3,470.31
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	170,558.49	-	-	292,750.40	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	124,538.30	10,779.52	-	36,136.76	3,215.27
		GAS OPS COOR/REP/STRAT SR/EX/PRN	132,796.95	16,789.77	-	10,865.94	-
		ELEC OPS ELECTRICIAN	130,739.10	-	-	112,788.09	-
		ELEC OPS SUPERVISOR	28,977.27	-	-	5,029.92	346.76
		GAS ENG ESTIMATOR	123,176.10	-	-	102,993.14	420.00
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	169,735.68	30,837.47	-	1,000.00	7,487.56
		ELEC ENG SUPERVISOR	182,034.96	20,993.43	-	1,187.59	625.66
		ELEC ENG ELECTRICIAN	121,847.59	-	-	66,492.49	228.60
		ELEC OPS LINEMAN	141,275.54	-	-	127,561.74	-
		GAS ENG TECHNICIAN	117,309.32	-	-	38,552.69	1,390.57
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	146,654.88	-	-	85,324.64	-
		ENG PLNG & STRAT ANALYST/SPEC/SR/AST SR/EX/PRN	171,500.04	19,594.07	-	1,260.00	622.76
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,624.00	-	-	53,295.08	-
		ELEC OPS SUPERVISOR	159,086.14	21,577.54	-	14,404.23	7,222.52
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	153,195.57	27,451.82	-	9,100.00	5,114.39
		GAS OPS COOR/REP/STRAT SR/EX/PRN	131,901.12	16,599.46	-	5,458.88	-
		GAS OPS PRGM/PROJ MANAGER	152,964.00	16,103.71	-	54,119.65	10,502.89
		GAS OPS INVESTIGATOR	132,700.14	15,731.69	-	-	2,126.55
		ELEC OPS FOREMAN	149,454.67	-	-	165,784.58	1,172.47
		ELEC ENG ANALYST/SPEC SR/EX/PRN	148,609.65	16,800.48	-	438.18	724.89
		GAS ENG SENIOR BUSINESS REP	140,555.16	-	-	57,731.88	-
		OPERATIONS SUPERVISOR	146,062.80	19,840.63	-	111,295.95	7,589.10
		ELEC OPS LINEMAN	183,289.95	-	-	314,741.83	627.91
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,008.15	-	-	214,252.55	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	57,869.44	-	-	70,635.58	-
		ELEC OPS SYSTEM OPERATOR/LEAD	162,966.06	-	-	44,407.16	50.00
		GAS OPS FITTER	105,528.29	-	-	31,475.76	16.46
		ELEC OPS LINEMAN	82,863.29	-	-	128,979.34	38.61
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	167,627.38	28,282.98	-	28,841.47	35,188.16
		ELEC OPS SUPERVISOR	168,590.40	22,756.38	-	17,498.60	13,535.04
		ELEC ENG MANAGER/SR MANAGER	208,064.96	35,121.76	-	6,800.00	2,157.70
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	192,938.36	25,814.23	-	-	3,586.89
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EX/PRN	21,483.08	15,012.18	-	4,354.01	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	21,203.00	-	-	5,891.45	5,555.89
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	154,391.90	-	-	59,346.76	3,343.97
		GAS ENG ENGINEER	149,449.81	-	-	20,283.44	420.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	89,153.39	15,169.69	-	33,459.46	28.82
		ELEC ENG ENGINEER	152,284.43	-	-	-	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	176,376.24	27,014.75	-	1,000.00	350.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	126,788.80	-	-	81,686.76	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	122,420.70	13,268.42	-	44,529.61	6,181.12
		GAS ENG SENIOR BUSINESS REP	144,563.23	-	-	53,590.33	934.09
		ELEC ENG MAPPING TECH	130,880.98	-	-	47,728.70	880.00
		GAS ENG TECHNICIAN	132,297.00	-	-	1,700.15	219.91
		ELEC OPS LINEMAN	-	-	-	-	-
		ELEC OPS SUPERVISOR	146,032.56	16,989.95	-	36,497.80	958.28
		GAS OPS FOREMAN/LEADER/CREW LEADER	153,678.29	-	-	58,827.66	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	153,940.29	-	-	103,814.83	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	143,632.50	17,858.64	-	28,648.61	17,770.36
		ELEC OPS ELECTRICIAN	-	-	-	3,126.15	-
		ELEC ENG ENGINEER	115,632.34	14,024.59	-	1,734.04	4,553.47
		CUSTOMER & COMMS MANAGER/SR MANAGER	189,375.20	32,237.71	28,051.17	4,500.00	9,074.65
		GAS OPS FOREMAN/LEADER/CREW LEADER	146,677.60	-	-	72,982.21	-
		ELEC ENG ESTIMATOR	107,336.61	-	-	92,329.92	-
		ELEC OPS LINEMAN	548.32	-	-	-	-
		GAS OPS OPERATOR	131,031.19	-	-	65,215.58	-
		GAS ENG ENGINEER	160,038.00	17,837.12	-	18,942.78	1,353.74
		IT ENGINEER SR/EX/PRN	183,600.00	20,256.01	-	15,619.73	106.65
		IT ANALYST/SPECIALIST SR/EX/PRN	175,272.00	19,117.35	-	-	444.13
		GENERATION TECHNICIAN	146,550.60	-	-	119,342.62	-
		GAS OPS SUPERVISOR	180,023.06	30,521.71	-	3,482.42	17,077.16
		OPERATIONS TECHNICIAN	131,344.49	-	-	36,920.89	-

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		ELEC OPS TECHNICIAN	73,235.44	-	-	37,609.38	229.25
		ELEC ENG ESTIMATOR	113,529.84	-	-	9,181.28	420.00
		GAS OPS ENGINEER	128,907.47	-	-	10,602.81	-
		GAS OPS MECHANIC/WELDER	138,414.72	-	-	50,346.83	-
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	66,600.00	-	-	15,000.00	1,900.86
		ELEC OPS LINeworker/LINEMAN	148,337.15	-	-	117,077.04	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,847.50	-	-	38,601.72	-
		GAS ENG SUPERVISOR	179,231.28	21,831.75	-	50,855.70	1,041.99
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,331.25	19,112.68	-	30,673.77	2,469.70
		ELEC OPS LINeworker/LINEMAN	184,753.80	-	-	146,885.21	-
		GAS OPS MECHANIC/WELDER	99,153.12	-	-	7,010.18	450.64
		ELEC OPS LINeworker/LINEMAN	140,084.24	-	-	218,383.97	-
		IT SUPERVISOR	42,052.99	24,487.22	-	52,123.20	1,586.88
		IT TECHNICIAN	134,638.05	-	-	62,961.63	-
		GAS OPS STATION OPERATOR	122,371.26	-	-	52,289.63	2,287.10
		GENERATION SUPERVISOR	96,841.06	-	-	33,116.64	-
		ELEC ENG ENGINEER	131,239.93	-	-	30,171.95	385.00
		IT TECHNICIAN	145,468.67	-	-	64,977.02	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,601.30	-	-	137,735.48	-
		ELEC ENG SUPERVISOR	123,500.38	24,569.70	-	43,752.77	6,842.49
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	125,935.10	15,476.34	-	-	525.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	123,509.62	13,526.90	-	950.00	2,742.61
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,304.01	-	-	21,963.58	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	141,160.62	15,936.25	-	1,803.32	245.00
		ELEC OPS LINeworker/LINEMAN	123,189.48	-	-	152,414.38	3,673.97
		GAS OPS DISPATCHER	122,337.80	-	-	30,343.50	1,290.00
		GENERATION TECHNICIAN	27,549.60	-	-	30,066.15	-
		ELEC OPS LINeworker/LINEMAN	116,148.64	-	-	85,745.45	1,880.40
		GAS ENG DIRECTOR/CHIEF	222,166.64	49,213.34	344,939.83	1,945.00	6,644.24
		OPERATIONS INSPECTOR/LEAD INSPECTOR	145,490.36	22,966.51	-	52,980.23	479.13
		ELEC OPS ELECTRICIAN	134,030.81	-	-	71,969.02	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	160,304.86	18,350.88	-	500.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,613.18	13,588.15	-	1,250.00	125.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	14,348.57	-
		OPERATIONS SUPERVISOR	122,532.28	14,904.32	-	23,076.52	3,359.49
		ELEC OPS CABLE SPLICER/CABLEMAN	134,953.42	-	-	261,840.24	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	131,287.41	13,404.12	-	2,886.28	6,479.53
		GAS ENG ENGINEER	141,738.00	14,892.68	-	300.00	420.00
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	149,484.62	16,318.16	-	500.00	960.00
		SHARED SVS LAND PLANNER	136,641.95	12,478.04	-	1,952.71	1,833.89
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	159,635.41	18,599.72	-	10,043.70	6,468.94
		GENERATION SUPERVISOR	198,468.00	21,850.72	-	59,317.71	1,949.60
		SHARED SVS LAND AGENT/CONSLT	84,478.29	-	-	1,000.00	432.84
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	41,285.71	-	-	-	105.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	152,490.99	-	-	80,490.12	-
		OPERATIONS SUPERVISOR	81,988.04	-	-	2,719.62	1,754.50
		GAS OPS TECHNICIAN	123,804.82	-	-	100,589.70	2,246.84
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	96,775.36	-	-	42,472.31	250.00
		GAS OPS MECHANIC/WELDER	125,970.19	-	-	14,144.37	-
		ELEC OPS SYSTEM OPERATOR/LEAD	25,739.52	-	-	43,229.09	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	230,132.28	39,114.07	11,504.57	2,595.19	3,691.02
		ELEC OPS OPERATOR	15,558.40	-	-	49,121.49	-
		IT MANAGER/SR MANAGER	172,500.00	27,235.69	-	-	56.00
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	136,400.00	15,417.60	-	-	450.14
		OPERATIONS SUPERVISOR	-	23,425.83	-	177,952.00	-
		GAS ENG ENGINEER	220,119.82	37,099.57	11,863.60	1,250.00	5,689.63
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	129,489.94	-	-	27,102.96	755.88
		GAS OPS ENGINEER	147,483.94	-	-	2,832.59	-
		ELEC ENG ENGINEER	136,524.00	15,471.07	-	5,954.40	1,016.00
		GAS OPS OPERATOR	125,764.54	-	-	66,790.99	-
		GAS ENG SENIOR BUSINESS REP	129,692.92	-	-	61,763.22	478.25
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	134,428.35	25,075.68	-	89,552.46	11,390.67
		GEN CNSL & ETHICS COMP ANLST/ARCHI/CONSLT/SPEC EXP/PRN	131,802.40	14,998.95	-	550.00	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	157,347.08	13,259.79	-	-	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	134,070.01	-	-	145,547.63	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	172,374.84	18,827.86	-	3,300.00	8,443.75

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 MANAGER/SR MANAGER	209,483.40	34,200.92	-	1,000.00	9,968.53
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	154,146.24	18,134.19	-	21,635.55	385.80
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	34,533.34	-	-	-	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	8,928.57	-	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	67,106.22	-	-	284,091.50	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	160,613.88	28,002.96	-	8,320.49	759.68
		ELEC OPS LINEWORKER/LINEMAN	138,377.16	-	-	123,833.10	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	140,094.06	14,217.41	-	1,424.04	1,432.89
		GENERATION SUPERVISOR	182,929.07	22,455.55	-	45,382.96	1,769.34
		ELEC OPS CREW LEAD/LEADER	157,547.57	-	-	218,058.91	-
		ELEC OPS LINEWORKER/LINEMAN	140,014.00	-	-	108,005.42	-
		SHARED SVS CONT/PGRM/PROJ MANAGER	78,776.66	13,096.29	-	5,089.02	480.00
		ELEC OPS ENGINEER	162,660.00	17,945.67	-	12,835.25	2,238.28
		IT MANAGER/SR MANAGER	200,655.00	34,875.75	16,109.52	5,455.50	22,577.24
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	130,225.80	14,269.59	-	27,513.73	1,379.05
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	132,090.74	19,283.32	-	32,799.76	1,628.86
		OPERATIONS MANGER/SR MANAGER	182,383.36	30,964.69	-	3,000.00	10,126.79
		IT ARCHITECH EXP/PRN	190,715.76	30,631.42	-	19,208.58	2,830.69
		ELEC OPS TECHNICIAN	155,526.00	-	-	130,198.66	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	192,153.90	31,635.85	-	-	6,388.54
		SUPPLY CHAIN MATERIALS ANALYST/CONSULT/PRM MNG/SPLST	204,174.86	37,781.55	-	45,054.87	6,400.63
		GENERATION TECHNICIAN	23,311.20	-	-	43,913.48	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,754.70	15,626.79	-	-	640.00
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	77,727.27	-	-	-	5,366.23
		GAS OPS SUPERVISOR	174,803.20	23,591.98	-	27,856.20	-
		FINANCE MANAGER/SR MANAGER	137,965.04	21,188.97	-	-	1,100.33
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	161,044.14	21,764.58	-	5,740.33	4,390.91
		ELEC OPS FOREMAN	147,835.06	-	-	127,217.35	995.54
		ELEC OPS CREW LEAD/LEADER	136,652.11	-	-	57,176.13	-
		GAS OPS SUPERVISOR	151,238.42	20,901.54	-	66,625.14	400.38
		ELEC OPS LINEWORKER/LINEMAN	138,914.34	-	-	76,183.61	-
		ELEC OPS CABLE SPLICER/CABLEMAN	164,166.25	-	-	267,374.89	283.28
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.21	-	-	11,326.24	-
		ELEC OPS SUPERVISOR	199,100.56	33,493.47	-	-	3,930.81
		ELEC OPS ELECTRICIAN	128,547.42	-	-	114,650.96	-
		ELEC OPS WORKING LEADER	135,191.00	-	-	17,435.39	-
		ELEC OPS ELECTRICIAN	130,232.64	-	-	72,799.48	-
		ELEC ENG MANAGER/SR MANAGER	159,062.46	16,195.48	-	2,000.00	420.00
		SHARED SVS LAND AGENT/CONSULT	150,072.00	12,605.89	-	15,207.20	1,131.93
		GAS ENG MANAGER/SR MANAGER	205,734.40	36,072.26	-	1,750.00	7,666.97
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	135,811.91	17,053.63	-	-	1,874.23
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	174,975.60	22,403.37	-	50.00	7,029.59
		SHARED SVS LAND PLANNER	139,608.00	16,495.01	-	3,760.83	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	157,320.82	17,810.84	-	12,178.23	10,373.81
		SHARED SVS CHIEF OF PARTY	60,781.58	-	-	24,680.48	3,377.63
		GAS ENG SUPERVISOR	160,036.05	16,824.15	-	21,481.70	4,472.03
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	170,237.29	22,451.55	-	56,699.39	2,863.59
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,178.44	16,885.70	-	-	3,694.84
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	114,980.16	-	-	29,874.88	-
		ELEC OPS ELECTRICIAN	139,285.29	-	-	139,515.11	818.10
		ELEC OPS ELECTRICIAN	120,683.40	-	-	31,669.96	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	209,887.38	34,366.51	-	5,000.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,653.52	12,157.90	-	1,500.00	1,199.20
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,548.00	-	-	44,311.25	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	171,411.08	19,509.33	-	839.56	455.00
		IT MANAGER/SR MANAGER	189,911.20	27,623.65	-	-	2,353.85
		ELEC OPS LINEWORKER/LINEMAN	131,693.96	-	-	124,205.34	-
		ELEC OPS ENGINEER	144,661.24	-	-	88,542.87	-
		ELEC OPS ELECTRICIAN	127,446.19	-	-	30,104.35	200.43
		ELEC OPS ELECTRICIAN	131,124.16	-	-	46,270.82	-
		IT MANAGER/SR MANAGER	173,703.36	29,331.40	-	500.00	3,837.98
		GAS ENG ENGINEER	149,185.29	-	-	58,198.94	986.63
		ELEC ENG SUPERVISOR	187,222.82	25,262.59	-	113,958.08	13,877.17
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	123,405.51	-	-	73,437.89	9,909.71
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	192,208.86	32,668.48	11,863.60	1,000.00	10,569.00
		GAS ENG SUPERVISOR	148,285.00	19,784.63	-	1,528.52	3,165.02



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		ELEC OPS SUPERVISOR	137,132.04	17,169.60	-	60,023.69	816.45
		SHARED SVS LAND PLANNER	166,920.00	18,415.43	-	13,269.42	1,419.86
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	145,713.36	21,341.87	-	41,057.25	12,560.69
		GENERATION TECHNICIAN	27,267.04	-	-	22,225.11	-
		CUSTOMER & COMMS SUPERVISOR	96,354.68	16,227.88	-	-	576.25
		IT MANAGER/SR MANAGER	166,057.30	7,572.09	-	1,500.00	15,577.28
		ELEC OPS ELECTRICIAN	136,449.35	-	-	70,812.43	-
		IT ARCHITECT EXP/PRN	194,906.30	8,905.33	-	-	541.00
		ELEC OPS LINEWORKER/LINEMAN	71,788.44	-	-	38,212.56	-
		GAS ENG SUPERVISOR	89,488.34	-	-	76,794.14	532.45
		ELEC OPS MANAGER/SR MANAGER	184,209.34	30,644.05	-	9,911.52	14,620.70
		OPERATIONS SUPERVISOR	148,954.70	-	-	74,070.12	2,127.72
		GAS ENG ENGINEER	139,877.64	-	-	43,021.96	661.50
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	158,440.10	-	-	9,582.99	-
		ELEC OPS ELECTRICIAN	136,208.69	-	-	21,601.82	-
		IT DEVELOPER SR/EX	146,898.92	16,498.43	-	1,200.00	-
		GAS OPS TECHNICIAN	125,818.70	-	-	95,974.41	-
		GAS OPS SUPERVISOR	167,003.80	20,862.68	-	45,101.16	58,048.80
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	68,771.74	-	-	15,236.92	-
		GAS OPS TECHNICIAN	47,187.14	-	-	10,478.07	414.47
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	113,942.81	14,638.68	-	-	-
		GAS OPS MANAGER/SR MANAGER	137,486.50	15,904.80	-	1,907.55	29.76
		GAS OPS SUPERVISOR	156,750.04	21,343.49	-	37,246.76	909.05
		GAS ENG ENGINEER	198,468.00	23,460.05	-	14,931.70	4,984.33
		ENERGY PLCY & PROC SUPERVISOR	133,106.86	17,723.29	-	1,000.00	950.40
		OPERATIONS MACHINIST	7,004.80	-	-	3,709.36	-
		ELEC OPS WORKING LEADER	136,834.60	-	-	70,997.49	-
		GENERATION ENGINEER	158,292.00	15,358.99	-	5,084.24	2,636.89
		GAS OPS SUPERVISOR	58,712.16	-	-	-	-
		SHARED SVS PERMIT FACILITATOR	127,308.67	-	-	382.88	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,816.96	14,845.51	-	1,020.16	696.91
		ELEC ENG SUPERVISOR	159,563.46	18,302.79	-	633.44	420.00
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	130,973.74	14,575.27	-	6,478.90	3,550.11
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	67,235.20	-	-	57,687.25	-
		GAS OPS SUPERVISOR	77,293.68	14,457.00	-	-	-
		GAS OPS TECHNICIAN	14,849.27	-	-	103,354.09	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	154,846.26	20,881.56	-	1,250.00	350.00
		ELEC OPS FOREMAN	131,431.46	-	-	209,591.35	-
		ELEC OPS SUPERVISOR	166,421.28	23,362.47	-	61,963.75	44.54
		GENERATION SUPERVISOR	162,511.86	16,859.81	-	34,575.88	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	51,427.56	-	-	582.36	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	74,340.57	-	-	3,320.18	1,957.33
		ELEC ENG MANAGER/SR MANAGER	209,895.79	23,843.49	-	750.00	6,390.76
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	142,474.00	15,579.47	-	5,685.81	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	170,916.10	28,759.54	-	500.00	1,103.34
		GENERATION CREW LEADER/CONTROL LEAD	113,589.38	-	-	47,367.30	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	146,617.26	18,010.36	-	1,421.00	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	164,374.95	24,013.31	-	500.00	420.00
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,284.81	-	-	112,737.12	668.10
		ELEC OPS LINEWORKER/LINEMAN	147,775.94	-	-	142,931.85	-
		ELEC OPS SYSTEM OPERATOR/LEAD	129,455.23	-	-	397,280.78	-
		OPERATIONS MANGER/SR MANAGER	193,966.66	32,690.23	-	4,680.00	1,520.55
		GAS ENG ENGINEER	182,220.00	19,951.08	-	5,494.99	789.80
		CUSTOMER & COMMS SUPERVISOR	146,320.40	20,506.28	-	6,250.00	396.54
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	65,835.22	-	-	5,000.00	453.26
		SHARED SVS MANAGER/SR MANAGER	164,687.54	27,596.84	-	7,629.77	7,713.93
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,861.64	-	-	415,729.80	-
		GAS OPS OPERATOR	132,360.37	-	-	101,615.80	104.31
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	162,982.06	27,096.68	-	1,000.00	-
		ELEC ENG ENGINEER	147,671.58	20,435.03	-	400.00	430.28
		ELEC OPS LINEWORKER/LINEMAN	137,447.06	-	-	178,956.68	-
		SHARED SVS LAND PLANNER	153,234.86	18,061.24	-	7,082.36	1,029.67
		GAS ENG MANAGER/SR MANAGER	174,731.66	28,811.89	-	4,885.58	15,137.37
		GAS OPS SUPERVISOR	145,802.24	19,706.50	-	1,906.20	-
		OPERATIONS DATA ENGINEER/SCIENTIST	184,500.00	16,834.43	-	1,450.00	420.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	144,734.43	-	-	221,606.28	-

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		GAS OPS ENGINEER	143,459.60	-	-	3,091.46	420.00
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	137,268.29	-	-	110,943.84	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	165,894.36	19,023.27	-	-	493.25
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	133,302.62	16,146.94	-	1,500.00	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	141,145.26	15,870.26	-	-	4,697.78
		GENERATION OPERATOR	137,817.85	-	-	86,353.54	3,086.76
		ELEC ENG ENGINEER	168,538.47	29,432.70	-	-	525.00
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	237,979.54	58,153.94	75,939.08	2,020.00	1,888.15
		GAS OPS TECHNICIAN	133,087.38	-	-	56,235.72	5,198.49
		ELEC ENG ENGINEER	183,600.00	20,256.01	-	-	355.99
		ELEC OPS ENGINEER	141,431.11	-	-	12,551.35	1,076.17
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	164,270.78	22,432.14	-	12,220.04	1,977.98
		ELEC ENG ENGINEER	194,002.83	31,381.59	-	1,400.00	9,052.09
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	26,604.90	-	-	29,661.11	-
		OPERATIONS SUPERVISOR	139,845.80	17,871.64	-	-	13,584.45
		GAS OPS COOR/REP/STRAT SR/EX/PRN	128,897.61	-	-	63,119.14	-
		ELEC OPS TECHNICIAN	127,141.47	-	-	137,486.48	-
		ELEC ENG ENGINEER	183,600.00	20,356.58	-	1,506.16	245.00
		ELEC OPS LINEWORKER/LINEMAN	143,401.35	-	-	111,410.62	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	167,868.20	19,250.25	-	4,000.00	3,098.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,996.00	-	-	921.66	1,239.67
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	136,524.00	15,461.45	-	2,583.28	4,834.79
		HR ECO MANAGER/SR MANAGER	187,752.14	33,553.78	-	6,461.44	8,835.30
		ELEC OPS INSPECTOR/LEAD INSPECTOR	159,640.19	-	-	221,478.94	-
		GAS OPS SUPERVISOR	146,958.94	19,868.81	-	40,464.85	17,135.60
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	175,559.42	22,415.31	-	-	730.25
		GENERATION OPERATOR	121,892.42	-	-	92,681.39	75.52
		ELEC ENG TECHNICIAN	157,361.60	-	-	7,727.52	-
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	199,551.26	33,264.25	-	1,700.00	960.00
		ELEC OPS SUPERVISOR	203,073.90	12,207.97	-	7,549.74	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	124,529.16	6,449.50	-	-	315.00
		IT DIRECTOR/SR DIRECTOR	37,272.73	-	-	60,000.00	56.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	138,810.52	15,844.19	-	-	908.00
		SHARED SVS SCIENTIST/TECHNICIAN	130,734.74	-	-	23,829.36	139.76
		IT MANAGER/SR MANAGER	179,845.60	29,085.19	-	695.60	1,260.00
		ELEC ENG ENGINEER	183,600.00	22,577.53	-	3,095.02	442.44
		ELEC OPS FOREMAN	152,522.44	-	-	89,084.88	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,026.00	17,826.71	-	9,342.58	3,385.36
		GAS OPS MECHANIC/WELDER	112,039.12	-	-	17,434.00	859.76
		ELEC OPS WORKING LEADER	136,140.97	-	-	17,404.66	-
		GAS OPS SUPERVISOR	136,057.09	21,148.46	-	3,031.53	-
		GAS ENG ENGINEER	151,445.16	-	-	97,448.62	280.00
		ELEC OPS ELECTRICIAN	130,742.08	-	-	57,018.03	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	156,621.54	-	-	129,174.73	4,343.92
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	134,866.42	13,250.17	-	-	2,978.34
		GAS OPS DIRECTOR/SR DIRECTOR	234,566.64	44,200.75	25,976.20	-	4,249.97
		ELEC ENG ENGINEER	80,736.41	-	-	500.00	179.58
		ELEC OPS SYSTEM OPERATOR/LEAD	107,139.50	-	-	148,577.35	469.88
		ELEC ENG ENGINEER	183,600.00	21,630.26	-	5,519.68	3,316.88
		SHARED SVS SUPERVISOR/CHIEF/EX AST	138,989.54	22,353.31	-	-	10,031.15
		GAS OPS CONST/PRGM/PRJCT MANAGER	214,152.38	39,865.73	-	1,000.00	13,048.10
		GAS OPS ENGINEER	129,578.38	-	-	120,550.37	1,286.65
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	265.58	1,304.73
		OPERATIONS MANGER/SR MANAGER	168,167.60	29,576.93	-	87,118.70	25,900.02
		GAS ENG MANAGER/SR MANAGER	197,026.46	36,231.67	-	-	3,096.15
		ELEC OPS CREW LEAD/LEADER	154,599.56	-	-	102,792.45	-
		GAS OPS TECHNICIAN	140,059.26	-	-	27,493.09	309.50
		GAS ENG ENGINEER	157,103.47	-	-	32,513.89	651.24
		GAS OPS SUPERVISOR	143,647.22	17,849.32	-	28,328.46	1,534.01
		GENERATION ENGINEER	163,247.27	-	-	36.00	880.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	180,816.00	20,945.77	-	12,325.56	1,518.78
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	168,997.46	17,157.92	-	-	1,037.92
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	151,103.96	16,620.68	-	-	420.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	186,638.36	-	-	195,526.88	281.25
		ELEC OPS ELECTRICIAN	127,234.11	-	-	61,068.51	1,332.45
		GENERATION ENGINEER	106,562.50	-	-	24,802.98	-

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 COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	11,039.66	-
		ELEC OPS ENGINEER	57,351.18	-	-	2,000.00	1,879.72
		ENERGY PLCY & PROC MANAGER/SR MANAGER	164,782.30	23,412.02	-	500.00	3,605.88
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	132,130.80	8,543.27	-	1,966.20	1,760.01
		GAS OPS FOREMAN/LEADER/CREW LEADER	149,705.71	-	-	19,395.64	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	159,526.66	17,955.78	-	2,001.00	11,222.47
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	131,886.42	15,114.49	-	8,716.28	3,276.48
		ELEC OPS ELECTRICIAN	-	-	-	-	-
		GEN CNSL & ETHICS COMP DIRECTOR/CHIEF	243,942.20	57,257.55	40,309.90	1,333.79	9,614.49
		ELEC OPS SUPERVISOR	169,050.56	24,762.55	-	38,154.68	1,939.10
		ELEC OPS SUPERVISOR	216,300.00	26,490.24	-	-	2,206.04
		ELEC OPS LINEWORKER/LINEMAN	157,922.87	-	-	117,151.10	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	130,786.57	-	-	59,911.44	237.82
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	146,860.50	17,507.58	-	8,944.47	490.00
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	11,280.95	-	-	-	-
		GAS ENG ENGINEER	159,820.12	16,454.45	-	1,000.00	3,964.57
		ELEC ENG ENGINEER	71,755.00	20,365.21	-	43,485.95	254.48
		SHARED SVS SCIENTIST/TECHNICIAN	171,254.00	17,885.96	-	18,477.56	2,288.99
		OPERATIONS INSPECTOR/LEAD INSPECTOR	136,815.95	-	-	171,508.37	175.00
		GAS ENG SENIOR BUSINESS REP	128,854.87	-	-	3,773.29	700.43
		GAS ENG ENGINEER	128,609.32	-	-	97,906.30	855.81
		SHARED SVS LAND TECH/LEAD LAND TECH	122,558.49	-	-	58,256.97	420.00
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	128,759.28	13,554.72	-	-	555.00
		GAS ENG SENIOR BUSINESS REP	19,784.85	-	-	20,880.37	-
		CUSTOMER & COMMS SUPERVISOR	133,244.46	13,908.29	-	-	420.00
		ELEC ENG ENGINEER	134,634.00	10,674.23	-	13,892.51	5,123.71
		GAS ENG ENGINEER	183,600.00	19,129.91	-	-	1,403.06
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,555.96	19,039.93	-	324.04	880.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,878.00	16,521.36	-	-	-
		IT MANAGER/SR MANAGER	219,565.42	41,715.17	23,368.17	5,226.27	3,702.40
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,358.35	17,575.33	-	-	720.00
		ELEC ENG ENGINEER	126,012.00	13,257.91	-	2,436.98	581.53
		ELEC OPS SUPERVISOR	164,827.36	13,163.36	-	88,937.28	980.54
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	232,202.64	52,535.13	389,295.08	1,536.16	1,020.81
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	125,319.66	14,136.30	-	5,511.18	5,222.30
		GAS ENG SENIOR BUSINESS REP	131,052.29	-	-	19,415.28	4,656.31
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,540.40	-	-	131,335.00	2,932.81
		GAS OPS ELEC LOCATOR	127,839.03	-	-	29,878.91	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	60,591.00	-	-	33,317.28	-
		GENERATION TECHNICIAN	95,321.50	-	-	28,966.75	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	72,025.16	-	-	34,014.89	328.20
		ELEC OPS INSPECTOR/LEAD INSPECTOR	122,506.80	10,732.28	-	35,348.05	47,122.63
		GAS OPS CONST/PRGM/PRJCT MANAGER	181,296.04	30,751.21	11,504.57	-	-
		ELEC ENG TECHNOLOGIST	144,984.84	-	-	23,047.70	-
		GAS OPS ENGINEER	140,577.22	-	-	57,139.80	-
		ELEC OPS CABLE SPLICER/CABLEMAN	167,417.55	-	-	65,544.53	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	186,810.00	21,155.89	-	2,014.30	5,777.86
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	132,957.99	-	-	23,388.73	20,230.87
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	128,468.04	-	-	77,707.87	39.00
		GAS OPS COOR/REP/STRAT SR/EX/PRN	30,531.78	-	-	66,188.63	-
		GAS ENG ESTIMATOR/SCHEDULER	120,050.17	-	-	47,369.65	735.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	188,170.96	20,273.38	-	-	4,014.53
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	165.58	2,900.96
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	146,815.25	-	-	154,616.55	139.43
		ELEC ENG WRITER/PLANNER	127,648.10	14,383.92	-	1,993.92	6,480.66
		ELEC OPS CABLE SPLICER/CABLEMAN	150,396.46	-	-	221,233.76	2,139.32
		ELEC OPS ENGINEER	165,429.21	18,561.31	-	13,934.93	7,668.03
		ELEC ENG ENGINEER	150,919.26	-	-	37,369.07	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,463.26	-	-	28,048.39	333.42
		ELEC OPS SYSTEM OPERATOR/LEAD	123,106.22	-	-	98,738.64	-
		ELEC ENG ESTIMATOR	94,785.54	-	-	44,127.18	280.00
		OPERATIONS SUPERVISOR	148,289.03	-	-	73,883.71	348.78
		ELEC ENG ENGINEER	211,699.32	36,763.30	-	300.00	5,775.61
		IT TECHNICIAN	128,817.52	-	-	41,845.64	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	122,664.80	13,247.97	-	16,653.06	21,270.06
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	202,380.00	22,261.42	-	2,928.35	3,947.37

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		GENERATION FIRE CAPTAIN	114,404.16	-	-	71,881.38	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	135,162.44	-	-	1,095.00	3,310.39
		GAS OPS FOREMAN/LEADER/CREW LEADER	152,609.82	-	-	6,114.65	-
		GAS OPS PRGM/PROJ MANAGER	192,732.00	21,897.28	-	12,465.42	3,523.89
		GAS OPS SUPERVISOR	154,300.84	-	-	37,648.48	-
		GAS OPS ENGINEER	118,798.32	-	-	18,600.81	104.15
		ELEC OPS ENGINEER	159,569.35	18,127.67	-	48,626.83	20,889.99
		ELEC OPS LINEWORKER/LINEMAN	125,036.17	-	-	182,433.29	1,697.43
		ELEC ENG ENGINEER	153,721.72	-	-	6,753.23	385.00
		OPERATIONS MANGER/SR MANAGER	148,448.61	17,918.05	-	4,500.00	7,959.50
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	142,290.00	15,922.53	-	-	1,554.72
		ELEC OPS WORKING LEADER	136,914.10	-	-	31,691.69	-
		GAS ENG ENGINEER	226,690.06	39,025.67	25,740.89	7,500.00	1,387.14
		GAS ENG SENIOR BUSINESS REP	124,035.69	-	-	4,512.20	1,647.97
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	127,454.29	28,297.52	-	7,004.00	10,152.75
		ELEC OPS TECHNICIAN	153,988.48	-	-	105,730.29	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	158,961.52	15,110.38	-	7,435.72	510.00
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	132,756.00	14,646.36	-	2,050.78	674.27
		ELEC OPS FOREMAN	166,493.26	-	-	238,268.29	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	128,184.50	18,384.30	-	92,219.70	-
		GAS ENG ENGINEER	143,973.31	-	-	88,822.18	1,193.56
		ELEC OPS SUPERVISOR	150,292.50	26,133.20	-	95,168.01	769.03
		ELEC ENG ENGINEER	150,324.76	-	-	387,031.34	350.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	56,305.96	-	-	5,000.00	-
		GAS ENG ENGINEER	113,269.63	-	-	6,122.86	960.00
		GAS ENG SUPERVISOR	182,870.73	25,394.24	-	500.00	3,323.83
		GAS OPS SUPERVISOR	142,010.08	18,081.54	-	12,757.74	555.38
		OPERATIONS MANGER/SR MANAGER	159,600.00	17,867.53	-	5,500.00	819.65
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	56,450.40	-	-	3,864.84	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	138,988.00	14,603.78	-	60,059.15	630.10
		SHARED SVS LAND TECH/LEAD LAND TECH	124,828.93	-	-	12,455.97	364.33
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,004.92	-	-	118,069.34	-
		GAS ENG PRGM/PROJ MANAGER	21,743.05	-	-	5,000.00	-
		GAS OPS SUPERVISOR	141,260.32	19,128.77	-	10,237.08	563.96
		ELEC OPS FOREMAN	148,259.52	-	-	66,259.09	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	128,272.70	13,751.39	-	2,400.00	2,821.21
		ELEC OPS FOREMAN	134,685.92	-	-	170,178.07	1,240.91
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	90,808.20	-	-	-	-
		GAS OPS MECHANIC/WELDER	133,936.72	-	-	93,695.79	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	154,432.89	-	-	84,929.09	-
		ELEC ENG SUPERVISOR	199,030.36	26,327.77	-	1,170.40	1,217.72
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	167,519.10	18,309.01	-	324.08	458.81
		ELEC OPS SYSTEM OPERATOR/LEAD	-	-	-	-	-
		ELEC OPS LINEWORKER/LINEMAN	138,936.03	-	-	83,680.90	-
		GAS OPS ENGINEER	127,723.35	-	-	49,582.52	210.00
		ELEC OPS ELECTRICIAN	131,623.77	-	-	30,895.40	658.94
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	131,923.70	14,857.54	-	510.48	420.00
		GAS OPS SUPERVISOR	120,175.72	18,343.67	-	58,139.68	2,043.46
		GAS OPS TECHNICIAN	140,059.25	-	-	36,945.49	3,296.90
		ELEC OPS MANAGER/SR MANAGER	215,476.90	39,579.52	55,075.36	11,900.00	7,816.83
		SHARED SVS CREW LEAD/LEADER	124,424.28	-	-	38,802.48	142.80
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,418.18	16,353.07	-	-	533.89
		GAS ENG ESTIMATOR	121,964.10	-	-	53,047.03	4,486.96
		ELEC OPS LINEWORKER/LINEMAN	187,196.00	-	-	184,336.83	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	130,669.20	15,942.70	-	1,000.00	1,602.02
		GAS OPS MECHANIC/WELDER	133,188.66	-	-	156,787.05	-
		GAS OPS TECHNICIAN	128,143.28	-	-	117,747.79	-
		GAS OPS TECHNICIAN	141,167.38	-	-	111,475.09	1,079.44
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	122,968.72	-	-	21,975.04	522.18
		GAS OPS INSPECTOR/LEAD INSPECTOR	120,788.17	-	-	70,048.20	-
		ELEC OPS CREW LEAD/LEADER	157,016.31	-	-	92,501.06	-
		GAS ENG SENIOR BUSINESS REP	119,773.50	-	-	39,183.20	622.77
		GAS OPS PRGM/PROJ MANAGER	113,131.20	10,664.18	-	-	-
		GAS OPS FITTER	117,648.75	-	-	132,583.35	-
		GAS ENG ESTIMATOR/SCHEDULER	137,650.93	-	-	34,003.36	1,487.91
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	135,470.84	15,154.55	-	4,581.88	558.04

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		ELEC OPS CREW LEAD/LEADER	132,770.54	-	-	45,415.70	-
		IT MANAGER/SR MANAGER	176,590.91	-	-	15,000.00	5,942.40
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	116,183.61	14,281.30	-	500.00	350.00
		ENT HEALTH & SAFETY ANALYST/SPEC/COORD EXP/PRN	142,288.88	38,430.32	-	188,652.66	5,516.53
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	195,456.80	33,466.74	-	4,595.05	910.71
		IT ARCHITECH EXP/PRN	196,667.10	35,467.09	11,504.57	-	1,945.06
		GAS ENG ENGINEER	146,836.05	-	-	7,607.64	1,078.57
		SHARED SVS LAND TECH/LEAD LAND TECH	128,246.10	-	-	23,237.31	70.00
		OPERATIONS SUPERVISOR	180,207.14	23,934.42	-	44,357.81	823.86
		ELEC OPS SYSTEM OPERATOR/LEAD	160,255.00	-	-	71,647.21	320.96
		GENERATION SCHEDULER	173,436.00	19,135.18	-	36,687.20	480.00
		ELEC OPS LINEWORKER/LINEMAN	156,125.08	-	-	119,171.67	-
		GAS ENG INTERCONNECTION MNGR	119,690.54	15,202.96	-	1,456.84	600.78
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	149,706.76	24,821.25	-	17,550.00	1,559.41
		GAS OPS MANAGER/SR MANAGER	176,513.98	29,345.46	-	-	7,002.53
		GENERATION TECHNICIAN	18,001.20	-	-	21,238.35	-
		IT SUPERVISOR	179,071.06	21,143.54	-	-	1,349.39
		ELEC OPS LINEWORKER/LINEMAN	7,984.91	-	-	10,440.52	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,707.11	-	-	224,872.97	-
		ELEC OPS TECHNICIAN	131,757.63	-	-	46,277.84	1,297.19
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	155,516.68	22,302.37	-	1,000.00	6,552.94
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	155,837.83	17,694.81	-	-	4,296.03
		OPERATIONS SUPERVISOR	161,235.50	21,293.32	-	6,074.47	932.69
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	160,179.14	18,640.64	-	49,989.39	1,428.14
		CUSTOMER & COMMS MANAGER/SR MANAGER	186,086.04	32,599.11	-	29,416.39	622.41
		ENERGY PLCY & PROC MANAGER/SR MANAGER	212,863.00	35,215.20	11,504.57	-	1,107.43
		GENERATION ENGINEER	139,380.00	14,662.69	-	34,295.15	3,466.42
		IT ANALYST/SPECIALIST SR/EXP/PRN	170,967.08	22,946.03	-	-	-
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	30,163.64	-	-	-	-
		ELEC OPS ELECTRICIAN	127,080.21	-	-	26,054.21	-
		IT TECHNICIAN	69,090.33	-	-	2,459.45	-
		IT ARCHITECH EXP/PRN	219,957.90	37,590.74	125,112.46	538.67	3,321.68
		SHARED SVS SUPERVISOR/CHIEF/EX AST	170,195.90	20,623.97	-	568.81	653.15
		OPERATIONS INSPECTOR/LEAD INSPECTOR	132,651.42	-	-	59,802.43	253.49
		GAS OPS INSPECTOR/LEAD INSPECTOR	146,570.28	-	-	109,594.13	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	99,553.36	15,918.13	-	19,208.58	4,164.91
		GAS OPS MECHANIC/WELDER	69,114.10	-	-	31,356.36	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	24,009.30	-	-	43,470.06	-
		OPERATIONS CONST/NOTE/PRGRM/PRJT MANAGER	141,576.98	-	-	-	554.77
		FINANCE AUDITOR SR/EXP/PRN	153,823.92	16,470.72	-	1,000.00	1,717.03
		SHARED SVS CONT/PRGM/PROJ MANAGER	197,922.00	23,025.41	-	400.00	1,523.18
		GENERATION SUPERVISOR	114,809.78	-	-	137,089.86	301.30
		IT ENGINEER SR/EXP/PRN	164,147.56	18,614.02	-	475.80	1,320.91
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	95,407.71	10,417.45	-	3,910.15	6,113.48
		ELEC OPS LINEWORKER/LINEMAN	116,356.84	-	-	152,792.77	1,262.86
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	154,776.16	20,490.34	-	500.00	1,395.36
		ELEC OPS ENGINEER	185,452.00	19,399.95	-	2,250.77	721.99
		GENERATION TECHNICIAN	95,164.10	-	-	59,055.79	1,914.51
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	220,781.73	36,993.48	30,345.84	-	3,162.63
		IT MANAGER/SR MANAGER	172,199.94	28,566.22	-	-	280.00
		GENERATION ANALYST/COORD/CONS/REP/SPEC SR/EXP/PRN	196,151.90	24,666.91	-	21,756.00	2,078.66
		ELEC OPS SYSTEM OPERATOR/LEAD	165,612.54	-	-	51,074.84	-
		ELEC OPS OPERATOR	63,463.09	-	-	35,492.57	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	152,409.59	16,367.12	-	1,000.00	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	18,356.38	-
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	185,198.90	29,951.21	-	-	-
		IT MANAGER/SR MANAGER	48,249.00	-	-	-	445.40
		ELEC ENG ENGINEER	160,740.22	16,422.61	-	1,694.20	1,256.57
		ELEC ENG ENGINEER	213,067.26	26,014.12	-	13,279.03	12,942.58
		GAS OPS PRGM/PROJ MANAGER	147,330.21	20,556.03	-	400.00	3,156.32
		ELEC OPS ELECTRICIAN	128,988.66	-	-	79,915.69	889.51
		ELEC ENG ESTIMATOR	114,536.78	-	-	76,304.11	6,384.97
		ELEC ENG ENGINEER	162,810.00	17,106.87	-	2,436.22	832.33
		IT TECHNICIAN	133,412.81	-	-	31,119.11	-
		GAS OPS PRGM/PROJ MANAGER	163,654.00	17,217.45	-	-	1,051.53
		SHARED SVS LAND TECH/LEAD LAND TECH	125,117.92	-	-	3,365.50	-

PACIFIC GAS AND ELECTRIC COMPANY  
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FOR THE YEAR ENDED DECEMBER 31, 2023

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 DIRECTOR/SR DIRECTOR	240,680.18	53,472.54	436,187.52	4,611.88	-
		GAS OPS TECHNICIAN	115,973.52	-	-	1,449.84	7,666.48
		ELEC OPS LINEWORKER/LINEMAN	175,711.09	-	-	122,166.38	-
		ELEC OPS SUPERVISOR	194,531.18	23,464.71	-	-	7,233.88
		GAS OPS MECHANIC/WELDER	127,021.68	-	-	42,493.90	423.15
		ELEC OPS SUPERVISOR	227,382.68	28,497.42	-	138,874.31	3,609.95
		ELEC OPS LINEWORKER/LINEMAN	131,197.94	-	-	171,091.43	-
		ELEC ENG INTERCONNECTION MANAGER	126,592.15	-	-	7,524.13	-
		ELEC OPS LINEWORKER/LINEMAN	166,142.56	-	-	183,435.71	-
		IT TECHNICIAN	133,412.89	-	-	12,959.08	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	181,435.20	-	-	54,108.64	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	167,301.70	18,490.98	-	-	6,952.11
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	162,867.63	-	-	4,365.20	11,373.67
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,461.86	18,969.89	-	-	1,095.03
		GAS ENG ENGINEER	207,554.96	33,309.87	-	-	7,650.53
		SHARED SVS LAND TECH/LEAD LAND TECH	129,951.86	-	-	47,866.79	1,458.85
		GAS ENG PRGM/PROJ MANAGER	132,826.66	14,344.67	-	1,250.00	2,282.82
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,593.35	-	-	84,865.86	-
		ELEC OPS LINEWORKER/LINEMAN	10,783.44	-	-	9,832.80	-
		IT MANAGER/SR MANAGER	197,249.07	29,541.73	-	1,838.67	2,203.89
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,870.49	-	-	170,162.80	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	144,632.12	15,732.59	-	-	949.26
		GENERATION TECHNICIAN	19,779.20	-	-	19,761.54	-
		GAS ENG ESTIMATOR/SCHEDULER	112,340.95	-	-	31,717.24	1,483.07
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	113,793.75	-	-	51,618.36	893.59
		ELEC ENG ENGINEER	188,659.72	22,555.05	-	27,213.34	5,044.24
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	51,038.05	-	-	369,878.59	352.09
		IT SERVICE MNGR/ADMINSTRTR	142,823.22	17,035.54	-	1,275.75	892.26
		OPERATIONS SUPERVISOR	125,617.48	15,063.78	-	932.33	6,959.47
		ELEC OPS FOREMAN/SUBFOREMAN	154,129.79	-	-	71,024.21	-
		OPERATIONS METEOROLOGIST/BUS/MAINT PLNR	159,722.74	17,848.16	-	19,816.88	478.96
		ELEC OPS ELECTRICIAN	120,786.25	-	-	8,776.19	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,117.74	-	-	195,454.38	862.52
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	191,500.86	19,861.84	-	2,700.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,878.42	-	-	195,148.31	-
		SHARED SVS PERMIT FACILITATOR	123,874.40	-	-	29,724.99	1,699.29
		IT TECHNICIAN	133,405.76	-	-	34,871.69	117.90
		GENERATION TECHNICIAN	140,168.20	-	-	120,041.96	1,318.85
		ELEC OPS LINEWORKER/LINEMAN	3,427.20	-	-	(19,948.19)	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	131,976.00	19,414.01	-	253.80	245.06
		GAS OPS FOREMAN/LEADER/CREW LEADER	144,385.37	-	-	23,108.45	-
		GAS OPS SUPERVISOR	156,633.72	18,318.94	-	6,761.64	8,501.31
		GENERATION AUDITOR/INVESTIGATOR SR/EX	177,948.00	19,676.75	-	25,943.97	4,226.85
		IT ENGINEER SR/EX/PRN	161,252.38	19,672.43	-	2,000.00	4,450.97
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	149,380.45	-	-	71,745.74	-
		ELEC OPS WORKING LEADER	130,891.38	-	-	61,768.80	-
		GENERATION TECHNICIAN	109,298.21	-	-	91,899.35	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	152,056.90	17,684.58	-	1,500.00	279.03
		ELEC OPS WORKING LEADER	136,202.10	-	-	88,333.34	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.22	-	-	37,528.39	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	172,212.00	18,915.63	-	400.00	982.52
		ELEC OPS ENGINEER	163,625.84	18,293.71	-	-	881.77
		OPERATIONS MANGER/SR MANAGER	164,826.54	29,244.89	-	4,500.00	493.00
		ELEC OPS LINEWORKER/LINEMAN	170,999.48	-	-	162,907.31	197.76
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	137,139.40	-	-	51,422.38	297.37
		ELEC OPS LINEWORKER/LINEMAN	39,743.41	-	-	51,002.69	-
		ELEC OPS BUSINESS LIAISON	123,264.06	-	-	15,429.66	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	136,234.80	20,044.80	-	44,035.15	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	185,000.04	26,713.27	15,892.60	4,311.52	1,229.01
		SHARED SVS CONT/PGRM/PROJ MANAGER	162,110.58	18,264.40	-	-	2,256.49
		CUSTOMER & COMMS MANAGER/SR MANAGER	224,216.04	41,623.94	44,566.55	-	9,159.47
		ELEC OPS ENGINEER	195,472.12	34,589.88	-	-	5,064.31
		IT TECHNICIAN	107,978.21	-	-	121,951.23	489.50
		ELEC OPS LINEWORKER/LINEMAN	18,642.88	-	-	40,913.33	-
		ELEC ENG TECHNICIAN	132,459.32	-	-	35,011.23	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,896.45	-	-	145,013.98	2,486.00

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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 SUPERVISOR	167,855.12	22,048.39	-	4,400.41	9,219.56
		OPERATIONS SUPERVISOR	150,279.98	-	-	52,489.39	2,762.55
		ELEC OPS LINEWORKER/LINEMAN	150,835.71	-	-	151,842.21	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	150,408.34	16,923.46	-	250.00	960.00
		GENERATION ENGINEER	212,952.00	35,242.32	-	8,651.11	11,436.10
		GAS ENG PRGM/PROJ MANAGER	139,890.00	16,188.46	-	3,253.68	315.00
		ELEC OPS LINEWORKER/LINEMAN	137,755.50	-	-	48,268.69	-
		ELEC ENG SUPERVISOR	177,375.04	17,870.40	-	12,730.91	6,104.89
		GENERATION FIRE CAPTAIN	127,351.68	-	-	72,175.16	-
		ELEC ENG ENGINEER	214,488.00	23,663.83	-	28,587.66	636.12
		OPERATIONS TECHNICIAN	144,487.12	-	-	33,423.92	313.09
		GAS ENG TECHNICIAN	122,231.68	-	-	6,812.28	1,004.54
		OPERATIONS TECHNICIAN	138,879.65	-	-	76,204.99	937.23
		ELEC OPS FOREMAN	141,211.84	-	-	217,080.88	-
		OPERATIONS MANGER/SR MANAGER	160,821.14	26,067.70	-	1,000.00	2,053.40
		GAS OPS DISPATCHER	36,214.80	-	-	6,797.85	240.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,189.42	15,395.77	-	-	698.90
		GENERATION TECHNICIAN	122,280.62	-	-	73,533.49	385.80
		IT TECHNICIAN	132,963.26	-	-	54,074.46	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	161,056.40	27,209.86	-	11,800.00	7,500.94
		GENERATION OPERATOR	136,427.46	-	-	132,538.29	285.43
		GENERATION OPERATOR	138,587.56	-	-	110,613.96	-
		OPERATIONS MANGER/SR MANAGER	162,949.03	22,295.01	-	-	7,798.41
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	125,883.34	16,712.14	-	8,186.00	12,358.09
		GAS OPS SUPERVISOR	164,357.50	22,210.17	-	4,878.70	17,827.82
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	180,571.84	30,528.60	-	-	553.00
		ELEC OPS LINEWORKER/LINEMAN	140,286.23	-	-	172,146.07	2,435.18
		ELEC OPS DIRECTOR/SR DIRECTOR	196,685.84	42,852.15	11,504.57	40,850.00	4,745.70
		GAS OPS MECHANIC/WELDER	100,306.66	-	-	13,905.71	91.05
		GAS ENG SUPERVISOR	170,961.92	23,350.93	-	16,106.38	1,985.85
		ELEC OPS CABLE SPLICER/CABLEMAN	167,636.79	-	-	219,113.46	262.00
		SHARED SVS LAND AGENT/CONSLT	71,579.05	-	-	9,705.34	1,099.18
		IT TECHNICIAN	125,518.70	-	-	18,019.67	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	148,250.89	-	-	265,061.36	337.27
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	153,425.37	-	-	82,215.89	617.34
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	161,146.93	17,955.76	-	800.00	2,702.17
		SHARED SVS CHIEF OF PARTY	138,607.46	-	-	34,799.80	23,391.46
		GENERATION DIRECTOR/SR DIRECTOR	231,198.91	37,788.46	-	18,000.00	6,668.07
		ELEC OPS TECHNICIAN	142,019.59	-	-	134,652.11	-
		OPERATIONS SUPERVISOR	125,322.98	13,963.26	-	1,212.60	5,199.53
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	151,900.00	17,033.33	-	2,500.00	12,956.97
		GAS ENG SENIOR BUSINESS REP	134,937.79	-	-	102,513.43	420.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	114,336.59	16,930.75	-	-	140.00
		ELEC OPS SUPERVISOR	166,902.68	23,927.25	-	26,199.13	1,335.42
		GENERATION TECHNICIAN	22,322.24	-	-	39,147.05	-
		ELEC ENG SHOP LEADER/TESTER/MACHINIST	71,995.33	-	-	53,713.17	782.36
		ELEC OPS LINEWORKER/LINEMAN	129,115.04	-	-	179,148.79	-
		ELEC OPS CREW LEAD/LEADER	157,818.52	-	-	110,049.20	-
		ELEC OPS SUPERVISOR	162,378.68	-	-	18,082.47	5,912.32
		GENERATION SUPERVISOR	206,587.10	27,811.56	-	43,033.54	518.91
		IT ENGINEER SR/EX/PRN	153,639.52	16,464.02	-	-	35.00
		ELEC OPS SUPERVISOR	205,223.08	25,318.13	-	20,156.03	5,905.66
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,990.71	-	-	20,034.92	-
		GAS OPS MANAGER/SR MANAGER	191,100.00	34,689.60	-	2,720.00	15,886.27
		GAS OPS TECHNICIAN	129,322.80	-	-	81,303.64	25.00
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	102,104.31	15,916.06	-	4,244.39	3,487.02
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	206,792.96	34,941.99	11,863.60	4,914.41	4,755.66
		ELEC OPS SUPERVISOR	153,216.36	16,952.94	-	78,981.27	1,521.82
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	146,037.06	44,670.72	-	222,434.97	1,217.06
		ELEC OPS SUPERVISOR	195,481.36	30,819.63	-	114,124.40	-
		GAS ENG ENGINEER	149,789.98	-	-	25,132.11	537.90
		ELEC OPS CREW LEAD/LEADER	67,064.71	-	-	15,575.80	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	18,150.56	-	-	8,285.57	-
		GAS ENG SENIOR BUSINESS REP	144,623.69	-	-	35,098.10	1,349.43
		OPERATIONS MACHINIST	121,321.10	-	-	92,781.93	353.90
		ELEC ENG SUPERVISOR	148,221.48	17,520.00	-	23,736.13	9,105.34

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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 TROUBLEMAN/TROUBLESHOOTER	149,886.79	-	-	84,739.34	-
		ELEC OPS MANAGER/SR MANAGER	178,087.64	31,601.57	30,486.33	11,000.00	24,557.46
		ELEC OPS FOREMAN	150,951.00	-	-	187,524.84	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	191,102.40	23,394.07	-	-	2,836.76
		GAS ENG PRGM/PROJ MANAGER	119,971.54	31,772.59	-	49,452.09	-
		GAS ENG ENGINEER	141,368.65	-	-	7,798.57	1,537.71
		ELEC OPS LINEWORKER/LINEMAN	127,615.82	-	-	119,580.80	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	229,451.12	33,658.47	30,486.33	1,000.00	1,006.38
		OPERATIONS INSPECTOR/LEAD INSPECTOR	141,714.59	-	-	177,553.58	145.10
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	138,298.00	14,531.43	-	8,959.42	3,115.87
		ELEC OPS SUPERVISOR	173,337.10	21,968.11	-	78,828.39	351.01
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	156,422.06	18,927.61	-	1,144.31	1,054.95
		GAS ENG SUPERVISOR	140,906.75	11,210.81	-	4,079.60	1,823.87
		ELEC ENG ENGINEER	119,939.51	-	-	140,057.41	880.00
		GEN CNSL & ETHICS COMP SUPERVISOR	159,318.78	21,438.28	-	1,450.00	5,664.76
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	114,750.21	29,258.82	-	433.45	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	122,802.72	-	-	102,431.45	114.63
		ELEC OPS CONSLT/PLANNER	145,773.56	15,832.02	-	14,688.66	1,807.78
		ELEC ENG TECHNICIAN	172,149.89	-	-	22,478.98	-
		OPERATIONS ENGINEER/CREW LEADER	147,632.75	-	-	50,864.87	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,000.60	17,769.62	-	-	1,885.69
		GAS OPS MECHANIC/WELDER	126,460.85	-	-	14,619.67	-
		ELEC OPS SUPERVISOR	163,273.39	22,278.60	-	5,561.60	1,186.32
		ELEC ENG SUPERVISOR	147,065.20	19,781.91	-	1,773.68	4,006.52
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	29,849.40	-	-	34,202.32	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	135,792.60	-	-	69,088.01	579.03
		SHARED SVS LAND TECH/LEAD LAND TECH	140,144.96	-	-	23,212.75	405.13
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	142,029.94	16,017.41	-	-	-
		GENERATION CREW LEADER/CONTROL LEAD	40,095.20	-	-	44,960.51	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	183,849.04	30,646.73	-	1,210.56	451.63
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	128,706.90	-	-	35,771.93	131.67
		ELEC ENG ENGINEER	147,334.11	-	-	11,345.63	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	144,712.54	17,509.08	-	12,800.00	7,549.20
		OPERATIONS ENGINEER/CREW LEADER	54,428.40	-	-	13,253.81	-
		ELEC OPS SUPERVISOR	173,323.64	17,397.36	-	56,044.98	2,776.10
		ELEC ENG ENGINEER	170,743.24	18,195.94	-	1,572.44	1,646.50
		SHARED SVS LAND TECH/LEAD LAND TECH	127,311.02	-	-	5,236.46	315.00
		ELEC ENG ENGINEER	214,488.00	25,354.10	-	18,736.64	4,641.88
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	175,150.60	30,355.33	-	-	541.51
		IT ARCHITECT EXP/PRN	182,948.90	30,459.74	22,521.60	-	-
		GAS OPS ENGINEER	126,082.81	9,690.52	-	-	1,547.75
		ELEC ENG ENGINEER	145,101.25	-	-	16,250.00	2,866.84
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	139,721.65	17,914.64	-	261.68	2,732.73
		OPERATIONS INSPECTOR/LEAD INSPECTOR	133,133.06	-	-	101,384.86	57.77
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	101,157.08	13,362.01	-	15,412.11	2,344.44
		GAS OPS FOREMAN/LEADER/CREW LEADER	147,297.01	-	-	153,587.26	1,900.90
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	139,378.65	16,491.38	-	2,182.10	3,442.92
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,024.53	14,812.66	-	-	1,172.13
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	178,502.57	-	-	50,723.18	3,400.62
		GAS ENG PRGM/PROJ MANAGER	157,861.83	18,820.22	-	-	-
		ELEC OPS FOREMAN	67,636.33	-	-	99,914.36	-
		ELEC ENG INTERCONNECTION MANAGER	146,556.62	-	-	10,453.62	421.95
		GAS OPS ENGINEER	144,137.08	-	-	86,955.69	420.00
		ELEC ENG MANAGER/SR MANAGER	191,925.26	22,201.17	-	-	2,224.84
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	81,408.25	-	-	90,177.40	-
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	140,554.79	17,877.46	-	50.00	1,107.74
		OPERATIONS INSPECTOR/LEAD INSPECTOR	143,247.38	-	-	34,035.94	150.00
		SHARED SVS LAND AGENT/CONSLT	136,344.52	-	-	1,876.22	1,013.56
		GAS OPS SCHEDULER	131,706.34	-	-	36,500.31	-
		GAS ENG ENGINEER	138,517.17	-	-	3,111.26	380.89
		GAS ENG ESTIMATOR/SCHEDULER	136,209.09	-	-	31,425.97	-
		GAS OPS PLANNER SR/EXP/PRN	124,996.22	14,082.88	-	2,082.05	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	154,602.06	26,007.38	-	1,100.00	1,283.08
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	153,305.52	18,070.48	-	1,817.66	1,983.89
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	194,933.00	32,921.01	-	600.00	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	25,047.54	-	-	39,657.84	-



**PACIFIC GAS AND ELECTRIC COMPANY  
EMPLOYEES COMPENSATED AT THE  
RATE OF \$125,000 - \$249,999 PER ANNUM  
FOR THE YEAR ENDED DECEMBER 31, 2023**

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 TECHNICIAN	122,033.56	-	-	512.58	785.87
		GAS ENG SUPERVISOR	201,731.32	27,253.11	-	1,000.00	2,866.48
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	177,361.58	29,172.99	-	-	1,003.81
		GAS OPS FOREMAN/LEADER/CREW LEADER	153,450.35	-	-	88,004.01	1,708.79
		GENERATION ENGINEER	83,017.08	-	-	29,625.92	-
		GAS OPS TECHNICIAN	133,412.84	-	-	3,538.05	-
		GAS OPS OPERATOR	124,848.43	-	-	36,616.05	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	136,556.18	15,385.28	-	8,956.88	878.60
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,351.55	-	-	27,330.34	-
		ELEC OPS LINEMAN/LINEMAN	106,377.52	-	-	152,332.63	236.14
		ELEC ENG SUPERVISOR	215,073.16	20,105.17	-	1,940.72	2,812.60
		ELEC OPS CABLE SPLICER/CABLEMAN	30,272.74	-	-	95,720.35	-
		SUPPLY CHAIN MATERIALS SUPPLIER RESPON	156,971.92	25,748.47	-	4,875.00	18,714.12
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	157,507.70	17,510.77	-	23,817.32	685.00
		ELEC OPS LINEMAN/LINEMAN	171,672.80	-	-	361,746.15	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	40,476.19	-	-	1,000.00	140.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	150,670.74	16,357.93	-	500.00	443.83
		GAS ENG PRGM/PROJ MANAGER	167,164.60	18,335.76	-	1,150.00	450.42
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	131,390.70	14,114.67	-	-	1,646.68
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	175,613.72	42,391.67	-	40,486.74	4,446.85
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	118,890.47	19,103.80	-	19,242.80	8,915.48
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,446.17	-	-	133,001.08	-
		GAS ENG SENIOR BUSINESS REP	149,208.66	-	-	31,507.72	-
		ELEC OPS LINEMAN/LINEMAN	141,109.65	-	-	103,769.88	-
		ELEC OPS CREW LEAD/LEADER	135,548.52	-	-	132,934.23	-
		ELEC OPS MANAGER/SR MANAGER	200,170.72	35,424.13	18,981.76	27,300.00	8,321.25
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	190,650.96	18,679.81	-	400.00	697.40
		ENG PLNG & STRAT MANGER/SR MANAGER	212,277.86	37,220.69	-	1,500.00	551.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	150,289.31	-	-	155,965.32	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	175,420.50	20,469.24	-	28,834.89	4,358.16
		ELEC OPS FOREMAN	148,806.63	-	-	106,215.22	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,535.92	-	-	127,165.77	-
		GENERATION OPERATOR	136,345.49	-	-	86,994.15	82.89
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	70,891.30	-	-	2,133.53	719.14
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,699.60	17,019.86	-	-	3,607.58
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	143,500.04	14,978.02	-	1,500.00	1,757.02
		ELEC ENG ENGINEER	147,096.00	15,252.49	-	200.00	2,110.57
		IT ARCHITECT EXP/PRN	163,665.36	18,124.60	-	-	2,300.82
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	151,022.57	15,778.06	-	350.00	7,587.10
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	113,609.19	32,005.97	13,814.85	11,695.71	-
		IT ARCHITECT EXP/PRN	211,099.40	35,822.78	91,310.39	3,000.00	9,006.21
		IT AGILE COACH/SCRUM MASTER SR/EXP/PRN	186,243.80	20,679.36	-	-	350.00
		ELEC ENG ENGINEER	196,440.00	20,693.72	-	4,942.00	1,851.54
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,459.59	14,534.26	-	-	690.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	6,278.89	15,763.97	-	24,601.12	35.00
		GAS ENG PRGM/PROJ MANAGER	24,537.89	-	-	-	200.00
		GAS ENG ENGINEER	196,868.19	22,800.20	-	22,872.96	6,975.36
		IT MANAGER/SR MANAGER	128,088.25	15,684.18	-	2,500.00	136.18
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,790.60	17,042.51	-	3,325.72	609.86
		ELEC ENG ENGINEER	165,671.30	4,972.08	-	27,837.28	8,840.38
		GAS OPS PRGM/PROJ MANAGER	182,590.00	19,431.64	-	2,065.45	4,509.18
		GAS OPS MANAGER/SR MANAGER	165,185.26	14,645.96	-	343.20	6,324.86
		GAS OPS DISPATCHER	125,000.46	-	-	24,143.84	1,423.54
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	159,854.38	17,844.19	-	2,650.24	5,635.57
		GENERATION PLANNER	150,386.54	-	-	62,442.14	-
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	174,899.56	18,236.32	-	842.40	21,725.90
		GAS OPS OPERATOR	128,960.84	-	-	39,782.89	-
		ELEC ENG MANAGER/SR MANAGER	196,594.06	35,878.01	-	-	3,481.63
		ELEC ENG ENGINEER	213,872.00	24,750.71	-	18,470.76	2,595.77
		GAS OPS DIRECTOR/SR DIRECTOR	204,600.00	36,949.62	2,881.28	-	21,387.69
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	121,951.34	13,825.10	-	-	1,460.74
		GAS ENG SUPERVISOR	166,510.46	17,904.83	-	49,702.55	8,510.94
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	74,287.80	-	-	27,822.69	-
		ELEC OPS MANAGER/SR MANAGER	201,124.74	34,412.01	-	2,400.00	3,371.23
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	132,999.96	14,270.51	-	1,250.00	246.40
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	180,130.00	20,065.97	-	200.00	573.67

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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 SCIENTIST/TECHNICIAN	159,228.00	17,510.47	-	650.71	820.95
		ELEC ENG SUPERVISOR	193,133.37	20,693.67	-	765.00	1,601.84
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	214,200.00	-	-	1,350.00	2,159.00
		GAS ENG ESTIMATOR/SCHEDULER	95,291.03	-	-	53,044.74	227.69
		ELEC OPS ELECTRICIAN	126,838.93	-	-	23,053.45	-
		IT ENGINEER SR/EX/PRN	179,980.84	21,471.85	13,512.96	-	420.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EX/PRN	143,968.21	-	-	12,500.00	321.28
		IT ANALYST/SPECIALIST SR/EX/PRN	135,135.00	15,207.36	-	3,268.00	1,368.51
		GAS OPS SCHEDULER	137,341.16	-	-	47,362.29	385.00
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	209,875.80	35,019.28	-	3,062.40	3,118.19
		ELEC ENG ENGINEER	75,568.21	-	-	-	210.00
		IT MANAGER/SR MANAGER	200,400.72	35,593.43	67,942.22	5,600.00	754.31
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	150,682.42	-	-	1,551.20	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	89,090.89	-	-	24,730.60	1,696.45
		ELEC OPS SYSTEM OPERATOR/LEAD	94,789.25	-	-	309,286.61	530.78
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	133,797.40	12,139.89	-	4,421.58	594.68
		GAS OPS SCHEDULER	140,567.40	-	-	42,250.69	350.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	178,537.55	33,661.40	-	-	3,209.88
		OPERATIONS SUPERVISOR	125,423.11	11,123.50	-	3,414.39	8,658.73
		ELEC OPS SUPERVISOR	27,406.70	-	-	158,333.78	35.00
		IT ENGINEER SR/EX/PRN	195,751.14	33,323.09	-	2,450.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,780.78	-	-	120,185.11	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	152,553.70	16,397.53	-	1,000.00	-
		ELEC OPS SUPERVISOR	185,070.10	24,169.47	-	9,787.12	3,163.20
		CUSTOMER & COMMS MANAGER/SR MANAGER	182,579.02	22,326.11	49,171.50	2,600.00	2,661.37
		ENT HEALTH & SAFETY DIRECTOR/SR DIRECTOR/CHIEF	209,954.60	35,499.12	-	516.80	5,352.17
		ELEC OPS FOREMAN	154,406.03	-	-	116,845.04	-
		IT TECHNICIAN	139,978.84	-	-	72,970.08	-
		ELEC OPS SUPERVISOR	165,772.50	24,147.12	-	2,000.00	981.90
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	127,352.63	9,557.11	-	1,200.00	941.47
		ELEC OPS CREW LEAD/LEADER	133,707.65	-	-	13,799.31	-
		ELEC OPS LINEMAN/LINEMAN	142,974.11	-	-	111,842.34	-
		GAS OPS SUPERVISOR	144,680.40	18,164.74	-	37,625.58	2,659.97
		OPERATIONS SUPERVISOR	138,004.16	18,150.72	-	2,895.09	11,839.78
		ELEC OPS LINEMAN/LINEMAN	138,349.43	-	-	88,238.85	1,423.33
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	148,801.80	15,930.67	-	1,151.36	-
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	171,527.58	18,206.60	-	325.40	1,114.57
		GAS OPS CONST/PRGM/PRJCT MANAGER	176,762.62	19,969.70	-	30,378.55	7,713.46
		OPERATIONS MANGER/SR MANAGER	170,807.16	30,365.92	-	-	5,473.90
		ELEC OPS ELECTRICIAN	132,206.72	-	-	54,707.27	150.01
		GAS OPS FOREMAN/LEADER/CREW LEADER	146,828.15	-	-	86,329.22	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	236,140.22	47,539.24	44,769.48	-	4,563.85
		OPERATIONS TECHNICIAN	128,564.62	-	-	44,962.07	2,659.27
		GAS ENG ENGINEER	146,879.75	-	-	2,367.74	1,421.01
		ELEC ENG ENGINEER	185,000.04	-	-	71,418.82	26,443.04
		ELEC OPS LINEMAN/LINEMAN	143,032.16	-	-	222,348.37	48.88
		GAS OPS COOR/REP/STRAT SR/EX/PRN	126,402.54	15,724.73	-	8,689.52	-
		ELEC OPS TECHNICIAN	130,887.50	-	-	96,450.01	-
		ELEC OPS LINEMAN/LINEMAN	129,302.82	-	-	222,737.76	-
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	163,338.12	18,731.54	-	1,000.00	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	195,300.00	-	-	600.00	825.00
		ELEC OPS ELECTRICIAN	129,629.03	-	-	62,626.57	-
		GENERATION ENGINEER	183,600.00	21,268.83	-	41,370.88	2,874.12
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	134,179.10	12,730.37	-	5,000.00	2,314.41
		ELEC OPS CREW LEAD/LEADER	192,268.05	-	-	307,752.41	378.89
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,403.65	-	-	7,833.82	186.02
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	179,299.34	21,308.55	-	7,393.17	4,331.01
		GAS OPS MECHANIC/WELDER	138,072.88	-	-	64,569.37	-
		ELEC OPS TECHNICIAN	58,678.44	-	-	1,805.76	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EX/PRN	178,880.60	27,928.47	-	1,000.00	449.54
		GAS OPS TECHNICIAN	140,059.21	-	-	14,949.86	-
		ELEC OPS ESTIMATOR	56,613.30	-	-	1,088.76	-
		GAS OPS SUPERVISOR	156,324.64	21,595.54	-	20,645.13	-
		GAS OPS DIRECTOR/SR DIRECTOR	224,861.51	42,822.28	28,051.17	-	24,955.71
		ELEC OPS ELECTRICIAN	131,296.26	-	-	66,172.37	-
		GAS OPS TECHNICIAN	134,306.64	-	-	75,131.90	3,303.32

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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)
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,611.58	-	-	155,082.28	-
		GAS ENG SUPERVISOR	149,336.88	20,569.59	-	500.00	2,589.37
		GENERATION TECHNICIAN	138,743.51	-	-	108,244.24	-
		ELEC OPS CREW LEAD/LEADER	141,000.44	-	-	17,716.74	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	112,999.94	10,270.01	-	2,000.00	1,898.89
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	182,705.18	20,602.27	-	529.98	3,440.00
		GAS ENG ENGINEER	139,769.92	16,458.29	-	400.00	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	163,344.80	18,249.17	-	2,000.00	1,007.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,976.38	-	-	112,881.53	-
		GENERATION TECHNICIAN	143,309.75	-	-	88,680.68	1,865.56
		GAS OPS SUPERVISOR	139,500.00	6,054.91	-	33,087.46	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	106,140.50	-	-	207,375.77	-
		OPERATIONS DATA ENGINEER/SCIENTIST	120,652.17	-	-	10,000.00	3,606.43
		OPERATIONS TECHNICIAN	130,775.66	-	-	36,936.19	-
		SHARED SVS LAND AGENT/CONSLT	171,394.70	19,595.16	-	2,528.77	106.04
		GAS ENG ENGINEER	153,380.49	-	-	102,349.07	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	178,115.44	31,383.18	11,504.57	8,450.00	4,025.75
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	110,051.76	12,276.96	-	100.00	997.25
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	202,972.03	31,675.06	28,051.17	4,500.00	4,058.09
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,654.12	16,867.64	-	-	420.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	132,758.26	14,204.10	-	597.36	91.70
		GAS OPS FOREMAN/LEADER/CREW LEADER	132,839.97	-	-	54,220.04	605.89
		ELEC OPS LINEWORKER/LINEMAN	138,813.96	-	-	126,704.98	509.60
		SHARED SVS SUPERVISOR/CHIEF/EX AST	138,342.96	19,554.11	-	1,000.00	-
		OPERATIONS TECHNICIAN	144,835.48	-	-	46,262.48	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	194,266.64	34,584.48	11,504.57	-	1,766.53
		GAS OPS TECHNICIAN	133,388.08	-	-	42,450.14	-
		SHARED SVS CREW LEAD/LEADER	117,301.23	-	-	5,963.75	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	161,818.00	17,261.17	-	-	1,301.53
		GAS OPS STATION OPERATOR	125,614.08	-	-	57,862.79	68.12
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	42,857.14	-	-	-	126.51
		ELEC ENG ENGINEER	161,524.00	17,060.86	-	-	732.14
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	78,357.99	-	-	135,875.04	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	-	18,366.16	-	-	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	144,579.88	15,652.22	-	8,004.52	1,741.16
		GENERATION SUPERVISOR	164,446.03	-	-	53,725.23	-
		GAS ENG SENIOR BUSINESS REP	128,878.87	-	-	69,208.39	-
		ELEC ENG SUPERVISOR	128,133.36	17,727.44	-	23,433.38	5,381.38
		SHARED SVS LAND AGENT/CONSLT	138,384.44	-	-	4,314.23	852.13
		ELEC OPS CREW LEAD/LEADER	137,612.64	-	-	44,007.04	-
		OPERATIONS TECHNICIAN	132,673.13	-	-	44,594.76	14,975.59
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	44,113.51	15,531.34	-	10,346.83	4,221.31
		ELEC OPS LINEWORKER/LINEMAN	140,908.82	-	-	87,856.34	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	134,894.76	-	-	86,743.18	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	55,652.16	-	-	2,000.00	582.23
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	149,607.58	16,659.78	-	-	975.03
		GAS ENG ESTIMATOR/SCHEDULER	133,029.92	-	-	303.11	273.67
		ELEC OPS CREW LEAD/LEADER	137,178.95	-	-	42,934.53	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	123,132.80	-	-	86,888.56	-
		ELEC ENG ENGINEER	177,024.00	18,710.51	-	15,986.13	5,137.05
		OPERATIONS SUPERVISOR	106,960.27	11,447.03	-	96,914.77	7,188.86
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	124,096.06	13,295.81	-	24,300.62	1,695.00
		OPERATIONS CONST/NOTF/PRGRM/PRCT MANAGER	194,030.08	33,199.03	-	-	15,118.39
		IT ANALYST/SPECIALIST SR/EXP/PRN	116,722.46	14,214.38	-	4,291.68	-
		ELEC ENG WRITER/PLANNER	127,873.78	14,352.23	-	500.00	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	152,751.28	17,156.85	-	35,058.22	336.38
		FINANCE SUPERVISOR	146,616.16	15,923.54	-	3,532.93	1,449.00
		ELEC OPS LINEWORKER/LINEMAN	120,944.62	-	-	192,368.62	5,743.97
		ELEC OPS SUPERVISOR	-	21,850.23	-	103,489.06	-
		ELEC OPS SUPERVISOR	154,794.56	13,246.07	-	1,348.10	6,393.87
		GAS OPS SUPERVISOR	164,073.18	22,352.99	-	1,600.00	6,801.40
		GAS ENG ENGINEER	37,121.20	-	-	-	305.00
		ELEC OPS ELECTRICIAN	125,095.35	-	-	16,434.65	-
		GENERATION SUPERVISOR	141,217.64	18,422.97	-	55,668.61	-
		GAS ENG ENGINEER	127,007.00	19,447.89	-	61,249.53	-
		ELEC OPS FOREMAN	150,047.95	-	-	129,013.41	-

PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
 RATE OF \$125,000 - \$249,999 PER ANNUM  
 FOR THE YEAR ENDED DECEMBER 31, 2023

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/WRITER SR/EXP/PRN	148,509.92	17,557.39	-	1,500.00	894.57
		ELEC OPS FOREMAN	152,578.41	-	-	108,894.91	630.27
		ELEC ENG ESTIMATOR	139,897.78	-	-	-	499.93
		ELEC OPS LINeworker/LINEMAN	111,623.40	-	-	108,668.78	-
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	151,688.44	20,525.71	-	1,513.38	1,310.59
		GAS ENG SUPERVISOR	189,788.00	20,209.76	-	176.54	3,399.53
		GAS ENG ENGINEER	164,744.22	17,997.25	-	-	587.16
		GAS OPS OPERATOR	121,338.19	-	-	73,151.56	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	126,880.71	13,243.10	-	2,434.50	1,804.73
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,732.00	21,702.63	-	4,249.11	5,575.86
		ELEC OPS ENGINEER	146,976.00	7,097.36	-	26,896.52	9,881.22
		ELEC OPS TECHNICIAN	129,565.67	-	-	101,586.80	36.09
		GAS OPS MECHANIC/WELDER	123,622.81	-	-	33,239.31	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,061.25	-	-	129,915.42	-
		ELEC OPS CREW LEAD/LEADER	141,804.00	-	-	63,318.72	-
		IT DATA SCIENTIST SR/EXP/PRN	189,387.86	8,227.65	-	67,000.00	451.57
		ELEC OPS TECHNICIAN	130,331.11	-	-	96,159.76	-
		GAS ENG ENGINEER	148,353.77	-	-	39,905.89	-
		GAS ENG ENGINEER	147,154.32	-	-	49,893.29	-
		ELEC OPS LINeworker/LINEMAN	158,812.81	25,106.08	15,892.60	77,583.22	701.61
		ELEC ENG ENGINEER	154,977.36	-	-	29,733.91	350.00
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	155,811.22	17,675.38	-	-	105.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	116,838.35	16,932.01	-	19,882.32	315.00
		GAS OPS OPERATOR	132,264.22	-	-	107,084.14	-
		ELEC ENG TECHNICIAN	173,234.10	-	-	68,638.64	-
		GENERATION OPERATOR	144,869.16	-	-	134,602.05	226.56
		ELEC OPS CREW LEAD/LEADER	190,448.90	-	-	159,935.85	-
		GAS OPS SUPERVISOR	174,191.22	23,051.79	-	45,966.16	12,656.41
		ELEC ENG SUPERVISOR	186,309.88	24,715.45	-	45,753.84	6,115.71
		ELEC OPS LINeworker/LINEMAN	152,691.82	-	-	159,768.63	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.20	-	-	1,433.12	-
		GAS OPS MECHANIC/WELDER	129,882.40	-	-	220,869.60	-
		ELEC ENG SUPERVISOR	153,066.24	18,680.93	-	6,417.01	609.40
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,448.96	-	-	8,677.97	-
		GAS ENG ESTIMATOR/SCHEDULER	141,453.92	-	-	119,045.92	420.00
		GAS OPS SUPERVISOR	162,570.76	20,939.35	-	26,497.58	6,375.90
		SHARED SVS CREW LEAD/LEADER	120,305.21	-	-	70,656.94	-
		ELEC OPS TECHNICIAN	155,564.81	-	-	104,928.61	-
		ELEC ENG ENGINEER	172,212.00	19,174.20	-	3,435.90	420.00
		GAS OPS TECHNICIAN	130,038.81	-	-	36,229.31	955.77
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,107.60	-	-	78,077.41	-
		ELEC OPS CREW LEAD/LEADER	185,741.37	-	-	251,280.77	237.42
		ELEC OPS MANAGER/SR MANAGER	213,557.66	39,104.02	40,632.83	22,200.00	36,468.32
		GAS OPS FOREMAN/LEADER/CREW LEADER	147,768.12	-	-	64,596.39	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	154,197.94	17,351.61	-	11,086.56	5,181.67
		ELEC OPS FOREMAN	133,098.45	-	-	161,004.21	284.27
		GENERATION OPERATOR	145,140.61	-	-	114,659.79	1,415.74
		GAS OPS SCHEDULER	138,695.59	-	-	39,526.12	448.12
		ENVIRONMENTAL HEALTH & SAFETY MANAGER/SR MANAGER	168,596.54	28,538.11	-	-	420.94
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	127,148.55	13,865.92	-	942.80	960.00
		ELEC OPS SUPERVISOR	168,315.28	-	-	70,293.17	-
		ELEC OPS LINeworker/LINEMAN	71,829.92	-	-	63,712.33	-
		ELEC OPS CREW LEAD/LEADER	133,348.64	-	-	24,632.78	202.40
		IT TECHNICIAN	133,156.33	-	-	56,013.69	-
		ELEC OPS CREW LEAD/LEADER	141,804.65	-	-	35,336.61	-
		IT SUPERVISOR	168,409.00	22,953.44	-	-	1,367.77
		OPERATIONS INSPECTOR/LEAD INSPECTOR	139,744.53	-	-	174,484.68	668.10
		SHARED SVS LAND PLANNER	141,740.69	17,372.55	-	10,224.49	3,693.21
		GAS OPS OPERATOR	127,932.42	-	-	44,935.48	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	153,175.76	-	-	161,424.54	-
		SHARED SVS CONT/PGRM/PROJ MANAGER	198,468.00	14,746.32	-	100.00	3,729.19
		GENERATION TECHNICIAN	68,346.78	-	-	115,814.49	2,203.93
		ELEC OPS FOREMAN	144,123.84	-	-	152,865.55	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,470.88	-	-	18,636.31	23.80
		ELEC ENG MANAGER/SR MANAGER	209,440.28	36,187.74	47,001.71	4,000.00	4,575.54
		GAS OPS DISPATCHER	109,480.00	-	-	3,656.20	-

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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 COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	89,860.74	-	-	361,521.07	1,199.77
		ELEC OPS SUPERVISOR	145,647.83	-	-	67,386.19	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	129,507.00	13,895.07	-	250.00	40.08
		ELEC OPS WORKING LEADER	137,216.20	-	-	42,423.01	-
		GAS OPS MANAGER/SR MANAGER	202,593.96	32,586.12	18,419.80	3,600.00	2,298.96
		HR ECO EA/SR EA/INSTRCT/SRV MECHANIC	122,830.62	10,745.52	-	7,363.78	2,955.71
		GENERATION SUPERVISOR	214,425.80	29,840.61	-	50,035.18	2,900.00
		GENERATION TECHNICIAN	87,923.20	-	-	58,269.64	-
		ELEC ENG ESTIMATOR	139,622.50	-	-	120,351.53	-
		GENERATION SUPERVISOR	207,796.62	29,578.35	-	86,734.31	2,206.22
		ELEC OPS CREW LEAD/LEADER	140,004.80	-	-	67,106.53	-
		ELEC OPS LINEMAN/LINEMAN	129,198.03	-	-	139,044.51	440.16
		OPERATIONS INSPECTOR/LEAD INSPECTOR	144,095.60	-	-	72,348.15	-
		ELEC OPS PROD OWN/SR SY DISP/JOURN/WTR MNGMT	23,946.16	-	-	12,521.98	-
		ELEC OPS FOREMAN	110,955.35	-	-	346,583.20	-
		GENERATION TECHNICIAN	50,852.80	-	-	26,870.95	-
		ELC OPS CONSLT/PLANNER	137,102.00	14,691.83	-	1,330.47	3,815.52
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	146,287.32	16,049.73	-	3,779.06	476.00
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	238,173.15	46,427.73	433,154.01	1,252.52	1,086.14
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	165,322.00	17,142.76	-	100.00	2,918.07
		GAS OPS SUPERVISOR	145,872.92	19,722.00	-	6,907.34	14,704.28
		ELEC ENG ENGINEER	148,051.84	-	-	510.26	860.32
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	167,586.00	19,510.90	-	7,602.24	2,113.44
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	46,214.40	-	-	13,757.64	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	136,271.61	-	-	76,475.74	-
		GENERATION OPERATOR	131,082.36	-	-	112,973.06	1,132.97
		GAS ENG ESTIMATOR/SCHEDULER	141,932.67	-	-	11,318.30	1,400.16
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	135,773.87	-	-	55,761.33	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	127,227.32	-	-	98,659.76	1,071.96
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	90,245.02	10,212.84	-	4,533.03	1,547.42
		GAS ENG ENGINEER	153,857.07	16,390.51	-	12,732.59	2,209.99
		ELEC OPS INSPECTOR/LEAD INSPECTOR	127,991.20	10,932.21	-	40,151.87	827.98
		GAS OPS OPERATOR	127,798.44	-	-	76,051.63	-
		GAS ENG SUPERVISOR	165,330.94	26,035.40	-	-	784.81
		OPERATIONS MANGER/SR MANAGER	202,927.14	33,788.46	-	13,950.00	3,655.94
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	188,081.92	31,352.32	-	1,834.95	1,040.00
		GAS ENG ENGINEER	194,253.42	27,560.65	-	7,131.84	-
		OPERATIONS SUPERVISOR	162,155.16	21,870.55	-	22,800.85	-
		T ANALYST/SPECIALIST SR/EXP/PRN	142,557.56	16,111.19	-	16,735.56	2,580.18
		GAS OPS PRGM/PROJ MANAGER	151,130.00	15,879.13	-	5,761.50	1,871.44
		ELEC ENG ENGINEER	179,066.00	18,549.78	-	1,382.46	5,153.65
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	123,947.02	13,578.35	-	800.00	217.00
		T ENGINEER SR/EX/PRN	167,364.34	26,826.66	-	800.00	1,331.45
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	138,718.10	13,166.25	-	2,402.28	1,082.14
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	131,603.46	14,376.84	-	-	464.82
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	97,175.60	-	-	5,223.04	-
		ELEC ENG ENGINEER	131,596.00	11,566.30	-	-	593.45
		ELEC ENG ENGINEER	214,488.00	25,354.10	-	-	1,881.55
		ELEC OPS ENGINEER	138,899.23	-	-	128,288.78	12.90
		ELEC OPS ENGINEER	154,048.53	17,599.55	-	8,875.72	2,143.70
		GAS ENG ESTIMATOR/SCHEDULER	137,642.07	-	-	198.46	1,753.14
		T ANALYST/SPECIALIST SR/EXP/PRN	93,928.01	-	-	5,000.00	2,016.10
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	196,006.32	20,103.98	-	729.68	661.30
		CUSTOMER & COMMS MANAGER/SR MANAGER	207,009.12	32,358.87	-	250.00	1,402.80
		T MANAGER/SR MANAGER	151,841.02	23,939.75	-	361.75	3,598.99
		ELEC OPS ENGINEER	142,792.29	12,914.01	-	1,661.94	3,149.44
		ELEC OPS ENGINEER	208,392.00	25,338.65	-	10,419.00	-
		OPERATIONS MANGER/SR MANAGER	174,812.54	28,912.40	-	-	1,024.97
		ELEC ENG ENGINEER	148,666.80	14,987.63	-	7,863.02	10,279.57
		ELEC ENG SUPERVISOR	181,222.30	19,158.97	-	348.96	4,143.37
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	125,384.80	14,716.39	-	3,070.65	420.00
		ELEC ENG ENGINEER	193,425.26	23,656.98	-	10,732.12	960.00
		T ARCHITECT EXP/PRN	190,252.84	32,178.07	-	-	2,976.69
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,708.00	19,040.46	-	18,558.54	10,064.29
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	168,057.60	21,143.35	-	3,150.00	3,474.55

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		SHARED SVS LAND TECH/LEAD LAND TECH	138,950.53	-	-	24,116.84	420.00
		GAS ENG ENGINEER	180,868.82	19,311.67	-	8,721.72	8,249.30
		ELEC OPS FOREMAN	111,352.98	-	-	250,150.54	-
		GENERATION SUPERVISOR	190,362.40	25,946.55	-	63,458.93	9,909.57
		GAS OPS SUPERVISOR	137,013.52	17,969.67	-	2,812.28	13,522.68
		ELEC OPS CREW LEAD/LEADER	150,670.36	-	-	65,632.52	-
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	161,340.12	24,288.72	-	16,204.65	420.00
		OPERATIONS INSPECTOR/LEAD INSPECTOR	116,929.24	-	-	172,081.44	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	94,055.92	-	-	171,628.48	58.80
		FINANCE MANAGER/SR MANAGER	168,573.10	27,129.82	-	1,285.58	558.55
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	202,380.00	22,169.62	-	93.60	871.20
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,196.23	-	-	262,973.37	131.84
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	134,320.52	14,933.08	-	23,536.94	1,280.00
		GAS OPS ENGINEER	181,902.34	18,640.40	-	9,326.67	14,751.63
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,908.44	14,374.51	-	4,024.83	455.00
		IT MANAGER/SR MANAGER	225,312.50	39,597.39	22,521.60	-	7,890.49
		GENERATION SUPERVISOR	201,885.76	28,841.69	-	81,805.70	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,203.94	-	-	66,949.76	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	180,370.80	-	-	229,896.32	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	67,741.60	-	-	9,790.88	-
		ELEC OPS LINEWORKER/LINEMAN	145,513.04	-	-	198,709.36	-
		ELEC ENG MANAGER/SR MANAGER	217,900.46	22,325.97	-	1,633.36	5,083.09
		ELEC OPS CREW LEAD/LEADER	158,473.85	-	-	102,136.57	-
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	155,000.00	16,333.58	-	1,500.00	462.58
		GENERATION TECHNICIAN	24,017.60	-	-	46,640.41	-
		ELEC OPS LINEWORKER/LINEMAN	-	-	-	-	-
		OPERATIONS SUPERVISOR	127,936.70	-	-	51,795.45	13,695.82
		ELEC ENG SUPERVISOR	186,362.06	20,661.32	-	9,372.51	541.70
		ELEC ENG COOR/CONS/PLNR EXP/PRN	191,241.14	34,197.67	-	1,750.00	714.00
		GAS OPS ELEC LOCATOR	125,758.92	-	-	38,852.11	-
		OPERATIONS SUPERVISOR	132,857.16	18,104.52	-	6,439.32	1,486.60
		GAS OPS CONST/PRGM/PRJCT MANAGER	141,254.24	15,983.34	-	15,539.89	401.18
		GENERATION ENGINEER	193,892.00	20,512.65	-	6,793.34	280.00
		ELEC OPS LINEWORKER/LINEMAN	73,769.26	-	-	73,802.74	-
		OPERATIONS PRJ MNGR/PLNR/REPAIR PRSN/OP	129,887.12	14,771.99	-	3,093.00	1,673.18
		GAS OPS MANAGER/SR MANAGER	180,240.32	31,856.43	11,504.57	-	41,128.35
		GAS OPS TECHNICIAN	142,107.60	-	-	51,361.10	174.23
		GAS ENG ENGINEER	183,384.88	20,079.15	-	16,056.17	13,342.28
		ELEC OPS LINEWORKER/LINEMAN	147,891.93	-	-	88,716.57	-
		ELEC OPS LINEWORKER/LINEMAN	143,097.88	-	-	62,385.13	-
		OPERATIONS TECHNICIAN	185,693.60	-	-	42,765.90	-
		ELEC OPS ENGINEER	147,280.14	16,493.89	-	-	769.58
		CUSTOMER & COMMS MANAGER/SR MANAGER	205,924.56	34,664.58	13,814.85	6,600.00	1,201.60
		GENERATION SUPERVISOR	162,174.72	21,816.07	-	22,328.19	1,566.30
		OPERATIONS TECHNICIAN	44,189.46	-	-	7,297.11	47.82
		ELEC OPS SUPERVISOR	150,154.30	20,739.49	-	26,799.59	12,514.20
		GENERATION SUPERVISOR	171,565.08	23,150.60	-	44,662.36	173.29
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,762.40	-	-	247,639.94	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	98,246.98	-	-	20,515.60	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	9,527.20	-	-	3,489.23	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,949.60	-	-	69,956.66	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	239,169.84	57,819.29	64,673.95	10,833.85	6,443.83
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	121,683.40	13,520.66	-	1,814.58	454.06
		GAS ENG ESTIMATOR/SCHEDULER	142,003.01	-	-	917.99	1,218.46
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	166,721.90	21,039.87	-	-	880.00
		ELEC OPS ELECTRICIAN	127,221.86	-	-	61,741.04	264.62
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PR/CHF	171,746.92	29,944.00	-	5,633.40	1,455.08
		ELEC OPS OPERATOR	62,752.00	-	-	78,850.95	380.65
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PR/CHF	124,184.59	14,860.60	-	1,000.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	107,472.45	-	-	74,199.26	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	25,036.36	-	-	-	-
		GAS OPS SUPERVISOR	170,771.46	22,813.88	-	68,677.38	5,081.90
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	194,605.68	20,892.48	22,521.60	-	-
		GEN CNSL & ETHICS COMP INVESTIGATOR SR/EXP/PRN	126,683.64	14,724.82	-	6,388.19	2,865.17
		ELEC OPS LINEWORKER/LINEMAN	171,953.97	-	-	309,220.62	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	200,000.04	32,573.22	37,401.56	5,500.00	2,503.73

PACIFIC GAS AND ELECTRIC COMPANY  
EMPLOYEES COMPENSATED AT THE  
RATE OF \$125,000 - \$249,999 PER ANNUM  
FOR THE YEAR ENDED DECEMBER 31, 2023

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	148,315.80	17,172.78	-	-	2,237.71
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	187,052.47	22,282.73	-	4,111.53	2,478.62
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	153,035.08	17,213.93	-	-	958.93
		OPERATIONS MACHINIST	125,956.00	-	-	26,560.32	2,532.20
		ELEC OPS CABLE SPLICER/CABLEMAN	73,961.89	-	-	159,429.59	-
		ELEC OPS ELECTRICIAN	131,939.53	-	-	16,181.98	-
		OPERATIONS SUPERVISOR	102,066.06	10,194.74	-	2,500.00	1,827.39
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	134,499.96	-	-	-	14,303.46
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	169,642.00	17,823.68	-	17,289.15	995.85
		ELEC OPS LINEMAN/LINEMAN	150,370.30	-	-	105,637.42	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	94,432.80	8,760.32	-	-	-
		ELEC OPS FOREMAN	128,066.10	-	-	304,047.41	57.90
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	181,728.80	30,016.46	-	-	470.26
		ELEC OPS TECHNICIAN	139,870.78	-	-	36,717.29	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	127,264.72	17,819.94	-	13,531.07	393.77
		SHARED SVS LAND AGENT/CONSLT	135,136.04	-	-	350.00	957.62
		ELEC OPS FOREMAN	152,682.83	17,328.53	-	81,781.08	1,540.94
		GENERATION ENGINEER	24,510.87	-	-	3,490.08	-
		ELEC OPS SUPERVISOR	176,132.29	25,379.17	-	91,327.65	4,389.45
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	136,384.45	15,857.11	-	-	1,480.75
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	148,211.55	20,746.60	-	133,557.08	18,121.29
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,550.20	-	-	65,312.40	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,106.69	21,112.32	-	13,532.56	2,573.84
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,981.72	-	-	163,543.88	-
		OPERATIONS SUPERVISOR	112,690.18	10,454.79	-	2,045.13	11,642.67
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	143,351.52	15,380.47	-	1,000.00	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	170,800.00	27,086.84	-	68,768.13	738.71
		GENERATION TECHNICIAN	18,001.20	-	-	19,937.10	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	120,837.20	-	-	83,584.40	-
		ELEC OPS LINEMAN/LINEMAN	8,224.80	-	-	12,315.62	-
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	54,237.30	16,963.56	-	27,580.12	-
		ELEC OPS LINEMAN/LINEMAN	138,114.05	-	-	124,335.02	-
		ELEC OPS LINEMAN/LINEMAN	86,068.18	-	-	63,163.22	-
		OPERATIONS MANGER/SR MANAGER	194,587.77	32,870.32	-	5,400.00	3,473.62
		GAS OPS TECHNICIAN	139,377.40	-	-	70,054.98	-
		SHARED SVS LAND PLANNER	42,469.25	14,498.01	-	3,171.95	197.49
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	122,380.41	-	-	52,466.16	427.47
		OPERATIONS SUPERVISOR	105,421.63	11,251.34	-	10,135.08	1,691.33
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	163,901.52	18,416.00	-	4,683.70	6,367.02
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	140,600.56	17,261.37	-	3,000.00	649.52
		ELEC ENG SUPERVISOR	155,266.12	12,891.59	-	8,913.70	2,139.64
		GAS OPS MANAGER/SR MANAGER	196,758.28	33,306.33	-	3,500.00	12,627.24
		GAS OPS OPERATOR	120,018.51	-	-	53,786.05	-
		GENERATION OPERATOR	117,836.26	-	-	85,356.74	34.96
		ELEC ENG SUPERVISOR	165,943.12	19,110.64	-	55,702.87	17,642.89
		ELEC OPS SYSTEM OPERATOR/LEAD	159,185.81	-	-	85,661.04	-
		GAS ENG SENIOR BUSINESS REP	133,968.61	-	-	43,191.10	934.83
		ELEC ENG MANAGER/SR MANAGER	177,653.06	31,928.60	-	-	9,515.14
		ELEC OPS FOREMAN	149,236.25	-	-	129,672.43	-
		GENERATION SUPERVISOR	174,241.68	-	-	101,600.67	-
		ELEC ENG MAPPING TECH	129,361.71	-	-	65,948.20	7,466.59
		GAS ENG SENIOR BUSINESS REP	144,358.12	-	-	69,492.62	2,270.95
		CUSTOMER & COMMS MANAGER/SR MANAGER	185,703.86	29,703.07	18,419.80	3,400.00	420.00
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	131,100.55	-	-	11,113.67	1,772.18
		GENERATION TECHNICIAN	27,549.60	-	-	47,101.24	-
		GAS OPS MECHANIC/WELDER	123,226.84	-	-	15,415.47	596.08
		CUSTOMER & COMMS MANAGER/SR MANAGER	187,945.32	31,009.89	16,109.52	11,400.00	4,229.96
		ELEC OPS LINEMAN/LINEMAN	140,660.70	-	-	134,930.93	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,679.00	-	-	49,333.99	46,079.36
		ELEC OPS SUPERVISOR	160,364.16	20,931.92	-	10,274.10	2,942.01
		ELEC OPS CONSLT/PLANNER	145,872.92	16,106.28	-	1,500.00	-
		GENERATION MANAGER	221,375.00	41,832.20	11,504.57	46,284.00	1,910.95
		SHARED SVS CREW LEAD/LEADER	130,977.56	-	-	6,325.17	58.95
		ELEC OPS LINEMAN/LINEMAN	145,927.87	-	-	64,870.59	-
		OPERATIONS MANGER/SR MANAGER	172,900.00	29,433.60	-	13,294.40	13,573.79
		ELEC OPS SUPERVISOR	155,679.34	23,651.07	-	16,622.78	6,170.80

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)
		SHARED SVS LAND PLANNER	166,920.00	18,621.76	-	481.50	665.40
		GAS OPS MECHANIC/WELDER	131,558.46	-	-	62,910.24	-
		ELEC ENG SUPERVISOR	195,987.72	26,939.53	-	1,800.00	6,178.28
		GENERATION TECHNICIAN	32,423.76	-	-	48,228.86	1,159.35
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	183,190.23	-	-	201,044.82	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	159,540.04	25,096.21	-	-	-
		ELEC OPS FOREMAN	80,520.80	-	-	24,403.53	-
		ELEC OPS SYSTEM OPERATOR/LEAD	74,915.70	-	-	162,172.16	2,162.58
		ELEC OPS SUPERVISOR	148,517.44	15,407.96	-	159,788.80	12,240.00
		GENERATION MANAGER	218,400.00	35,077.38	-	49,284.00	3,077.79
		OPERATIONS MANGER/SR MANAGER	196,116.04	32,665.19	-	41,358.80	14,884.25
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	179,521.16	20,132.67	-	3,000.00	1,120.41
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	129,050.37	16,623.16	-	20,822.14	5,403.81
		ELEC OPS LINEWORKER/LINEMAN	126,377.40	-	-	84,379.48	1,301.44
		ENVIRONMENTAL HEALTH & SAFETY MANAGER/SR MANAGER	178,359.86	32,242.93	-	-	3,835.76
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,783.58	28,740.62	-	-	35.00
		ELEC OPS TECHNICIAN	190,015.88	-	-	8,713.99	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	160,318.20	26,314.13	-	-	781.99
		GAS OPS SUPERVISOR	175,425.38	23,653.30	-	12,428.75	15,001.30
		GAS OPS DIRECTOR/SR DIRECTOR	178,038.58	30,382.06	25,740.89	17.15	31,915.02
		OPERATIONS TECHNICIAN	112,859.21	-	-	20,227.28	-
		GAS OPS MECHANIC/WELDER	126,665.68	-	-	55,284.46	-
		ELEC OPS CABLE SPLICER/CABLEMAN	136,244.40	-	-	70,112.53	-
		GENERATION TECHNICIAN	20,491.00	-	-	27,131.41	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	126,480.00	13,908.41	-	10,399.27	599.90
		GAS OPS STATION OPERATOR	97,757.41	-	-	119,792.99	9,711.97
		ELEC OPS WORKING LEADER	134,576.02	-	-	29,559.95	-
		ELEC OPS SUPERVISOR	206,013.98	25,284.31	-	2,500.00	4,558.81
		ELEC ENG MANAGER/SR MANAGER	190,695.70	32,227.50	-	5,200.00	2,078.22
		ELEC OPS MACHINIST/WELDER	123,924.56	-	-	69,879.79	-
		GAS OPS SUPERVISOR	181,086.02	24,352.89	-	57,268.21	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	138,602.06	-	-	46,692.92	-
		GAS OPS MECHANIC/WELDER	112,057.04	-	-	23,259.81	-
		ELEC OPS LINEWORKER/LINEMAN	149,817.80	-	-	105,458.06	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	90,862.69	-	-	15,010.38	336.07
		ELEC ENG ELECTRICIAN	127,884.61	-	-	36,583.03	605.27
		GAS ENG ESTIMATOR/SCHEDULER	137,843.23	-	-	170,503.49	-
		ELEC OPS CREW LEAD/LEADER	140,984.89	-	-	83,771.11	-
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	183,960.28	32,482.33	-	-	151.97
		GAS OPS FOREMAN/LEADER/CREW LEADER	153,184.42	-	-	38,065.07	-
		ELEC ENG TECHNICIAN	173,880.16	-	-	102,864.20	148.69
		GAS ENG ESTIMATOR/SCHEDULER	113,969.21	-	-	40,339.73	55.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	122,199.52	11,671.03	-	67,880.98	35,073.06
		GAS ENG ENGINEER	162,480.30	-	-	1,213.48	681.48
		ELEC OPS FOREMAN	153,328.28	-	-	162,501.12	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,413.34	-	-	151,242.88	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,206.96	13,475.79	-	366.44	-
		GAS OPS MECHANIC/WELDER	92,657.30	-	-	37,846.96	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	174,452.61	29,965.71	-	21,400.00	5,030.01
		GAS OPS SUPERVISOR	195,003.76	22,630.42	-	7,700.71	517.92
		ELEC OPS SUPERVISOR	144,361.02	19,028.19	-	2,701.16	3,209.16
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,225.20	-	-	79,135.00	-
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	134,451.16	14,488.02	-	1,200.00	786.33
		GAS ENG ESTIMATOR/SCHEDULER	116,069.28	-	-	18,563.19	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	132,050.84	-	-	65,976.22	408.21
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	208,979.86	36,791.86	18,981.76	500.00	2,384.54
		SHARED SVS CRANE SURVEYOR	56,793.20	-	-	58,542.23	-
		GAS OPS MECHANIC/WELDER	114,292.22	-	-	72,434.21	29.50
		ELEC OPS CREW LEAD/LEADER	195,430.86	-	-	208,140.44	-
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	190,575.00	19,710.00	11,504.57	20.00	5,564.29
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,252.20	-	-	64,338.75	-
		ELEC OPS LINEWORKER/LINEMAN	119,251.92	-	-	420,532.66	18,595.57
		ELEC OPS ANALYST/COORD/CONST/SPEC SR/EXP/PRN	210,606.60	35,673.34	18,981.76	10,965.98	8,144.40
		SHARED SVS SUPERVISOR/CHIEF/EX AST	115,033.84	14,654.23	-	-	490.09
		GAS ENG ENGINEER	125,812.90	13,525.65	-	3,235.12	1,613.16
		GAS ENG ESTIMATOR/SCHEDULER	132,600.65	-	-	16,828.75	675.86



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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)
		GAS ENG ESTIMATOR/SCHEDULER	118,326.74	-	-	44,208.81	2,159.53
		SHARED SVS CONT/PGRM/PROJ MANAGER	37,308.54	10,580.92	-	18,544.40	1,057.43
		ELEC ENG ENGINEER	214,488.00	23,663.83	-	7,452.61	6,756.85
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,523.25	-	-	78,299.91	-
		ELEC OPS SUPERVISOR	184,539.50	23,845.42	-	40,039.51	150.01
		ELEC OPS ENGINEER	64,575.60	-	-	79.20	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	154,424.20	28,755.93	-	120,022.43	2,149.79
		GAS OPS FOREMAN/LEADER/CREW LEADER	141,142.73	-	-	30,477.50	-
		ELEC OPS SUPERVISOR	157,015.70	-	-	45,667.78	-
		ELEC OPS FOREMAN/SUBFOREMAN	46,896.07	-	-	66,184.92	-
		GAS OPS STATION OPERATOR	125,049.36	-	-	143,549.98	230.12
		ELEC OPS ENGINEER	164,015.50	17,856.61	-	47,972.40	11,046.90
		IT SERVICE MNGR/ADMINSTRTR	130,866.27	26,144.94	-	1,000.00	2,152.17
		GAS OPS PLANNER SR/EX/PRN	132,106.02	15,768.07	-	2,114.60	172.93
		SHARED SVS LAND AGENT/CONSLT	136,660.86	-	-	316.53	1,176.43
		SHARED SVS LAND PLANNER	166,920.00	18,415.43	-	1,625.21	-
		ELEC OPS SUPERVISOR	159,595.99	23,574.96	-	176,199.81	7,968.39
		GAS OPS DISPATCHER	117,357.84	-	-	171,552.69	1,080.32
		ELEC OPS SUPERVISOR	176,335.70	24,685.27	-	40,549.88	65.79
		IT ANALYST/SPECIALIST SR/EXP/PRN	175,332.04	31,553.74	-	-	1,466.06
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	185,966.30	31,075.10	-	1,000.00	245.00
		GAS OPS INSPECTOR/LEAD INSPECTOR	121,415.11	-	-	71,161.10	700.86
		ELEC OPS FOREMAN	146,953.14	-	-	219,963.21	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,703.51	-	-	112,836.90	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	139,667.73	-	-	13,730.25	2,189.86
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	132,583.96	14,383.86	-	2,000.00	-
		ELEC ENG ENGINEER	198,468.00	21,896.05	-	18,800.14	2,465.31
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	151,134.34	15,544.02	-	3,098.48	105.00
		ELEC ENG SUPERVISOR	168,564.80	14,494.22	-	15,277.13	1,772.08
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	183,324.11	-	-	61,913.32	2,182.94
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,209.22	17,719.67	-	-	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	180,570.60	20,377.43	-	-	955.44
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	198,256.92	34,842.53	30,486.33	3,500.00	1,177.22
		ELEC OPS LINEWORKER/LINEMAN	85,640.73	-	-	186,287.73	113.34
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	131,727.76	-	-	7,555.50	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	183,809.10	20,102.27	-	-	1,067.44
		FINANCE MANAGER/SR MANAGER	179,768.64	28,931.63	11,863.60	49,363.84	2,338.40
		ELEC OPS LINEWORKER/LINEMAN	115,801.93	-	-	98,572.98	-
		ELEC OPS LINEWORKER/LINEMAN	140,316.37	-	-	118,677.61	550.70
		GAS OPS SUPERVISOR	158,286.00	21,348.70	-	64,359.72	5,893.54
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	132,349.52	-	-	55,021.44	659.22
		ELEC ENG ENGINEER	214,488.00	25,354.10	-	2,299.92	4,996.59
		GAS OPS TECHNICIAN	129,264.68	-	-	107,560.58	-
		GAS OPS MECHANIC/WELDER	123,848.76	-	-	15,986.22	1,680.33
		ELEC ENG ESTIMATOR	118,732.17	-	-	118,450.23	1,224.35
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,123.87	-	-	23,213.11	-
		GENERATION TECHNICIAN	149,402.01	-	-	92,955.94	1,679.30
		GENERATION SUPERVISOR	136,423.68	19,471.82	-	53,429.49	-
		GAS OPS INVESTIGATOR	136,377.74	15,371.25	-	4,353.36	17,310.55
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	140,742.38	17,275.02	-	409.20	3,094.32
		ELEC OPS LINEWORKER/LINEMAN	135,854.90	-	-	124,491.46	-
		ELEC OPS TECHNICIAN	127,086.16	-	-	128,253.35	-
		ELEC OPS ELECTRICIAN	21,654.60	-	-	8,569.86	22.81
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,448.50	14,547.80	-	-	880.00
		GAS OPS ENGINEER	139,936.40	-	-	45,620.00	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,175.62	-	-	67,768.76	7,101.42
		ELEC OPS LINEWORKER/LINEMAN	143,360.64	-	-	183,996.56	232.66
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	22,302.14	-	-	5,000.00	35.00
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	122,022.30	13,848.32	-	2,637.21	4,307.73
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,487.66	17,377.31	-	-	420.00
		ELEC OPS ELECTRICIAN	116,217.80	-	-	5,296.45	-
		ELEC OPS LINEWORKER/LINEMAN	155,222.52	-	-	282,998.22	-
		ELEC ENG ESTIMATOR	111,182.65	-	-	35,209.48	325.00
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	142,774.00	15,014.99	-	1,454.39	1,452.39
		GAS OPS SUPERVISOR	148,453.48	20,078.78	-	24,975.29	1,192.13
		GENERATION ENGINEER	194,875.32	20,303.10	-	5,236.28	2,651.48

PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
 RATE OF \$125,000 - \$249,999 PER ANNUM  
 FOR THE YEAR ENDED DECEMBER 31, 2023

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GENERATION ENGINEER	194,875.32	20,340.41	-	30,450.08	5,674.06
		ELEC OPS LINEMAN/LINEMAN	106,963.63	-	-	206,477.21	-
		GAS ENG ESTIMATOR/SCHEDULER	125,849.08	-	-	2,773.80	641.89
		SHARED SVS LAND AGENT/CONSLT	134,744.12	-	-	23,576.01	2,057.22
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	200,238.00	21,164.16	-	2,425.96	1,118.26
		GAS OPS MECHANIC/WELDER	134,313.50	-	-	27,779.92	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	7,610.96	-	-	796.18	-
		GAS OPS MECHANIC/WELDER	133,464.34	-	-	36,566.19	-
		ELEC OPS ENGINEER	201,886.00	23,389.26	-	24,070.26	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	117,307.34	-	-	300,429.97	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	140,822.00	15,252.32	-	460.62	544.62
		ELEC OPS CREW LEAD/LEADER	141,586.36	-	-	35,025.30	-
		ELEC OPS FOREMAN	153,431.45	-	-	138,685.96	-
		ELEC OPS ELECTRICIAN	129,443.86	-	-	25,195.02	403.56
		OPERATIONS SUPERVISOR	136,268.64	18,407.91	-	1,500.00	3,626.48
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	161,083.00	11,056.18	-	5,221.98	2,396.02
		GAS OPS MANAGER/SR MANAGER	203,562.72	34,458.14	18,419.80	1,500.00	2,498.18
		ELEC ENG MANAGER/SR MANAGER	231,582.36	39,003.44	32,656.12	1,100.00	5,033.41
		IT SUPERVISOR	111,914.96	-	-	1,740.79	4,560.23
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	198,774.00	20,825.87	-	10,822.38	1,608.57
		GAS OPS TECHNICIAN	133,572.72	-	-	68,708.33	-
		ELEC OPS SUPERVISOR	171,375.98	27,362.06	-	31,555.52	8,501.57
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,386.47	-	-	73,569.20	415.46
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	164,933.04	19,446.51	-	-	4,653.51
		GAS OPS TECHNICIAN	146,159.47	-	-	80,247.44	-
		ELEC OPS WORKING LEADER	136,510.67	-	-	40,345.08	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	216,534.84	37,873.39	35,091.28	2,415.23	1,180.37
		GENERATION TECHNICIAN	16,715.40	-	-	16,497.19	-
		ELEC OPS FOREMAN	150,694.30	-	-	37,538.36	-
		ELEC OPS WORKING LEADER	138,125.36	-	-	80,110.29	-
		GAS ENG ESTIMATOR/SCHEDULER	135,688.45	-	-	36,346.14	455.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	161,234.32	28,241.01	-	-	1,051.90
		GAS OPS MECHANIC/WELDER	127,451.20	-	-	2,561.78	30.00
		ELEC OPS FOREMAN	60,307.10	-	-	205,867.40	784.31
		ELEC OPS LINEMAN/LINEMAN	137,169.07	-	-	207,374.42	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,350.16	-	-	13,689.23	-
		ELEC OPS FOREMAN	151,911.43	-	-	86,913.52	-
		ELEC OPS FOREMAN	155,643.85	-	-	95,980.37	-
		GAS OPS TECHNICIAN	132,767.83	-	-	10,239.77	914.40
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	152,794.23	16,520.82	-	1,250.00	1,499.68
		ELEC OPS LINEMAN/LINEMAN	74,129.10	-	-	126,850.49	-
		GAS ENG SENIOR BUSINESS REP	143,573.63	-	-	36,163.54	455.00
		ELEC ENG ESTIMATOR	143,985.84	-	-	20,604.91	420.00
		GAS OPS MANAGER/SR MANAGER	196,579.52	33,234.93	-	-	6,143.85
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,097.80	-	-	25,628.39	222.70
		GAS ENG ENGINEER	168,840.60	-	-	228,839.67	4,049.03
		GAS ENG ENGINEER	161,456.36	-	-	107,600.44	12,136.70
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	138,769.26	15,862.42	-	272.76	2,121.97
		ELEC OPS CREW LEAD/LEADER	138,527.04	-	-	10,462.83	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	124,188.30	-	-	48,412.03	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	192,697.54	-	-	281,601.85	-
		OPERATIONS SUPERVISOR	103,524.78	10,907.77	-	13,743.74	9,352.04
		GAS OPS FOREMAN/LEADER/CREW LEADER	156,527.54	-	-	44,410.50	-
		ELEC OPS ELECTRICIAN	105,572.05	-	-	25,954.32	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	129,414.60	13,828.84	-	2,000.00	1,672.71
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	177,183.18	-	-	206,609.16	505.34
		ELEC ENG TECHNOLOGIST	149,473.94	-	-	39,649.56	179.47
		GENERATION CREW LEADER/CONTROL LEAD	150,499.71	-	-	85,403.61	212.25
		GENERATION TECHNICIAN	-	-	-	2,966.88	-
		ELEC OPS SUPERVISOR	42,656.33	-	-	57,917.19	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,241.26	-	-	160,568.45	-
		GAS OPS SUPERVISOR	147,586.22	-	-	22,649.71	11,066.27
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	147,999.36	16,638.34	-	23,725.34	9,131.23
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	153,426.38	16,889.70	-	50.00	598.25
		GAS OPS MECHANIC/WELDER	126,020.34	-	-	35,602.93	263.34
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,765.43	-	-	76,022.27	2,121.20

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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	152,851.35	-	-	214,135.64	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	15,099.20	-	-	71,397.63	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	124,745.76	16,125.03	-	10,950.66	1,905.70
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	146,005.50	18,526.18	-	-	-
		ELEC ENG TECHNICIAN	151,565.96	-	-	6,373.31	-
		ELEC OPS WORKING LEADER	134,741.26	-	-	40,447.19	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,654.93	20,831.48	-	-	548.40
		GAS OPS MECHANIC/WELDER	137,397.31	-	-	92,895.03	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	133,424.66	-	-	121,359.20	1,600.82
		GAS OPS TECHNICIAN	132,898.98	-	-	16,764.90	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	169,887.63	17,650.30	-	5,258.73	3,838.28
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	188,064.24	32,302.17	-	3,910.40	2,046.55
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	132,594.38	15,174.09	-	1,000.00	8,313.44
		ELEC ENG ENGINEER	192,732.00	21,100.52	-	400.00	1,844.30
		GAS ENG MANAGER/SR MANAGER	201,482.32	33,735.83	-	500.00	7,454.17
		SHARED SVS LAND AGENT/CONSLT	137,592.86	-	-	-	2,702.10
		GAS ENG SUPERVISOR	132,201.00	18,459.97	-	250.00	2,338.21
		GAS ENG ENGINEER	153,194.14	17,231.82	-	750.00	210.00
		HR ECO INVSTGTR/CNTCT ADMIN SR/EXP/PRN	135,951.90	15,583.99	-	1,500.00	721.62
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	140,895.26	15,529.51	-	3,300.00	6,278.24
		OPERATIONS SUPERVISOR	179,122.84	24,161.61	-	58,881.42	12,316.87
		OPERATIONS SUPERVISOR	139,538.66	18,690.34	-	244.24	3,499.47
		GAS OPS CONST/PRGM/PRJCT MANAGER	146,176.52	16,856.76	-	5,598.63	384.84
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,645.06	-	-	147,217.39	-
		GAS ENG SUPERVISOR	176,061.02	24,793.22	-	3,407.10	1,129.33
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.20	-	-	4,047.90	-
		ELEC OPS SUPERVISOR	27,674.37	-	-	30,110.10	-
		SHARED SVS CONT/PRGM/PROJ MANAGER	154,017.40	17,408.39	-	2,500.00	420.00
		ELEC OPS ENGINEER	31,944.45	-	-	-	627.98
		IT TECHNICIAN	140,552.50	-	-	-	-
		OPERATIONS MANGER/SR MANAGER	138,970.83	17,954.82	-	17,321.70	1,836.50
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	204,992.62	32,639.30	-	4,272.16	4,272.27
		ELEC OPS INSPECTOR/LEAD INSPECTOR	64,430.04	12,234.89	-	35,167.96	28,695.05
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	126,159.18	15,050.88	-	-	420.00
		ELEC ENG SUPERVISOR	179,709.80	18,704.06	-	5,360.32	2,725.93
		SHARED SVS MANAGER/SR MANAGER	185,130.00	31,349.24	-	5,800.00	510.39
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	139,030.72	15,415.68	-	13,788.80	1,353.30
		GAS OPS ANALYST/SPCST/ADMIN/SCHIDLR SR/EXP/PRN	132,510.00	14,931.77	-	1,025.12	557.16
		ELEC OPS LINEWORKER/LINEMAN	147,321.78	-	-	140,683.01	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	198,485.36	34,467.11	11,504.57	50.00	1,586.73
		IT TECHNICIAN	136,272.08	-	-	5,696.16	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	148,918.37	-	-	53,911.24	2,743.14
		ELEC OPS LINEWORKER/LINEMAN	137,189.36	-	-	146,177.00	485.28
		ELEC ENG ENGINEER	183,600.00	13,641.80	-	-	1,018.95
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	230,000.04	34,292.02	-	1,756.59	13,067.31
		OPERATIONS INSPECTOR/LEAD INSPECTOR	136,085.72	-	-	123,912.75	148.04
		GAS OPS CONST/PRGM/PRJCT MANAGER	171,979.90	23,156.17	-	52,527.16	5,509.58
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	173,448.96	-	-	153,820.69	2,149.09
		ELEC ENG ENGINEER	192,227.84	23,732.80	-	1,224.73	9,216.48
		ELEC OPS ELECTRICIAN	128,335.16	-	-	47,866.47	-
		ELEC OPS LINEWORKER/LINEMAN	91,076.05	-	-	53,083.38	20.00
		ELEC OPS SUPERVISOR	149,547.62	20,106.99	-	55,919.16	7,025.26
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	106,551.20	-	-	24,237.56	-
		GAS OPS MANAGER/SR MANAGER	169,380.08	26,961.48	-	5,500.00	18,859.91
		IT ENGINEER SR/EXP/PRN	95,874.39	-	-	-	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	122,250.88	8,651.54	-	65,005.33	1,667.04
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	218,149.82	38,524.16	32,718.56	2,000.00	7,331.73
		GENERATION ENGINEER	180,084.00	18,922.04	-	27,955.80	2,105.90
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	140,625.00	16,871.76	-	1,550.00	2,674.97
		OPERATIONS MANGER/SR MANAGER	185,116.41	35,846.18	36,781.68	17,178.00	3,852.85
		ELEC OPS BUSINESS LIAISON	130,077.93	-	-	4,605.42	1,774.07
		GAS ENG ENGINEER	199,248.00	32,840.64	-	-	590.96
		IT ARCHITECT EXP/PRN	190,165.04	30,542.95	13,814.85	-	800.54
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	30,498.30	-	-	34,652.83	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	122,655.33	24,071.58	-	50,177.06	2,043.13
		ELEC OPS LINEWORKER/LINEMAN	150,036.28	-	-	198,232.59	-

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		ELEC OPS OPERATOR	130,473.82	-	-	109,615.45	767.31
		ELEC OPS OPERATOR	126,634.00	-	-	86,301.45	-
		OPERATIONS CONST/NOTF/PRGRM/PRCT MANAGER	97,560.63	-	-	1,084.56	13,917.41
		IT ARCHITECH EXP/PRN	200,543.76	31,007.25	54,350.42	3,000.00	-
		ENG PLNG & STRAT MANGER/SR MANAGER	200,600.02	34,186.82	30,486.33	6,000.00	12,980.12
		GAS ENG TECHNICIAN	119,077.00	-	-	19,819.62	417.64
		ELEC ENG SUPERVISOR	162,186.40	20,881.56	-	5,460.00	13.45
		FINANCE MANAGER/SR MANAGER	166,713.86	28,300.03	-	5,000.00	-
		ELEC ENG MAPPING TECH	127,264.58	-	-	47,821.61	640.00
		ELEC OPS SUPERVISOR	198,576.06	27,098.83	15,892.60	8,237.74	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	150,979.00	-	-	18,392.56	385.80
		MENT HEALTH & SAFETY SUPERVISOR/REP	165,778.82	22,624.17	-	50,793.91	150.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	151,662.68	17,812.21	-	5,963.11	992.44
		GENERATION SUPERVISOR	210,361.34	28,315.35	-	92,508.02	2,778.91
		SHARED SVS LAND PLANNER	151,692.71	15,669.39	-	800.00	2,856.78
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,709.99	-	-	158,817.34	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	136,618.20	-	-	23,498.93	128.38
		ELEC OPS LINEWORKER/LINEMAN	144,865.48	-	-	163,392.00	210.92
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	19,467.00	-	-	18,215.41	-
		GAS OPS SUPERVISOR	139,171.51	-	-	28,069.38	30.00
		GAS ENG ESTIMATOR	115,304.01	-	-	39,148.60	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	152,296.04	20,438.55	-	6,412.41	3,222.15
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	99,245.15	-	-	265,384.83	432.31
		SHARED SVS LAND TECH/LEAD LAND TECH	131,824.13	-	-	6,487.97	3,839.25
		ELEC OPS SUPERVISOR	165,892.47	-	-	194,405.90	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	190,476.04	33,674.81	-	-	1,395.90
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,222.36	15,466.43	-	530.96	420.00
		SHARED SVS DIRECTOR/SR DIRECTOR	228,311.40	53,565.78	357,938.76	13,900.67	2,426.41
		GAS OPS TECHNICIAN	127,816.69	-	-	13,912.58	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	150,471.25	16,608.99	-	2,846.29	565.00
		SAFETY RISK DIRECTOR	204,822.45	32,849.38	13,814.85	3,000.00	3,888.16
		ELEC OPS MANAGER/SR MANAGER	188,000.04	25,536.85	-	18,900.00	8,694.65
		ELEC OPS CREW LEAD/LEADER	139,830.24	-	-	13,887.46	537.50
		ELEC ENG MANAGER/SR MANAGER	200,000.04	26,282.00	-	7,961.50	29,745.86
		GAS ENG ENGINEER	152,404.42	16,225.86	-	650.00	3,868.72
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	22,130.78	-	-	2,934.04	-
		GAS OPS MANAGER/SR MANAGER	193,702.68	32,710.07	-	3,900.00	19,333.26
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	93,673.44	14,535.23	-	2,236.84	501.00
		SHARED SVS DIRECTOR/SR DIRECTOR	198,173.23	55,405.46	50,271.93	27,434.09	19,385.75
		GAS OPS SUPERVISOR	156,020.72	21,927.17	-	3,742.86	149.46
		GENERATION SUPERVISOR	210,985.88	34,062.33	-	53,747.60	-
		GAS OPS TECHNICIAN	151,367.96	-	-	132,243.77	-
		GENERATION SUPERVISOR	214,146.08	28,951.55	-	53,704.31	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	153,698.94	17,588.28	-	20,244.66	130.80
		ELEC OPS SYSTEM OPERATOR/LEAD	135,797.09	-	-	131,568.02	191.51
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	110,401.20	-	-	-	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	54,536.22	-	-	8,000.00	421.78
		ELEC OPS DATA SCTS/TECH WRITER EXP/PRN	150,437.58	17,825.34	-	3,270.41	1,010.46
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	17,480.03	-	5,016.31	10,495.68
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	151,809.61	-	-	118,717.18	-
		GAS OPS DISPATCHER	99,765.68	-	-	50,231.62	880.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	135,283.84	15,794.26	-	7,176.50	539.14
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	164,989.72	16,248.86	-	-	3,878.85
		ELEC ENG ENGINEER	172,212.00	19,025.60	-	7,188.80	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	15,846.85	-	63,277.13	400.93
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	128,731.52	14,375.96	-	-	5,164.51
		ELEC OPS SUPERVISOR	173,322.24	22,328.54	-	91,742.08	21,390.56
		GAS ENG ENGINEER	147,049.89	-	-	30,204.88	1,525.42
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	170,917.56	18,880.29	-	-	9,700.05
		GENERATION TECHNICIAN	123,160.94	-	-	148,371.81	-
		SHARED SVS CRANE SURVEYOR	138,034.84	-	-	20,812.23	877.23
		ELEC ENG SUPERVISOR	180,596.10	24,455.39	-	-	1,268.77
		ELEC OPS ELECTRICIAN	132,314.29	-	-	41,493.28	204.37
		GAS ENG SENIOR BUSINESS REP	129,686.65	-	-	794.55	-
		ELEC OPS SYSTEM OPERATOR/LEAD	75,693.40	-	-	242,594.40	3,158.25
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	146,683.35	15,397.23	-	1,000.00	1,725.52

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 FOR THE YEAR ENDED DECEMBER 31, 2023

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 OPERATOR	144,922.56	-	-	57,299.98	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	132,756.00	14,646.36	-	14,513.78	3,242.20
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	104,792.53	-	-	85,768.49	11,468.71
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	171,031.96	18,968.25	-	6,627.53	4,321.87
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	105,449.47	-	-	328,308.98	-
		GAS OPS OPERATOR	130,771.46	-	-	82,429.87	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	126,579.60	-	-	46,176.20	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	175,810.00	18,496.64	-	1,124.20	1,074.36
		ELEC OPS TECHNICIAN	123,446.77	-	-	45,033.51	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	139,354.81	-	-	69,123.28	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	141,970.38	17,303.92	-	29,567.85	7,406.37
		GENERATION SUPERVISOR	141,783.02	19,137.90	-	26,127.59	-
		GAS ENG MANAGER/SR MANAGER	163,839.64	28,416.24	-	11,305.72	1,624.53
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	213,497.16	29,354.58	-	67,536.00	-
		ELEC ENG ENGINEER	142,660.48	-	-	9,212.87	648.58
		GENERATION ENGINEER	172,478.14	21,896.05	-	28,838.68	-
		ELEC OPS SUPERVISOR	184,673.64	24,396.81	-	5,653.20	1,044.31
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	130,596.88	17,499.90	-	35,469.19	12,640.14
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	148,045.29	-	-	23,341.23	870.24
		ELEC OPS INSPECTOR/LEAD INSPECTOR	123,882.30	13,017.22	-	45,625.36	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	83,482.55	-	-	51,385.28	1,908.22
		ELEC OPS SUPERVISOR	171,842.30	23,223.93	-	79,537.46	-
		GENERATION ENGINEER	183,600.00	20,631.47	-	446.75	880.00
		T ANALYST/SPECIALIST SR/EXP/PRN	55,507.84	22,901.55	-	69,357.89	199.00
		GAS ENG ESTIMATOR/SCHEDULER	123,476.54	-	-	14,531.26	2,301.32
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	182,323.87	-	-	165,788.25	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	77,452.16	-	-	19,719.29	2,005.48
		ELEC OPS LINEWORKER/LINEMAN	37,793.49	-	-	76,658.24	-
		GAS ENG SUPERVISOR	159,083.50	21,738.61	-	21,516.02	4,416.52
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	131,326.00	13,580.60	-	1,952.56	1,310.45
		GAS OPS SUPERVISOR	149,501.32	20,223.69	-	78,355.93	5,389.46
		T ANALYST/SPECIALIST SR/EXP/PRN	185,805.72	21,288.74	-	-	350.00
		GAS ENG SENIOR BUSINESS REP	134,739.36	-	-	7,271.42	800.86
		ELEC OPS OPERATOR	98,036.00	-	-	103,383.83	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	126,028.64	17,480.03	-	34,461.84	12,965.71
		GAS ENG SENIOR BUSINESS REP	128,619.33	-	-	7,093.15	2,446.93
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	62,341.40	-	-	57,097.52	167.03
		ELEC OPS MANAGER/SR MANAGER	29,506.96	-	-	6,000.00	1,361.65
		ELEC ENG ESTIMATOR	112,517.31	-	-	68,911.01	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	155,073.22	26,144.24	-	12,150.00	20,734.48
		SHARED SVS LAND AGENT/CONSLT	162,012.00	19,150.97	-	-	1,731.03
		GENERATION OPERATOR	143,861.24	-	-	65,827.26	353.62
		OPERATIONS MANAGER/SR MANAGER	177,118.53	26,113.42	-	5,100.00	6,784.67
		ELEC OPS FOREMAN	90,746.76	-	-	309,440.78	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	156,322.00	16,425.58	-	1,815.86	2,880.54
		ELEC OPS LINEWORKER/LINEMAN	162,981.49	-	-	147,191.17	-
		ELEC OPS ELECTRICIAN	132,079.36	-	-	43,111.36	-
		ELEC ENG MANAGER/SR MANAGER	188,000.04	31,521.91	-	361.52	12,086.79
		GAS ENG ENGINEER	151,645.02	-	-	70,489.64	515.72
		GAS OPS TECHNICIAN	135,945.21	-	-	43,893.90	11,134.31
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	159,228.00	18,821.32	-	17,358.13	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	151,904.64	-	-	141,663.50	-
		GAS ENG ESTIMATOR/SCHEDULER	138,176.26	-	-	45,924.62	1,455.75
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,712.13	-	-	254,357.60	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	138,568.70	15,399.17	-	669.40	447.17
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	139,439.78	-	-	111,750.57	-
		HR ECO RECRUITER EX	136,680.58	14,940.34	-	16,093.15	274.50
		OPERATIONS SUPERVISOR	167,579.30	19,173.78	-	78,611.27	28,434.47
		ELEC OPS LINEWORKER/LINEMAN	150,936.08	-	-	107,097.71	-
		GENERATION OPERATOR	136,835.72	-	-	106,803.06	846.12
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	129,488.85	-	-	51,824.31	584.93
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	136,294.46	14,052.32	-	-	350.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	153,655.98	16,566.27	-	35,211.76	35,142.98
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	191,628.00	20,435.03	-	4,194.48	6,184.72
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	176,753.30	29,584.20	-	1,500.00	16,155.79
		ELEC OPS FOREMAN	139,554.46	-	-	193,160.83	-

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	125,893.25	-	-	71,292.28	-
		GENERATION ENGINEER	183,600.00	20,256.01	-	24,622.63	-
		ELEC ENG TECHNICIAN	171,734.08	-	-	135,995.01	-
		ELEC OPS SUPERVISOR	78,676.27	-	-	63,540.28	208.95
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	61,990.80	-	-	42,216.76	-
		GAS ENG ESTIMATOR	119,220.26	-	-	27,363.03	778.34
		GAS ENG ENGINEER	55,437.68	-	-	13,196.57	105.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	150,197.04	-	-	161,272.90	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	163,438.68	19,961.55	-	3,415.68	4,927.20
		GENERATION FIRE CAPTAIN	132,684.08	-	-	70,205.52	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,291.23	-	-	22,636.34	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,371.44	-	-	167,989.39	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	131,121.95	-	-	52,019.42	271.17
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	133,882.63	-	-	1,803.67	687.76
		GAS OPS COOR/REP/STRAT SR/EX/PRN	48,780.42	-	-	15,798.87	-
		ELEC OPS LINEWORKER/LINEMAN	146,548.62	-	-	120,676.50	130.37
		GENERATION ENGINEER	118,378.86	18,620.77	-	16,994.83	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,548.30	14,549.30	-	2,876.06	7,112.65
		ELEC OPS TECHNICIAN	120,015.06	-	-	49,291.03	49.11
		GAS ENG ENGINEER	91,266.68	-	-	49,222.58	238.00
		GAS OPS TECHNICIAN	134,180.84	-	-	33,516.82	-
		GAS OPS TECHNICIAN	131,839.19	-	-	43,341.26	2,129.78
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	187,308.00	20,665.33	-	29,688.28	-
		ELEC OPS LINEWORKER/LINEMAN	140,803.51	-	-	266,167.63	-
		ELEC ENG TECHNICIAN	153,106.24	-	-	21,998.32	40.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,478.06	-	-	171,593.36	-
		ELEC OPS FOREMAN	126,112.42	-	-	80,409.00	-
		GAS ENG TECHNICIAN	123,999.52	-	-	9,511.64	279.15
		GAS ENG ENGINEER	111,161.71	7,689.86	-	1,786.50	714.85
		GAS OPS TECHNICIAN	126,009.92	-	-	69,842.12	519.20
		ELEC OPS ELECTRICIAN	104,583.81	-	-	56,002.95	1,237.95
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	164,818.18	-	-	2,500.00	759.92
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	133,259.82	7,967.21	-	4,172.12	3,901.34
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	99,267.68	-	-	3,805.16	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	136,027.52	15,368.02	-	12,486.00	9,154.97
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	161,969.00	19,907.17	-	400.00	900.01
		ELEC OPS SYSTEM OPERATOR/LEAD	160,724.86	-	-	121,838.03	6,668.19
		GAS ENG ENGINEER	150,030.41	-	-	33,193.02	1,347.85
		GAS OPS FOREMAN/LEADER/CREW LEADER	155,600.49	-	-	49,987.57	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	118,928.93	-	-	35,773.46	828.45
		GAS ENG SUPERVISOR	203,967.78	29,261.60	-	-	2,882.15
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	137,913.80	15,158.06	-	2,465.31	520.00
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,024.73	-	-	46,466.10	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	160,108.20	18,595.75	-	10,412.72	1,907.97
		GAS OPS FOREMAN/LEADER/CREW LEADER	128,709.39	-	-	85,345.40	-
		ELEC OPS ENGINEER	125,981.43	-	-	111,040.43	6,045.74
		ELEC ENG ENGINEER	151,263.98	-	-	5,508.96	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	175,631.01	-	-	80,856.22	-
		GAS ENG MANAGER/SR MANAGER	195,827.24	33,094.73	25,740.89	3,873.04	2,114.55
		GAS OPS PRGM/PROJ MANAGER	148,868.22	15,192.64	-	2,529.70	1,204.38
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	204,891.30	35,924.44	25,740.89	2,000.00	960.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	151,530.32	24,171.40	-	1,500.00	11,733.90
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,472.35	-	-	96,205.40	387.66
		GAS ENG ENGINEER	129,408.58	-	-	83,650.95	70.00
		GAS OPS TECHNICIAN	126,925.63	-	-	29,665.82	4,579.90
		GAS ENG SENIOR BUSINESS REP	145,456.67	-	-	27,835.98	6,664.99
		GENERATION TECHNICIAN	148,736.26	-	-	100,065.62	1,536.50
		ELEC OPS CREW LEAD/LEADER	138,916.80	-	-	24,227.42	281.60
		ELEC ENG ENGINEER	151,835.70	-	-	101,584.19	280.00
		ELEC OPS SUPERVISOR	141,456.61	15,649.35	-	46,703.44	1,209.43
		GAS OPS FOREMAN/LEADER/CREW LEADER	166,252.00	-	-	64,389.96	-
		GENERATION TECHNICIAN	53,051.84	-	-	37,768.20	-
		GAS OPS DISPATCHER	96,533.05	-	-	49,644.91	235.00
		SHARED SVS SUPERVISOR/CHIEF/EX AST	141,134.34	-	-	9,021.01	2,164.26
		SHARED SVS BIOLOGIST	167,184.00	18,444.27	-	3,612.95	7,195.40
		ELEC OPS TECHNICIAN	137,498.46	-	-	55,129.47	532.92

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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)
		TT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	18,073.92	-	-	28,486.67	-
		ELEC ENG SUPERVISOR	167,478.96	20,522.13	-	62,831.81	11,012.79
		GENERATION SUPERVISOR	55,125.00	-	-	53,177.23	80.00
		TT ENGINEER SR/EX/PRN	174,460.06	19,073.61	-	1,771.98	561.20
		GAS OPS MECHANIC/WELDER	142,858.05	-	-	107,335.06	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	161,946.96	14,095.60	-	1,619.47	6,433.28
		GAS ENG ENGINEER	153,078.12	-	-	83,008.25	2,344.31
		TT ANALYST/SPECIALIST SR/EXP/PRN	104,655.14	18,665.67	-	29,040.60	6,748.67
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	158,436.00	18,728.60	-	30,160.39	8,520.43
		GAS OPS MECHANIC/WELDER	68,711.84	-	-	44,678.22	-
		GAS OPS TECHNICIAN	143,672.40	-	-	32,958.95	1,396.56
		GAS ENG ESTIMATOR/SCHEDULER	136,032.17	-	-	50.00	-
		ELEC OPS TECHNICIAN	130,119.28	-	-	43,079.47	-
		ELEC OPS MANAGER/SR MANAGER	154,022.37	26,085.55	-	7,500.00	13,742.30
		GAS OPS FOREMAN/LEADER/CREW LEADER	152,968.97	-	-	44,567.44	-
		TT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	146,124.15	-	-	5,201.43	-
		GENERATION ANALYST/COORD/CONS/REP/SPEC SR/EXP/PRN	179,714.00	22,894.35	-	64,591.98	17,447.96
		GAS ENG SUPERVISOR	187,884.68	27,896.81	-	2,400.00	1,606.00
		ELEC OPS LINEWORKER/LINEMAN	139,956.80	-	-	159,139.89	496.22
		ELEC OPS SYSTEM OPERATOR/LEAD	157,004.75	-	-	110,459.45	-
		GAS OPS MANAGER/SR MANAGER	161,402.23	25,925.39	-	5,459.99	5,042.04
		TT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	152,889.54	-	-	112,454.34	-
		GENERATION FIRE CAPTAIN	116,326.24	-	-	65,802.06	-
		TT MANAGER/SR MANAGER	234,477.28	40,856.69	37,526.44	1,500.00	1,127.90
		OPERATIONS TECHNICIAN	133,734.04	-	-	107,186.40	-
		ELEC ENG MANAGER/SR MANAGER	183,926.57	33,880.16	-	3,000.00	2,749.16
		TT SUPERVISOR	163,163.62	12,511.69	-	361.59	3,685.33
		TT DATA SCIENTIST SR/EXP/PRN	140,946.08	11,786.08	-	1,000.00	350.00
		GAS OPS MECHANIC/WELDER	134,341.68	-	-	57,542.40	-
		ELEC ENG SUPERVISOR	198,147.73	-	-	115,779.46	1,259.79
		TT MANAGER/SR MANAGER	180,294.76	31,660.89	22,521.60	-	1,550.03
		ELEC OPS CREW LEAD/LEADER	140,609.28	-	-	27,714.85	-
		GAS OPS OPERATOR	131,374.71	-	-	89,469.08	-
		GAS ENG SUPERVISOR	123,217.04	12,526.48	-	4,852.00	5,105.91
		GAS ENG ENGINEER	143,763.10	-	-	48,045.58	3,377.00
		OPERATIONS TECHNICIAN	139,695.36	-	-	84,534.55	329.48
		CUSTOMER & COMMS MANAGER/SR MANAGER	169,197.72	27,032.56	-	10,100.00	3,862.61
		TT ANALYST/SPECIALIST SR/EXP/PRN	128,434.63	15,572.72	-	6,191.30	5,726.85
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	164,357.34	27,566.61	-	1,635.52	800.00
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	141,142.50	15,290.88	-	3,000.00	676.00
		ELEC OPS LINEWORKER/LINEMAN	135,551.29	-	-	135,947.44	-
		TT AGILE COACH/SCRUM MASTER SR/EXP/PRN	199,822.82	33,814.27	-	2,000.00	1,344.18
		ENT HEALTH & SAFETY DIRECTOR/SR DIRECTOR/CHIEF	213,426.38	36,888.71	62,845.86	-	31,762.16
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	155,836.96	17,558.98	-	2,810.01	961.84
		OPERATIONS MANGER/SR MANAGER	182,655.05	31,797.77	30,486.33	7,000.00	3,051.32
		ELEC OPS LINEWORKER/LINEMAN	142,780.80	-	-	101,917.37	337.99
		GAS OPS TECHNICIAN	131,254.67	-	-	51,996.83	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	161,643.66	26,701.54	-	7,272.64	14,201.93
		GAS OPS INSPECTOR/LEAD INSPECTOR	124,710.21	-	-	9,315.72	-
		ELEC ENG TECHNICIAN	172,732.00	-	-	32,242.38	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	197,199.91	32,160.33	-	-	1,580.98
		ELEC OPS LINEWORKER/LINEMAN	144,042.32	-	-	160,101.44	135.60
		GENERATION ENGINEER	198,468.00	21,896.05	-	16,645.56	924.56
		SHARED SVS LAND PLANNER/SURVEYOR	181,800.00	13,507.67	-	1,048.80	-
		OPERATIONS MANGER/SR MANAGER	178,263.89	23,153.21	-	4,474.71	1,048.67
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	127,545.90	16,974.53	-	31,930.59	17,871.09
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	29,750.85	-	-	-	131.86
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	175,179.76	33,122.71	-	21,400.00	1,382.23
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	121,379.38	-	-	2,121.99	3,176.03
		TT ANALYST/SPECIALIST SR/EXP/PRN	69,216.36	-	-	-	-
		GAS OPS MANAGER/SR MANAGER	200,361.76	33,916.30	-	3,500.00	4,560.63
		TT ENGINEER SR/EX/PRN	44,044.00	-	-	15,000.00	196.00
		GENERATION TECHNICIAN	146,727.20	-	-	82,681.25	-
		TT TECHNICIAN	138,025.61	-	-	35,408.46	-
		OPERATIONS TECHNICIAN	111,584.90	-	-	188,673.45	176.85
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	134,894.62	15,604.96	-	-	439.99

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		OPERATIONS MANGER/SR MANAGER	77,580.88	39,735.77		28,550.69	1,808.84
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	131,430.00	14,366.40	-	-	10,728.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	178,676.58	23,614.40	-	7,876.35	595.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	164,818.56	18,202.51	-	-	-
		ELEC ENG ENGINEER	214,488.00	23,663.83	-	512.48	274.55
		GAS ENG ENGINEER	150,480.14	-	-	52,413.39	385.00
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	136,189.84	15,690.07	-	-	-
		OPERATIONS MANGER/SR MANAGER	170,049.96	20,750.39	-	2,500.00	532.30
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	158,561.14	18,519.96	-	49,906.20	-
		ELEC OPS CREW LEAD/LEADER	186,767.52	-	-	106,717.81	-
		GAS OPS SUPERVISOR	151,231.46	19,775.38	-	9,665.43	19,284.58
		ENERGY PLCY & PROC MANAGER/SR MANAGER	195,234.23	32,120.87	11,504.57	5,000.00	3,100.05
		GAS OPS TECHNICIAN	121,078.54	-	-	92,551.77	3,099.51
		ELEC ENG TECHNICIAN	171,900.40	-	-	79,459.75	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	163,190.08	-	-	15,426.19	6,340.44
		ELEC OPS INSPECTOR/LEAD INSPECTOR	116,902.18	10,145.01	-	45,492.19	-
		ELEC OPS SUPERVISOR	165,224.64	22,383.56	-	4,695.20	10,219.82
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	40,556.71	-	-	24,747.80	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	156,256.18	18,191.94	-	11,697.17	1,195.18
		ELEC ENG ENGINEER	136,282.36	-	-	28,398.25	716.83
		GAS OPS INSPECTOR/LEAD INSPECTOR	141,615.40	-	-	130,689.90	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	156,792.71	8,969.66	-	4,071.72	618.65
		ELEC OPS SYSTEM OPERATOR/LEAD	104,766.74	-	-	216,086.65	148.03
		OPERATIONS SUPERVISOR	175,367.96	24,659.57	-	21,275.15	5,336.94
		GAS OPS MECHANIC/WELDER	102,082.36	-	-	26,341.09	187.66
		ELEC ENG ENGINEER	101,536.39	-	-	92,999.45	319.65
		GENERATION MANAGER	219,172.22	28,433.81	-	24,420.00	10,035.81
		OPERATIONS INSPECTOR/LEAD INSPECTOR	104,393.49	-	-	41,359.72	-
		ELEC OPS FOREMAN	146,919.74	-	-	98,280.16	487.91
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	134,142.06	16,029.91	-	-	1,463.94
		ELEC OPS FOREMAN	149,632.74	-	-	90,755.30	808.20
		GAS OPS COOR/REP/STRAT SR/EX/PRN	48,856.80	-	-	46,628.17	877.78
		IT DIRECTOR/SR DIRECTOR	240,684.06	56,223.82	73,675.18	22,800.00	3,213.71
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	153,150.62	17,254.92	-	2,592.56	1,323.66
		GENERATION TECHNICIAN	22,604.80	-	-	24,885.83	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	202,091.06	33,879.01	-	-	2,506.77
		ELEC OPS ENGINEER	204,846.00	21,667.15	-	16,845.08	4,364.91
		ELEC OPS ENGINEER	30,030.00	-	-	2,388.75	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	174,387.08	21,049.04	-	25.00	744.76
		OPERATIONS SUPERVISOR	133,799.30	17,505.59	-	6,182.66	10,583.05
		ELEC OPS LINeworker/LINEMAN	134,975.79	-	-	253,968.23	1,551.00
		ELEC OPS LINeworker/LINEMAN	138,043.55	-	-	235,013.93	330.94
		ELEC OPS LINeworker/LINEMAN	145,228.62	-	-	103,948.02	708.61
		ELEC OPS TECHNICIAN	156,411.36	-	-	56,563.22	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,755.22	-	-	149,530.36	1,736.49
		ELEC OPS INSPECTOR/LEAD INSPECTOR	132,474.10	12,840.21	-	64,883.38	19,746.92
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	156,465.14	18,042.15	-	887.63	3,370.51
		ELEC ENG SUPERVISOR	77,267.11	25,231.74	-	20,047.49	-
		SHARED SVS PILOT	119,105.02	12,502.05	-	2,960.08	4,566.29
		GENERATION ENGINEER	198,468.00	22,014.16	-	6,559.64	4,140.09
		GENERATION SUPERVISOR	183,944.27	-	-	83,223.19	-
		ELEC OPS FOREMAN	146,566.92	-	-	157,777.31	57.34
		SHARED SVS SCIENTIST/TECHNICIAN	159,228.00	18,821.32	-	4,784.42	5,466.53
		GENERATION OPERATOR	135,939.29	-	-	62,348.17	343.83
		IT MANAGER/SR MANAGER	36,144.66	37,084.00	-	107,826.67	-
		ELEC OPS LINeworker/LINEMAN	106,545.43	-	-	166,706.48	-
		ELEC OPS LINeworker/LINEMAN	17,367.68	-	-	43,596.24	-
		GAS ENG ENGINEER	189,139.61	21,141.45	-	-	506.99
		SUPPLY CHAIN MATERIALS ANLYST/CONSLT/PRM MNG/SPLST	125,379.00	19,760.25	-	36,747.83	-
		ELEC OPS CREW LEAD/LEADER	198,380.70	-	-	126,367.56	-
		ELEC OPS LINeworker/LINEMAN	171,882.56	-	-	478,080.35	-
		SHARED SVS LAND PLANNER	133,952.00	14,042.96	-	908.74	-
		GAS OPS OPERATOR	139,150.07	-	-	97,785.04	-
		ENG PLNG & STRAT MANGER/SR MANAGER	184,642.18	30,557.48	-	2,000.00	4,227.82
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,572.18	17,096.22	-	-	1,903.75
		ELEC OPS SUPERVISOR	181,275.70	27,005.79	-	80,013.62	995.58



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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)
		GENERATION TECHNICIAN	19,779.20	-	-	36,515.20	-
		GAS OPS TECHNICIAN	140,059.25	-	-	50,132.78	370.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	121,775.67	17,419.26	-	44,412.69	14,675.52
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,773.52	-	-	81,894.77	453.00
		ELEC OPS FOREMAN	153,307.93	-	-	234,594.38	3,032.65
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	146,153.45	-	-	156,537.87	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	95,482.77	-	-	-	467.24
		GAS OPS ENGINEER	144,856.68	-	-	91,273.86	560.00
		IT DATA SCIENTIST SR/EXP/PRN	149,836.96	16,741.68	-	100.00	210.00
		ELEC OPS FOREMAN	124,194.79	-	-	213,581.07	-
		ELEC OPS SUPERVISOR	205,540.82	25,273.27	-	1,500.00	1,936.12
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	168,909.36	-	-	29,644.41	319.64
		GAS OPS CONST/PRGM/PRJCT MANAGER	168,933.80	19,079.22	-	-	984.95
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	40,835.83	-	-	38,357.68	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	117,265.02	-	-	71,692.17	2,168.08
		ELEC ENG TECHNICIAN	132,099.84	-	-	18,986.75	13,768.45
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	165,850.48	17,354.94	-	38,191.45	458.36
		GAS ENG ENGINEER	163,487.47	-	-	88,201.51	4,808.64
		ELEC OPS LINEWORKER/LINEMAN	131,899.95	-	-	202,286.30	-
		ELEC ENG ENGINEER	149,879.76	-	-	55,366.19	1,964.93
		GAS OPS SUPERVISOR	142,726.44	-	-	26,777.13	-
		GAS OPS ENGINEER	167,324.78	18,158.39	-	900.00	1,317.61
		CUSTOMER & COMMS MANAGER/SR MANAGER	206,656.64	36,117.36	13,814.85	7,400.00	2,485.47
		IT ANALYST/SPECIALIST SR/EXP/PRN	21,666.66	-	-	5,221.25	280.00
		ELEC ENG MANAGER/SR MANAGER	191,783.87	33,109.09	-	3,305.50	15,648.48
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,540.84	14,497.88	-	-	988.00
		GAS OPS TECHNICIAN	133,316.54	-	-	6,351.18	254.16
		GAS OPS TECHNICIAN	133,944.20	-	-	17,772.63	246.31
		GAS OPS TECHNICIAN	143,279.03	-	-	115,881.19	-
		GAS OPS ENGINEER	146,130.96	-	-	69,254.32	420.00
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	138,389.64	12,392.31	-	1,000.00	524.42
		ELEC OPS LINEWORKER/LINEMAN	150,551.97	-	-	222,103.76	-
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	92,164.80	-	-	659.10	-
		ELEC OPS MANAGER/SR MANAGER	165,693.82	20,432.69	-	10,011.33	3,504.78
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	182,904.00	21,624.79	-	11,303.33	7,507.77
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,097.74	17,247.59	-	-	-
		GAS ENG ENGINEER	129,646.48	-	-	750.00	13,136.18
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	163,045.44	18,453.00	-	1,000.00	927.36
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	124,961.27	-	-	40,270.32	666.90
		GENERATION ENGINEER	196,499.71	21,397.12	-	14,741.36	5,395.24
		GAS ENG ENGINEER	196,139.62	21,591.70	-	1,195.87	530.00
		ELEC OPS ENGINEER	137,464.00	16,056.39	-	37,169.34	2,500.23
		GAS OPS ENGINEER	144,416.84	-	-	25,898.10	1,325.00
		ELEC OPS SUPERVISOR	162,567.00	20,093.68	-	62,061.75	-
		SHARED SVS LAND AGENT/CONSLT	135,438.40	-	-	6,982.92	1,126.44
		ELEC ENG SUPERVISOR	199,218.40	26,352.74	-	-	1,318.61
		ELEC OPS ENGINEER	192,780.00	23,511.36	-	15,236.07	1,263.25
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,461.30	-	-	38,549.53	-
		GAS OPS TECHNICIAN	123,123.07	-	-	40,253.82	916.47
		ELEC ENG ENGINEER	200,602.55	21,962.95	-	1,565.00	4,696.76
		ELEC OPS ENGINEER	57,073.68	11,589.92	-	11,222.48	414.86
		GAS OPS CONST/PRGM/PRJCT MANAGER	163,213.70	17,922.33	-	-	-
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	212,952.00	35,242.32	-	119.83	2,657.82
		SHARED SVS SUPERVISOR/CHIEF/EX AST	148,600.02	13,145.26	-	6,800.00	6,367.65
		IT DIRECTOR/SR DIRECTOR	232,500.00	52,560.00	68,083.73	-	3,272.66
		GAS OPS INVESTIGATOR	137,748.20	16,408.01	-	4,133.73	4,230.53
		OPERATIONS INSPECTOR/LEAD INSPECTOR	134,936.70	-	-	248,322.41	344.19
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	124,128.90	12,925.72	-	1,350.00	354.67
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	162,324.32	28,178.20	23,368.17	1,750.00	2,387.02
		GAS OPS ENGINEER	137,286.00	14,471.91	-	380.16	2,194.14
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	126,654.37	17,394.02	-	800.00	2,491.45
		FINANCE SUPERVISOR	146,541.92	19,342.66	-	550.00	1,111.88
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	162,338.58	19,292.55	-	7,850.55	1,070.00
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	124,864.48	-	-	20,711.40	1,654.53
		ELEC OPS TECHNICIAN	133,412.84	-	-	1,981.47	-
		IT MANAGER/SR MANAGER	154,810.32	33,196.87	-	-	980.00

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		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	145,305.46	15,522.34	-	2,062.48	1,165.00
		IT ARCHITECT EXP/PRN	174,092.58	20,284.06	-	-	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	188,680.20	34,279.19	-	10,942.74	-
		IT ENGINEER SR/EXP/PRN	191,766.36	21,551.19	-	2,000.00	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	123,883.50	14,050.15	-	10,140.00	122.46
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,083.02	14,348.96	-	-	420.00
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	198,468.00	21,896.05	-	16,453.05	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	118,429.20	-	-	55,395.80	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	169,867.60	28,660.97	-	3,900.00	1,216.83
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	180,152.02	26,591.80	13,584.96	-	1,198.03
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,680.00	14,833.60	-	-	1,248.05
		IT ANALYST/SPECIALIST SR/EXP/PRN	175,019.52	19,309.34	-	3,134.22	443.95
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EXP/PR/CHF	160,861.48	18,855.30	-	1,000.00	227.67
		IT ANALYST/SPECIALIST SR/EXP/PRN	172,382.22	20,045.64	-	1,500.00	737.32
		GAS ENG SUPERVISOR	210,868.56	26,656.11	-	3,568.52	2,344.52
		ELEC OPS SYSTEM OPERATOR/LEAD	181,231.12	-	-	84,681.90	-
		IT PROJECT/PROGRAM MANAGER SR/EXP/PRN/CHIEF	135,390.68	14,876.57	-	500.00	-
		GAS OPS SUPERVISOR	174,808.96	23,152.36	-	73,141.45	3,019.69
		GAS OPS MANAGER/SR MANAGER	194,597.40	32,223.01	-	-	13,241.16
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	145,096.00	15,245.46	-	16,804.28	4,087.27
		OPERATIONS MANGER/SR MANAGER	196,508.80	33,089.31	11,504.57	1,902.40	-
		ELEC OPS SUPERVISOR	173,564.66	21,703.78	-	14,551.03	3,584.75
		GAS OPS TECHNICIAN	63,466.36	-	-	39,381.42	-
		GAS OPS OPERATOR	131,481.50	-	-	60,358.58	-
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	142,344.81	-	-	12.56	-
		ENG PLNG & STRAT EX AST/SR EX AST/CHF/CONT ADMIN	191,046.96	37,410.83	27,973.12	7,556.15	9,734.35
		GAS ENG SENIOR BUSINESS REP	131,131.34	-	-	86,907.38	2,768.98
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	118,035.61	19,903.19	-	-	753.98
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	133,610.94	-	-	21,059.67	-
		SHARED SVS CRANE SURVEYOR	138,268.22	-	-	43,816.41	-
		GAS OPS MECHANIC/WELDER	105,351.98	-	-	6,026.10	-
		ELEC ENG ENGINEER	214,488.00	23,663.83	-	4,584.67	834.80
		ELEC OPS LINEMAN	149,231.26	-	-	103,093.40	-
		FINANCE MANAGER/SR MANAGER	207,647.42	33,486.15	-	800.00	4,654.19
		GENERATION COORDINATOR/CHIEF/EX AST SR/EXP	175,782.04	19,772.58	-	63,695.88	-
		GENERATION SUPERVISOR	170,249.76	18,049.24	-	6,744.78	-
		ELEC ENG MANAGER/SR MANAGER	212,875.31	29,185.52	-	1,197.88	10,592.45
		GAS ENG ENGINEER	179,291.82	20,216.75	-	500.00	867.11
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	24,009.30	-	-	40,700.97	-
		ELEC OPS FOREMAN	130,654.02	-	-	87,768.09	170.96
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	141,556.36	15,922.76	-	1,693.76	825.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	142,029.36	19,101.78	-	2,807.47	4,837.23
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	32,072.73	-	-	-	-
		ELEC ENG ESTIMATOR	136,837.70	-	-	7,279.39	420.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	166,838.00	28,061.28	-	2,141.03	235.20
		ENVIRONMENTAL HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	129,050.78	14,335.78	-	-	1,256.37
		IT ANALYST/SPECIALIST SR/EXP/PRN	40,017.82	18,098.08	-	31,079.85	105.00
		ELEC ENG ENGINEER	150,961.67	-	-	101,648.03	812.03
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	97,886.40	-	-	44,646.70	-
		OPERATIONS MANGER/SR MANAGER	78,624.98	32,530.62	-	49,660.98	1,658.18
		IT ENGINEER SR/EXP/PRN	155,169.58	15,625.24	-	-	3,415.21
		GENERATION TECHNICIAN	27,549.60	-	-	28,216.68	909.72
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	143,566.00	15,673.33	-	-	-
		ELEC OPS TECHNICIAN	113,244.60	-	-	10,781.62	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	131,288.09	-	-	9,358.95	-
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	136,169.44	14,945.45	-	1,020.50	1,040.00
		HR ECO RECRUITER EX	94,372.97	15,858.10	-	600.00	35.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	170,268.80	20,078.63	-	4,448.52	420.00
		ELEC OPS LINEMAN	98,137.56	-	-	99,264.14	303.27
		ELEC OPS ENGINEER	183,600.00	22,624.56	-	5,784.47	5,392.46
		GAS ENG ENGINEER	151,415.20	-	-	95,274.90	855.70
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	168,693.66	18,746.95	-	1,500.00	-
		ELEC ENG INTERCONNECTION MANAGER	141,932.71	-	-	1,164.80	420.00
		HR ECO RECRUITER EX	134,559.72	14,496.02	-	1,500.00	1,115.43
		SUPPLY CHAIN MATERIALS ANLST/CONSULT/PRM MNG/SPLT	140,124.50	15,914.74	-	14,088.61	1,149.45
		ELEC OPS LINEMAN	23,372.14	-	-	47,901.42	-

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		ELEC ENG MANAGER/SR MANAGER	216,006.46	35,716.87	-	1,000.00	3,319.63
		GAS OPS MECHANIC/WELDER	127,576.50	-	-	4,825.23	2,709.24
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	131,836.30	14,348.89	-	6,185.64	15,617.97
		ELEC ENG ENGINEER	156,217.68	18,119.73	-	17,040.93	7,614.40
		ELEC OPS LINEWORKER/LINEMAN	138,571.04	-	-	281,473.26	977.37
		GAS ENG ENGINEER	134,373.10	-	-	25,140.07	-
		ELEC OPS LINEWORKER/LINEMAN	174,066.37	-	-	259,363.05	-
		ELEC ENG SUPERVISOR	150,059.00	19,946.66	-	33,823.94	2,735.79
		GAS ENG ESTIMATOR/SCHEDULER	141,869.96	-	-	24,277.25	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	147,167.34	-	-	73,884.13	-
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	128,919.46	16,825.68	-	12,052.35	7,704.79
		IT ANALYST/SPECIALIST SR/EXP/PRN	172,406.90	18,722.43	-	-	-
		ELEC ENG TECHNICIAN	117,782.04	-	-	29,198.49	1,109.14
		GAS ENG ENGINEER	167,667.40	-	-	53,867.39	-
		ELEC OPS SUPERVISOR	153,711.95	-	-	103,442.86	-
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	120,808.40	-	-	536.19	395.67
		GAS OPS FOREMAN/LEADER/CREW LEADER	121,229.14	-	-	6,739.08	7,616.92
		GAS OPS MANAGER/SR MANAGER	171,884.42	31,514.54	11,504.57	-	2,126.53
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	121,958.05	13,399.16	-	2,788.14	2,789.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,465.20	-	-	190,720.14	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,372.64	15,274.87	-	1,000.00	420.00
		SHARED SVS CONT/PGRM/PROJ MANAGER	152,590.30	16,114.24	-	30,145.50	23,998.45
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	136,355.35	-	-	66,179.06	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	135,062.80	-	-	62,087.48	-
		ELEC OPS ENGINEER	5,111.00	-	-	-	52.24
		GAS ENG SENIOR BUSINESS REP	118,546.07	-	-	61,114.23	-
		GAS ENG SENIOR BUSINESS REP	144,832.67	-	-	61,226.04	6,092.70
		GAS OPS TECHNICIAN	121,989.06	-	-	16,394.84	336.67
		GAS OPS PRGM/PROJ MANAGER	151,130.00	15,879.13	-	-	773.05
		GAS ENG ENGINEER	157,541.23	-	-	2,174.16	960.00
		ELEC OPS SUPERVISOR	85,469.02	18,493.45	-	34,948.82	624.01
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	-	-
		FINANCE SUPERVISOR	116,497.72	12,032.64	-	-	1,441.00
		GAS ENG ESTIMATOR/SCHEDULER	139,841.14	-	-	15,846.83	1,255.73
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,668.91	16,620.09	-	7,723.46	239.90
		SHARED SVS SUPERVISOR/CHIEF/EX AST	154,381.18	19,197.18	-	-	2,130.52
		GAS ENG ESTIMATOR	118,222.05	-	-	33,526.70	2,667.00
		OPERATIONS PRJ MNGR/PLNR/REPAIR PRSN/OP	157,339.92	28,468.04	-	32,233.98	15,669.97
		GAS ENG SENIOR BUSINESS REP	131,182.71	-	-	76,684.34	7,229.30
		ELEC ENG ENGINEER	130,560.00	14,127.65	-	8,598.70	473.61
		CUSTOMER & COMMS MANAGER/SR MANAGER	186,000.00	30,220.29	11,863.60	9,000.00	14,821.63
		GAS OPS ENGINEER	153,198.62	-	-	74,603.35	-
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	157,759.77	25,276.51	-	1,300.00	-
		GAS OPS MECHANIC/WELDER	135,924.93	-	-	77,809.44	373.43
		OPERATIONS SUPERVISOR	110,999.46	-	-	30,443.60	2,763.35
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	138,619.80	-	-	171,133.33	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,940.94	17,370.26	-	-	-
		IT ENGINEER SR/EX/PRN	157,306.74	17,838.28	-	-	5,783.63
		GAS OPS OPERATOR	125,362.17	-	-	121,423.01	-
		GAS OPS ELEC LOCATOR	124,411.14	-	-	52,616.47	457.98
		GENERATION TECHNICIAN	93,703.90	-	-	25,141.74	2,082.43
		ELEC ENG SUPERVISOR	95,209.67	22,309.33	-	-	311.98
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	152,781.30	12,323.19	-	-	1,615.85
		GAS OPS SUPERVISOR	151,507.16	19,243.82	-	53,597.13	43,971.39
		GENERATION OPERATOR	145,734.50	-	-	105,813.87	298.13
		GENERATION AUDITOR/INVESTIGATOR SR/EX	150,602.67	27,234.15	-	7,306.11	6,003.44
		GENERATION TECHNICIAN	24,724.00	-	-	39,798.58	64.97
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	133,766.68	-	-	1,057.37	420.00
		ELEC OPS OPERATOR	115,909.25	-	-	163,728.69	-
		ELEC OPS CREW LEAD/LEADER	162,975.17	-	-	326,364.76	-
		ELEC OPS LINEWORKER/LINEMAN	185,115.00	-	-	281,088.88	-
		ELEC OPS ELECTRICIAN	124,586.32	-	-	96,119.81	306.55
		ELEC ENG ENGINEER	146,665.52	-	-	17,788.44	1,613.47
		OPERATIONS INSPECTOR/LEAD INSPECTOR	177,452.32	-	-	187,220.41	-
		ELEC OPS CREW LEAD/LEADER	189,278.61	-	-	193,624.56	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	152,766.41	18,659.48	-	2,000.00	562.75

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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 SR/EXP/PRN	143,640.00	15,846.85	-	1,100.00	365.52
		ELEC OPS SUPERVISOR	183,560.60	22,748.86	-	45,937.40	3,636.13
		ELEC OPS CABLE SPLICER/CABLEMAN	161,149.47	-	-	243,528.86	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	113,996.05	14,998.84	-	-	-
		ELEC ENG ENGINEER	171,794.00	18,574.53	-	827.90	813.83
		GENERATION ENGINEER	154,530.00	-	-	34,612.08	6,434.48
		OPERATIONS PRJ MNGR/PLNR/REPAIR PRSN/OP	155,880.00	16,377.97	-	-	2,284.92
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	141,596.00	14,917.41	-	2,659.75	8,938.88
		CORP AFFAIRS DATA SCIENTIST SRN/EXP/PRN	171,279.18	19,004.52	-	-	960.00
		ELEC OPS LINEMAN	44,621.40	-	-	30,267.10	-
		SHARED SVS CREW LEAD/LEADER	121,182.91	-	-	12,057.32	125.76
		OPERATIONS INSPECTOR/LEAD INSPECTOR	150,645.12	-	-	394,350.05	331.55
		ELEC OPS ENGINEER	164,353.90	18,190.20	-	-	2,678.44
		ELEC ENG ESTIMATOR	141,405.17	-	-	74,985.33	420.00
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	174,999.96	21,992.51	-	1,000.00	1,280.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	124,521.60	13,537.12	-	1,650.00	1,307.30
		SHARED SVS SUPERVISOR/CHIEF/EX AST	144,473.56	21,017.74	-	16,839.99	22,482.08
		IT ENGINEER SR/EX/PRN	175,316.60	17,740.81	-	-	-
		SHARED SVS SCIENTIST/TECHNICIAN	151,470.00	17,099.52	-	-	-
		GAS ENG ESTIMATOR/SCHEDULER	111,796.36	-	-	33,968.65	471.02
		GAS ENG ESTIMATOR/SCHEDULER	111,661.84	-	-	42,631.36	3,585.77
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	184,125.00	30,048.60	-	14,650.00	7,478.14
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	149,110.61	-	-	100,471.63	-
		GENERATION ENGINEER	198,468.00	22,038.23	-	26,269.60	-
		ELEC ENG SR ENG ASST	114,956.48	-	-	13,327.20	2,662.06
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	162,624.00	20,138.47	-	-	-
		ELEC OPS MANAGER/SR MANAGER	202,865.34	33,468.30	42,006.51	3,500.00	946.83
		IT MANAGER/SR MANAGER	169,994.64	25,217.71	-	1,500.00	1,760.51
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	127,377.30	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	140,392.68	15,486.40	-	3,111.67	4,176.21
		ELEC ENG ENGINEER	214,488.00	25,354.10	-	-	19,508.20
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	161,613.36	22,150.44	-	-	6,418.32
		GAS OPS FOREMAN/LEADER/CREW LEADER	138,171.52	-	-	128,295.83	932.09
		ELEC OPS LINEMAN	115,621.40	-	-	131,501.62	6,549.21
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,617.46	16,250.50	-	-	280.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	63,460.00	-	-	35,436.02	14,163.59
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,622.22	-	-	237,737.26	3,051.15
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	134,980.00	-	-	68,498.96	944.07
		ELEC OPS TECHNICIAN	130,247.24	-	-	64,025.52	-
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	6,126.15	-
		SHARED SVS LAND PLANNER	166,920.00	18,415.43	-	-	2,760.96
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	226,645.84	58,000.88	-	13,950.00	13,339.47
		SHARED SVS LAND AGENT/CONSLT	133,900.01	-	-	3,956.64	103.50
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	135,283.20	-	-	12,082.40	102.90
		ELEC OPS LINEMAN	142,664.40	-	-	53,315.93	-
		ELEC OPS LINEMAN	123,149.55	-	-	311,846.73	-
		ELEC OPS LINEMAN	139,854.52	-	-	173,423.72	-
		HR ECO DIRECTOR/SR DIRECTOR	234,140.84	51,070.80	100,606.45	1,500.00	933.97
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	146,683.06	16,359.51	-	6,763.62	18,829.50
		ELEC ENG ENGINEER	148,885.65	-	-	103,415.44	395.00
		ELEC OPS TECHNICIAN	123,395.61	-	-	57,680.26	-
		ELEC OPS FOREMAN	149,253.43	-	-	111,758.98	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,772.96	-	-	59,329.51	259.38
		GAS ENG PRGM/PROJ MANAGER	158,923.92	17,708.70	-	20.00	4,209.33
		GAS OPS TECHNICIAN	129,674.06	-	-	45,986.45	4,037.58
		ELEC OPS ENGINEER	64,494.70	-	-	982.56	-
		GAS ENG SENIOR BUSINESS REP	140,825.08	-	-	33,859.33	1,912.72
		ELEC OPS SYSTEM OPERATOR/LEAD	161,930.84	-	-	84,196.26	-
		IT ENGINEER SR/EX/PRN	177,279.26	30,202.98	11,504.57	1,500.00	6,752.89
		SHARED SVS SCIENTIST/TECHNICIAN	36,635.00	-	-	5,170.31	-
		GAS ENG SENIOR BUSINESS REP	139,683.64	-	-	80,532.80	2,131.41
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	180,640.34	31,561.41	-	5,200.00	2,394.91
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	132,592.44	14,573.20	-	6,626.11	4,942.46
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,473.58	17,199.06	-	1,000.00	3,304.78
		ELEC OPS ENGINEER	145,220.63	-	-	65,378.34	-
		GAS ENG MANAGER/SR MANAGER	207,493.00	34,235.15	-	1,250.00	3,186.02

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		GENERATION TECHNICIAN	114,939.20	-	-	42,312.73	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,649.60	-	-	5,802.78	663.79
		ELEC OPS SUPERVISOR	24,848.48	-	-	5,076.72	-
		GAS OPS OPERATOR	120,089.12	-	-	100,466.79	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	138,647.00	-	-	26,613.37	-
		ELEC OPS FOREMAN	141,658.06	-	-	216,310.21	-
		ELEC OPS LINEWORKER/LINEMAN	115,531.39	-	-	112,826.95	1,032.51
		ENERGY PLCY & PROC SUPERVISOR	137,640.00	17,250.13	-	800.00	1,131.22
		GAS OPS MECHANIC/WELDER	130,388.49	-	-	15,433.42	239.32
		OPERATIONS TECHNICIAN	22,889.03	-	-	11,994.43	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	165,529.00	20,876.86	-	4,541.30	474.99
		GAS OPS SUPERVISOR	149,737.74	20,246.10	-	19,963.61	19,901.58
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	188,853.94	31,387.10	-	3,800.00	9,674.40
		GAS OPS CONST/PRGM/PRJCT MANAGER	171,749.96	23,855.23	-	47,897.64	4,486.35
		OPERATIONS INSPECTOR/LEAD INSPECTOR	169,139.67	-	-	183,118.31	-
		ELEC ENG MANAGER/SR MANAGER	209,205.40	34,538.20	18,419.80	-	1,539.45
		GAS OPS FITTER	107,017.60	-	-	97,883.01	66.81
		ELEC OPS DIRECTOR/SR DIRECTOR	241,370.00	57,802.36	424,553.66	8,800.00	30,256.86
		ELEC OPS ELECTRICIAN	131,725.26	-	-	97,171.93	1,008.87
		OPERATIONS INSPECTOR/LEAD INSPECTOR	147,486.18	-	-	68,107.65	206.34
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	146,026.53	29,108.55	-	500.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	170,423.66	19,419.96	-	17,520.47	1,230.56
		ELEC OPS ELECTRICIAN	128,244.11	-	-	19,376.32	51.00
		ELEC OPS CREW LEAD/LEADER	184,887.45	-	-	461,917.19	9,262.71
		ELEC ENG ESTIMATOR	136,203.76	-	-	2,573.72	385.00
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	116,933.52	-	-	42,369.85	480.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	186,192.00	-	-	38,336.52	-
		ELEC OPS LINEWORKER/LINEMAN	141,703.60	-	-	81,828.40	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	137,427.90	14,493.18	-	3,226.38	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	129,138.42	17,601.88	-	2,136.96	3,759.01
		ELEC OPS FOREMAN/SUBFOREMAN	56,786.45	-	-	6,189.82	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	136,004.61	-	-	49,232.02	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	176,399.06	29,821.09	32,859.05	5,000.00	274.14
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,718.09	-	-	262,658.03	-
		ENG PLNG & STRAT MANGER/SR MANAGER	208,415.10	33,843.28	11,863.60	3,587.47	4,941.08
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,863.50	-	-	204,453.34	-
		ELEC ENG TECHNICIAN	172,732.00	-	-	14,329.30	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	157,819.20	-	-	53,243.04	-
		ELEC OPS SUPERVISOR	179,858.78	25,441.57	-	155,948.92	-
		GAS OPS DISPATCHER	108,122.67	-	-	118,245.87	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	116,253.60	-	-	6,113.32	250.00
		IT ENGINEER SR/EX/PRN	159,493.16	17,652.26	-	-	-
		ELEC ENG SUPERVISOR	180,468.76	17,778.87	-	-	3,888.70
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	173,842.98	30,457.30	11,504.57	95,536.94	4,467.45
		ELEC OPS SYSTEM OPERATOR/LEAD	157,482.50	-	-	46,810.23	185.37
		ELEC OPS INSPECTOR/LEAD INSPECTOR	127,138.60	10,942.45	-	55,985.30	297.64
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,117.39	-	-	145,875.82	-
		GENERATION TECHNICIAN	25,430.40	-	-	30,857.51	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	56,058.14	15,316.30	-	4,505.97	2,363.83
		GENERATION ENGINEER	64,821.43	-	-	23,472.21	2,117.51
		OPERATIONS MANGER/SR MANAGER	181,195.24	-	-	8,254.11	1,357.17
		GAS OPS COOR/REP/STRAT SR/EX/PRN	161,332.96	-	-	81,512.82	478.49
		ELEC OPS LINEWORKER/LINEMAN	151,285.13	-	-	105,172.42	-
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	85,940.25	-	-	-	704.86
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	110,245.40	-	-	488.80	140.00
		ELEC OPS ELECTRICIAN	134,806.03	-	-	40,931.25	359.61
		OPERATIONS ENGINEER/CREW LEADER	190,920.00	21,063.67	-	8,959.54	-
		GAS ENG ENGINEER	145,289.08	14,027.72	-	2,360.70	1,692.56
		GENERATION TECHNICIAN	26,843.20	-	-	35,673.20	-
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	139,514.10	20,532.44	-	39,736.83	1,819.37
		ELEC OPS MACHINIST/WELDER	117,035.20	-	-	44,585.56	1,792.79
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,641.26	17,486.60	-	-	960.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	163,048.42	18,692.38	-	300.00	960.00
		GAS ENG MANAGER/SR MANAGER	178,581.32	30,228.06	-	1,900.00	14,678.94
		ENERGY PLCY & PROC MANAGER/SR MANAGER	178,955.65	26,823.77	-	1,000.00	760.64
		GAS OPS COOR/REP/STRAT SR/EX/PRN	150,273.11	-	-	18,328.11	-

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		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	129,789.24	-	-	8,951.42	230.56
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	122,464.01	16,134.85	-	7,821.22	27,367.34
		GAS ENG SUPERVISOR	179,693.50	30,886.15	-	141,184.20	3,238.21
		SHARED SVS PERMIT FACILITATOR	122,585.64	-	-	43,814.58	428.78
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	98,839.71	-	-	70,032.17	1,324.87
		GENERATION SUPERVISOR	199,433.36	22,784.29	-	92,883.61	3,628.43
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	141,384.60	16,420.65	-	1,500.00	1,501.24
		ELEC ENG ENGINEER	206,572.30	34,975.83	-	250.00	70.58
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	63,007.90	-	-	62,392.72	120.52
		IT TECHNICIAN	139,978.84	-	-	76,830.14	622.44
		IT TECHNICIAN	133,722.40	-	-	22,814.15	-
		GAS OPS SUPERVISOR	135,880.14	14,380.45	-	2,000.00	4,196.61
		GAS OPS ENGINEER	125,944.15	-	-	17,007.60	1,777.73
		ELEC OPS OPERATOR	125,630.68	-	-	38,410.26	1,191.57
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	113,872.28	35,473.51	11,504.57	12,929.71	942.42
		GAS OPS FOREMAN/LEADER/CREW LEADER	140,605.60	-	-	44,480.27	921.64
		GAS OPS TECHNICIAN	136,505.47	-	-	146,112.73	56.82
		ELEC OPS SUPERVISOR	181,054.10	25,478.46	-	97,160.08	13,679.68
		ELEC OPS SYSTEM OPERATOR/LEAD	72,900.33	-	-	197,669.38	523.18
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	120,517.73	4,968.21	-	37,407.67	175.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	128,552.74	14,059.84	-	1,661.74	1,232.42
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	132,160.88	14,219.85	-	-	960.00
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	140,573.88	15,043.79	-	300.00	960.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	134,856.24	15,199.74	-	-	339.91
		ELEC OPS SYSTEM OPERATOR/LEAD	110,804.75	-	-	280,460.35	-
		ELEC ENG ENGINEER	148,946.80	16,876.86	-	1,205.73	8,574.78
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	153,648.82	17,317.88	-	1,487.86	3,446.53
		ENERGY PLCY & PROC MANAGER/SR MANAGER	177,146.32	29,709.39	23,368.17	2,500.00	5,852.35
		ELEC ENG SUPERVISOR	192,291.06	25,213.07	-	-	2,970.25
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,127.40	16,927.69	-	1,000.00	-
		ELEC OPS CREW LEAD/LEADER	27,334.14	-	-	73,928.31	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	149,117.60	15,974.11	-	-	1,003.18
		ELEC OPS CONSULTANT EXP/PRN	129,630.42	14,575.55	-	500.00	800.00
		ELEC OPS LINEWORKER/LINEMAN	67,651.80	-	-	57,216.84	-
		ELEC ENG INTERCONNECTION MANAGER	132,314.00	-	-	24,836.27	350.00
		SHARED SVS LAND PLANNER	139,036.00	14,530.15	-	10,914.04	3,353.73
		ELEC OPS SUPERVISOR	134,530.00	15,617.83	-	111,803.93	1,272.51
		IT MANAGER/SR MANAGER	196,413.74	33,646.27	79,446.79	-	2,884.86
		CUSTOMER & COMMS MANAGER/SR MANAGER	144,135.46	23,651.16	-	-	2,159.37
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	131,204.75	-	-	40,437.61	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	134,282.88	9,388.73	-	11,947.50	4,948.37
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	74,598.93	15,200.73	-	39,885.87	955.21
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	74,378.86	-	-	36,224.64	1,494.71
		ELEC ENG TECHNICIAN	172,009.06	-	-	85,809.42	-
		GAS OPS SUPERVISOR	149,024.11	20,140.13	-	-	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	147,495.74	-	-	123,708.69	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,765.46	16,585.79	-	1,500.00	3,734.82
		ELEC ENG ENGINEER	156,975.52	-	-	36,096.32	1,493.70
		GAS ENG ESTIMATOR/SCHEDULER	116,725.25	-	-	37,483.98	260.44
		ELEC OPS LINEWORKER/LINEMAN	139,116.12	-	-	185,152.11	-
		ELEC ENG TECHNICIAN	179,447.48	-	-	43,094.48	563.60
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	151,834.00	17,115.39	-	1,025.43	974.03
		ELEC OPS ENGINEER	125,209.62	15,178.49	-	6,920.79	3,545.51
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,340.00	14,424.80	-	300.00	210.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	132,849.32	15,371.76	-	-	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,185.00	16,714.22	-	-	490.00
		ELEC ENG ENGINEER	163,020.00	19,970.50	-	11,895.92	2,593.46
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	193,571.20	21,798.64	-	11,754.50	1,405.27
		GAS OPS ENGINEER	172,212.00	18,870.08	-	-	658.53
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	219,746.78	39,854.70	-	7,500.00	6,872.94
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	169,709.38	19,348.90	-	1,100.00	1,136.62
		GAS ENG ENGINEER	150,281.29	-	-	14,002.43	-
		HR ECO INVSTGTR/CNTCT ADMIN SR/EXP/PRN	125,239.86	13,437.22	-	1,250.00	933.57
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR/CHF	228,506.66	54,652.18	61,371.49	961.80	6,302.08
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	142,669.31	16,466.17	-	1,814.56	400.00
		GAS ENG MANAGER/SR MANAGER	208,830.72	31,900.93	-	8,100.00	5,008.23

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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 SUPERVISOR/CHIEF/EX AST	158,547.76	22,987.64	-	35,072.15	170.15
		GAS ENG ENGINEER	149,150.19	-	-	40,714.42	3,143.65
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	140,219.80	15,772.44	-	1,781.15	175.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	148,512.24	-	-	34,255.75	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	184,974.50	20,102.11	-	24,867.00	-
		ELEC OPS FOREMAN	151,007.43	-	-	51,577.10	-
		ELEC ENG ENGINEER	127,137.00	9,792.40	-	16,255.78	880.00
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EX/PRN	151,146.80	16,623.42	-	1,169.44	476.00
		SUPPLY CHAIN MATERIALS DIRECTOR	230,867.04	53,607.73	51,216.41	379.98	7,433.47
		GAS ENG ESTIMATOR/SCHEDULER	119,366.13	-	-	640.14	-
		ELEC OPS TECHNICIAN	23,921.56	-	-	89,731.89	-
		GAS OPS ENGINEER	114,293.87	-	-	12,946.82	-
		ELEC OPS CREW LEAD/LEADER	141,087.56	-	-	12,067.28	-
		ELEC OPS LINEWORKER/LINEMAN	138,731.96	-	-	83,503.99	-
		GAS OPS ENGINEER	20,801.36	-	-	70,972.69	70.00
		ENG PLNG & STRAT ENGINEER SR/EX/PRN	137,373.80	-	-	11,921.88	-
		GAS OPS SUPERVISOR	121,901.00	22,075.20	-	21,897.38	372.04
		ELEC OPS ENGINEER	134,039.31	-	-	14,262.53	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	132,077.74	-	-	145,925.67	-
		ELEC ENG ENGINEER	205,093.26	23,051.48	-	7,236.74	2,093.43
		ELEC OPS FOREMAN	141,713.49	-	-	426,834.56	-
		IT ANALYST/SPECIALIST SR/EX/PRN	146,081.91	7,792.73	-	33,756.79	4,328.91
		GAS ENG ENGINEER	176,069.24	20,851.74	-	19,416.37	2,027.88
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	129,966.70	18,628.15	-	12,340.64	-
		ELEC OPS LINEWORKER/LINEMAN	8,224.80	-	-	11,212.06	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	100,501.86	-	-	29,151.54	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EX/PRN	131,518.58	15,017.35	-	1,500.00	56.00
		GENERATION ENGINEER	122,400.00	20,256.01	-	1,955.18	-
		IT ANALYST/SPECIALIST SR/EX/PRN	177,230.00	20,337.42	-	3,000.00	420.00
		ELEC ENG ESTIMATOR	136,383.46	-	-	46,115.92	175.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	17,083.20	-	-	854.16	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,680.73	-	-	13,431.61	-
		ELEC OPS ENGINEER	192,768.00	21,266.95	-	378.01	2,286.32
		OPERATIONS CONST/NOTF/PRGRM/PJCT MANAGER	116,875.03	-	-	500.00	4,009.73
		ENT HEALTH & SAFETY HYGNS/DSNG/CONST/DS SR/EX/PRN	179,574.60	31,252.54	-	-	994.77
		IT ENGINEER SR/EX/PRN	141,789.77	15,633.56	-	(792.07)	-
		GAS OPS TECHNICIAN	123,538.84	-	-	46,745.86	2,594.54
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,666.88	-	-	88,915.99	202.40
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	110,157.60	-	-	29,820.94	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	177,348.00	30,735.09	-	22,600.00	5,333.56
		ELEC OPS CREW LEAD/LEADER	149,191.44	-	-	90,447.89	-
		SHARED SVS LAND AGENT/CONSLT	173,948.76	20,210.63	-	7,994.25	497.81
		IT ANALYST/SPECIALIST SR/EX/PRN	175,272.00	19,337.09	-	21,221.31	444.13
		GAS OPS FOREMAN/LEADER/CREW LEADER	118,997.46	-	-	117,965.71	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	145,705.10	-	-	23,275.89	-
		GENERATION ELECTRICIAN	139,789.61	-	-	108,377.51	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	158,454.12	12,051.43	-	65,372.15	15,991.19
		GAS OPS MANAGER/SR MANAGER	173,250.00	28,863.21	-	3,175.80	10,961.09
		GENERATION MANAGER	174,148.34	31,670.32	-	13,191.30	2,544.63
		GAS ENG ENGINEER	150,024.15	-	-	69,365.91	448.82
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	139,156.99	-	-	73,713.75	-
		GAS ENG SENIOR BUSINESS REP	133,073.04	-	-	12,824.23	-
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	146,201.05	-	-	82,463.52	1,010.01
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	248,254.24	56,303.09	436,768.30	3,778.75	1,848.57
		GAS ENG SENIOR BUSINESS REP	154,030.76	-	-	84,361.03	877.64
		GAS ENG SENIOR BUSINESS REP	136,738.40	-	-	60,431.06	420.00
		ELEC OPS ELECTRICIAN	120,545.08	-	-	251,397.16	85.60
		ELEC OPS LINEWORKER/LINEMAN	134,451.13	-	-	96,781.94	238.42
		ELEC ENG ESTIMATOR	142,662.73	-	-	90,669.71	-
		OPERATIONS SUPERVISOR	150,366.39	20,425.74	-	18,986.24	5,690.22
		GAS ENG SENIOR BUSINESS REP	153,733.01	-	-	127,164.44	2,823.47
		GENERATION TECHNICIAN	141,948.12	-	-	88,093.13	2,253.78
		GAS OPS MANAGER/SR MANAGER	171,090.98	29,380.57	-	4,885.68	4,849.94
		ELEC ENG ENGINEER	183,600.00	20,256.01	-	1,463.10	315.00
		SHARED SVS LAND PLANNER/SURVEYOR	166,274.00	18,401.31	-	1,092.75	2,187.18
		ELEC ENG ENGINEER	126,952.34	-	-	5,574.74	2,580.73

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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)
		CUSTOMER & COMMS ENGINEER SR/EXP/PRN	182,788.00	19,562.36	-	526.80	-
		GAS ENG ENGINEER	187,581.78	21,219.64	-	2,225.28	1,924.20
		SUPPLY CHAIN MATERIALS DIRECTOR	230,121.66	51,898.13	63,961.54	13,437.00	7,211.15
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	131,014.92	14,156.85	-	2,500.00	1,878.38
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	164,820.00	19,435.50	-	400.00	11,336.03
		ELEC ENG ENGINEER	202,380.00	23,922.16	-	56,438.27	2,119.79
		GAS ENG SUPERVISOR	171,836.76	29,493.95	-	48,131.36	2,343.60
		ELEC OPS ENGINEER	137,940.92	-	-	6,400.17	638.11
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	129,457.64	14,591.29	-	750.00	593.40
		ELEC ENG MANAGER/SR MANAGER	230,355.22	38,603.21	-	1,000.00	2,815.16
		GAS OPS COOR/REP/STRAT SR/EX/PRN	133,811.97	-	-	5,637.90	94.32
		GAS ENG ENGINEER	46,453.67	14,690.56	-	7,153.26	676.62
		ELEC OPS ENGINEER	116,197.80	-	-	29,553.86	385.00
		ELEC OPS ENGINEER	139,913.75	14,399.34	-	6,371.66	447.88
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,163.38	14,147.05	-	-	-
		ELEC ENG ENGINEER	171,988.00	18,749.66	-	9,188.42	11,590.83
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	125,812.54	13,001.83	-	60,734.00	2,336.52
		GAS ENG SUPERVISOR	193,489.04	23,325.18	-	2,007.60	1,540.32
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	120,218.17	22,246.11	-	6,010.91	240.10
		ELEC OPS MANAGER/SR MANAGER	207,667.97	25,883.80	-	3,202.64	6,323.39
		GAS ENG ENGINEER	195,194.76	21,894.87	-	4,754.94	3,251.37
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	71,061.57	-	-	-	555.41
		ELEC OPS TECHNICIAN	140,171.52	-	-	91,662.03	175.00
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	132,770.10	14,753.53	-	1,000.00	140.00
		GAS OPS ENGINEER	123,272.61	-	-	8,545.20	54.16
		ELEC OPS CABLE SPLICER/CABLEMAN	58,905.24	-	-	-	-
		ELEC ENG TECHNICIAN	148,357.76	-	-	65,214.42	-
		ELEC ENG ENGINEER	143,899.20	-	-	58,906.38	280.00
		ELEC OPS WORKING LEADER	119,431.64	-	-	100,271.83	-
		OPERATIONS SUPERVISOR	133,799.30	17,505.59	-	768.40	4,547.96
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	146,470.44	16,602.85	-	1,500.00	9,486.40
		SHARED SVS LAND PLANNER	157,928.00	16,646.96	-	1,006.12	1,623.74
		GENERATION ENGINEER	183,600.00	20,204.96	-	1,412.32	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,363.35	-	-	80,193.41	-
		ENVIRONMENTAL HEALTH & SAFETY SUPERVISOR/REP	191,985.08	22,933.73	-	40,682.80	4,076.39
		IT TECHNICIAN	37,333.24	-	-	25,822.02	-
		IT MANAGER/SR MANAGER	98,721.72	-	-	-	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	131,188.61	-	-	78,222.31	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	167,284.00	17,396.24	-	16,117.52	-
		GAS OPS OPERATOR	129,774.94	-	-	96,978.74	-
		ELEC OPS LINEWORKER/LINEMAN	132,340.83	-	-	198,789.61	707.80
		GAS ENG SUPERVISOR	136,242.77	-	-	82,313.57	2,947.17
		ELEC OPS CREW LEAD/LEADER	139,377.84	-	-	18,517.49	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	22,062.60	-	-	32,990.59	-
		GAS OPS SUPERVISOR	166,921.94	21,439.10	-	8,517.14	8,662.50
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	110,490.65	15,985.07	-	36,496.33	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,141.66	13,280.50	-	10,412.31	315.00
		ELEC OPS SUPERVISOR	166,087.84	-	-	136,383.16	3,982.90
		ELEC OPS SUPERVISOR	160,207.60	20,112.96	-	119,098.87	-
		ELEC ENG ENGINEER	141,085.87	-	-	9,418.79	1,398.31
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,876.56	16,048.07	-	1,158.56	671.35
		HR ECO BUSINESS PARTNER/GNRLST EXP/PRN	10,297.62	-	-	-	-
		ELEC OPS SUPERVISOR	162,081.00	19,496.82	-	197,221.86	-
		ELEC OPS ELECTRICIAN	130,997.60	-	-	86,997.77	26.20
		ELEC OPS CREW LEAD/LEADER	160,036.92	-	-	123,684.60	-
		OPERATIONS TECHNICIAN	123,447.56	-	-	57,687.02	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	140,612.10	10,172.03	-	12,421.95	1,613.26
		ELEC ENG ENGINEER	204,478.00	21,351.43	-	8,113.05	-
		ELEC ENG ENGINEER	191,756.48	32,802.57	-	1,800.00	1,690.22
		OPERATIONS DATA ENGINEER/SCIENTIST	44,991.14	-	-	1,978.32	305.00
		GAS ENG ENGINEER	183,600.00	20,204.96	-	19,375.36	751.23
		ELEC OPS ELECTRICIAN	127,441.65	-	-	72,804.74	-
		GAS ENG ESTIMATOR	122,327.70	-	-	22,874.21	420.00
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	215,000.04	36,695.16	28,894.11	13,453.31	4,988.81
		GAS OPS TECHNICIAN	135,759.94	-	-	110,171.56	351.08
		ENVIRONMENTAL HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	121,359.36	-	-	75,604.98	1,222.14



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		ELEC OPS FOREMAN	144,515.29	-	-	185,932.81	-
		GAS OPS SUPERVISOR	187,274.76	28,999.46	-	2,700.00	4,169.28
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	138,678.32	14,392.17	-	2,678.40	915.00
		OPERATIONS MANGER/SR MANAGER	162,764.52	29,520.01	-	6,500.00	2,903.95
		GAS OPS FOREMAN/LEADER/CREW LEADER	127,166.93	-	-	41,730.07	-
		GENERATION TECHNICIAN	23,311.20	-	-	25,615.83	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	131,140.45	-	-	924.01	-
		GAS OPS SUPERVISOR	5,537.11	20,859.08	-	22,181.96	-
		SHARED SVS CREW LEAD/LEADER	133,444.78	-	-	29,613.52	1,442.04
		GAS OPS COOR/REP/STRAT SR/EX/PRN	141,513.60	-	-	2,520.81	-
		ELEC ENG SUPERVISOR	198,696.40	26,743.58	-	41,759.51	2,469.66
		ELEC OPS WORKING LEADER	136,856.64	-	-	131,874.35	-
		ELEC OPS CREW LEAD/LEADER	162,248.59	-	-	159,900.17	-
		ELEC ENG ENGINEER	183,600.00	21,845.89	-	6,265.56	985.44
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	183,750.00	11,423.84	-	900.00	995.00
		ELEC OPS SUPERVISOR	161,543.90	21,840.69	-	70,623.73	17,444.24
		ELEC OPS SUPERVISOR	166,380.29	23,588.93	-	108,320.90	50.00
		SHARED SVS MANAGER/SR MANAGER	201,388.80	34,619.52	42,006.51	-	2,329.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,694.43	-	-	228,708.01	10,075.49
		ELEC OPS MANAGER/SR MANAGER	177,915.07	26,831.50	-	11,500.00	615.55
		OPERATIONS INSPECTOR/LEAD INSPECTOR	136,094.76	-	-	172,511.05	-
		ELEC OPS LINeworker/LINEMAN	133,866.47	-	-	240,962.16	3,609.71
		GAS ENG ANALYST/SPECIALST/WRITER SR/EX/PRN	157,352.46	17,308.14	-	1,900.00	549.24
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	91,700.04	8,890.13	-	11,982.83	-
		GAS ENG ENGINEER	180,794.20	20,328.03	-	2,442.24	420.00
		GAS ENG ENGINEER	122,263.10	-	-	27,827.85	-
		IT ANALYST/SPECIALIST SR/EX/PRN	167,572.80	18,925.51	-	100.00	463.89
		IT ANALYST/SPECIALIST SR/EX/PRN	163,968.00	18,089.89	-	2,798.48	584.20
		ELEC ENG ANALYST/SPEC SR/EX/PRN	133,755.32	15,418.86	-	-	648.07
		IT DEVELOPER SR/EX	142,563.58	16,930.37	-	-	420.00
		GAS OPS ENGINEER	144,955.99	-	-	57,205.26	5,305.84
		GAS ENG ANALYST/SPECIALST/WRITER SR/EX/PRN	164,223.86	21,015.05	-	1,000.00	420.00
		ENT HEALTH & SAFETY SUPERVISOR/REP	145,767.10	19,755.34	-	-	1,257.64
		ELEC ENG DIRECTOR/SR DIRECTOR/CHF	193,152.04	34,531.45	11,863.60	-	1,419.45
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	69,441.57	12,076.74	-	42,152.14	-
		IT ANALYST/SPECIALIST SR/EX/PRN	164,340.42	27,970.35	-	-	1,539.24
		IT ANALYST/SPECIALIST SR/EX/PRN	36,160.92	19,532.81	-	31,120.54	105.00
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	145,775.42	16,034.74	-	500.00	456.37
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	158,393.38	16,774.61	-	15,232.49	648.00
		HR ECO MANAGER/SR MANAGER/SUPERVISOR	195,729.96	31,897.10	-	-	10,921.88
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	112,064.28	11,537.57	-	-	944.44
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EX/PRN	117,188.32	13,432.58	-	2,500.00	-
		IT ANALYST/SPECIALIST SR/EX/PRN	122,265.74	13,410.86	-	-	420.00
		GAS ENG ENGINEER	148,159.84	10,056.57	-	1,395.25	3,219.62
		ELEC ENG MANAGER/SR MANAGER	214,540.16	36,375.00	18,419.80	1,500.00	16,533.54
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,186.77	-	-	212,355.84	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	43,396.41	-	-	13,409.02	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,750.40	-	-	111,233.62	-
		ELEC OPS LINeworker/LINEMAN	143,557.76	-	-	254,769.53	-
		ELEC OPS LINeworker/LINEMAN	139,770.20	-	-	200,747.62	5,472.47
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	175,551.82	28,988.02	-	-	6,318.59
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EX/PRN	147,193.56	16,671.24	-	5,000.00	385.00
		GAS ENG ENGINEER	150,569.23	-	-	80,860.03	690.00
		ELEC OPS LINeworker/LINEMAN	139,500.23	-	-	91,164.42	-
		ELEC OPS SUPERVISOR	156,949.56	20,448.00	-	6,630.60	75.01
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	189,588.92	31,956.39	-	353.56	2,048.11
		ELEC OPS MANAGER/SR MANAGER	71,669.36	34,768.44	-	18,500.14	982.15
		FINANCE ANALYST/SPECIALIST SR/EX/PRN/CHF	169,666.18	30,867.33	-	750.00	840.00
		GAS ENG ENGINEER	198,468.00	21,896.05	-	10,987.10	3,764.17
		ELEC OPS SUPERVISOR	168,568.14	22,799.34	-	115,407.91	113.70
		ELEC OPS SYSTEM OPERATOR/LEAD	59,040.33	-	-	71,419.84	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EX/PRN	148,921.28	-	-	42,328.55	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	188,000.04	30,530.25	-	1,050.00	3,237.23
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	200,617.90	33,415.76	11,863.60	7,850.72	3,306.27
		CORP AFFAIRS ANALYST/PRGM MNGR SR/EX/PRN/CHF	165,095.62	32,590.13	23,368.17	-	3,266.53
		GENERATION ENGINEER	177,771.13	-	-	6,821.93	405.00

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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)
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	143,410.55	-	-	23,663.51	5,318.72
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	119,307.92	-	-	145,754.88	-
		GENERATION ENGINEER	88,786.76	-	-	23,411.67	31.50
		IT MANAGER/SR MANAGER	176,215.56	25,826.93	-	5,500.00	4,951.10
		ELEC OPS BUSINESS LIAISON	179,365.42	-	-	85,680.02	-
		SHARED SVS CREW LEAD/LEADER	132,776.80	-	-	16,304.48	-
		GAS OPS SUPERVISOR	-	15,416.88	-	154,487.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,554.62	14,978.05	-	1,000.00	-
		ELEC OPS CREW LEAD/LEADER	138,458.90	-	-	64,665.94	-
		ELEC OPS SUPERVISOR	169,491.36	-	-	88,984.84	-
		GAS ENG ESTIMATOR/SCHEDULER	131,902.19	-	-	2,608.12	3,170.24
		OPERATIONS INSPECTOR/LEAD INSPECTOR	110,154.24	-	-	74,621.48	-
		ELEC OPS LINEWORKER/LINEMAN	142,080.10	-	-	184,791.90	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	185,558.70	29,863.45	-	750.00	-
		GAS OPS MECHANIC/WELDER	123,522.77	-	-	83,233.82	1,449.99
		IT TECHNICIAN	121,994.55	-	-	14,046.34	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,263.12	-	-	198,197.27	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	103,354.41	10,164.18	-	3,529.26	5,773.93
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.32	-	-	113,349.34	-
		ELEC OPS TECHNICIAN	20,588.04	-	-	5,418.55	-
		ELEC OPS LINEWORKER/LINEMAN	133,733.20	-	-	573,712.23	7,093.49
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	151,665.99	-	-	133,976.17	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	60,973.80	-	-	302.85	9,399.60
		ELEC OPS ELECTRICIAN	114,870.90	-	-	41,388.01	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	196,902.14	33,705.36	11,504.57	8,071.52	3,124.77
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,133.59	-	-	300,367.90	-
		GAS OPS SUPERVISOR	158,040.78	18,738.11	-	65,419.53	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	135,668.52	14,967.85	-	14,661.85	2,314.83
		ELEC OPS SYSTEM OPERATOR/LEAD	104,627.01	-	-	171,274.76	623.46
		GENERATION TECHNICIAN	27,549.60	-	-	34,472.32	-
		OPERATIONS ENGINEER/CREW LEADER	137,875.00	-	-	27,052.74	99.51
		GENERATION DIRECTOR/SR DIRECTOR	245,895.06	40,720.64	39,774.28	18,000.00	17,739.64
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	62,929.52	29,820.38	-	30,896.48	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	145,104.50	30,680.51	-	5,300.00	1,590.52
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	229,203.32	37,351.27	45,487.54	3,200.00	2,590.31
		GENERATION AUDITOR/INVESTIGATOR SR/EX	175,889.60	-	-	10,410.86	1,059.39
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	145,042.74	16,578.65	-	-	1,205.15
		ELEC OPS ENGINEER	118,846.67	14,193.84	-	729.06	310.49
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	157,876.12	22,084.31	-	-	3,481.91
		OPERATIONS MANGER/SR MANAGER	154,008.44	19,235.47	-	-	5,535.01
		GAS ENG ENGINEER	167,108.00	17,559.24	-	-	-
		GAS ENG SUPERVISOR	198,462.96	33,082.07	-	3,268.62	2,944.75
		GAS ENG ENGINEER	162,996.70	18,483.14	-	500.00	525.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	143,593.81	-	-	72,572.33	-
		SHARED SVS CRANE SURVEYOR	138,501.60	-	-	68,651.67	596.05
		GAS OPS ELEC LOCATOR	123,284.48	-	-	17,038.40	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	143,003.14	16,322.73	-	2,400.00	499.55
		ENERGY PLCY & PROC MANAGER/SR MANAGER	202,369.74	34,283.16	23,368.17	-	478.26
		GAS OPS TECHNICIAN	142,809.37	-	-	14,350.69	676.11
		GAS OPS FOREMAN/LEADER/CREW LEADER	152,480.55	-	-	38,756.34	114.88
		ELEC OPS ENGINEER	132,468.00	14,399.57	-	17,980.94	1,918.07
		ELEC ENG ENGINEER	105,815.51	-	-	20,502.18	1,038.61
		GAS OPS OPERATOR	132,025.20	-	-	51,385.55	-
		ELEC ENG SUPERVISOR	196,249.96	22,736.33	-	2,427.39	1,124.64
		SHARED SVS MANAGER/SR MANAGER	174,000.00	27,516.84	-	1,849.54	4,970.90
		GAS OPS PRGM/PROJ MANAGER	129,654.00	12,902.10	-	-	789.55
		GAS OPS FOREMAN/LEADER/CREW LEADER	143,569.30	-	-	20,013.35	-
		IT ARCHITECH EXP/PRN	190,771.90	32,940.90	-	-	1,984.20
		ELEC ENG MANAGER/SR MANAGER	184,539.46	33,639.82	-	2,000.00	6,557.39
		SHARED SVS SUPERVISOR/CHIEF/EX AST	123,147.12	-	-	2,568.73	456.68
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,467.10	14,534.54	-	-	136.97
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	182,832.00	20,508.77	-	3,078.35	2,442.18
		ELEC OPS SYSTEM OPERATOR/LEAD	145,321.76	-	-	69,879.54	574.31
		GAS OPS MECHANIC/WELDER	119,579.29	-	-	10,702.96	243.41
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	123,063.76	-	-	17,030.16	-
		GAS OPS SUPERVISOR	205,460.96	25,505.37	-	12,928.62	1,388.94

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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	137,785.99	18,676.32	-	5,730.21	7,028.89
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	155,875.75	15,484.64	-	8,421.53	5,423.72
		GAS OPS SUPERVISOR	157,056.46	21,245.69	-	66,931.20	-
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	139,508.76	15,333.36	-	523.44	1,255.36
		OPERATIONS MANGER/SR MANAGER	171,860.90	32,983.66	-	75.00	2,049.32
		GAS OPS TECHNICIAN	142,026.10	-	-	66,962.62	-
		ELC OPS CONSLT/PLANNER	128,133.36	14,795.64	-	3,323.00	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	137,389.20	13,611.69	-	3,693.28	6,217.97
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	186,739.98	-	-	343,446.32	2,735.26
		ENT HEALTH & SAFETY HYGNST/DSNG/CONST/DS SR/EXP/PRN	129,065.04	15,179.77	-	2,473.13	880.00
		OPERATIONS MANGER/SR MANAGER	160,413.84	23,152.95	-	-	1,778.74
		ELEC OPS ENGINEER	183,600.00	21,702.87	-	10,768.95	18,280.81
		IT MANAGER/SR MANAGER	210,124.96	34,174.49	13,814.85	-	943.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	147,290.70	16,702.87	-	-	230.56
		GENERATION ELECTRICIAN	78,653.62	-	-	33,786.19	239.57
		ELEC OPS FOREMAN	155,305.63	-	-	95,322.74	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,538.37	20,640.62	-	1,000.00	4,806.80
		ELEC OPS SYSTEM OPERATOR/LEAD	157,085.96	-	-	34,123.70	-
		GAS OPS OPERATOR	127,479.91	-	-	57,561.48	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	144,522.06	16,895.19	-	5,300.00	742.71
		IT MANAGER/SR MANAGER	206,089.40	33,773.01	11,504.57	-	4,547.39
		CUSTOMER & COMMS MANAGER/SR MANAGER	203,211.92	35,973.08	42,271.88	11,700.00	3,412.58
		GAS ENG ESTIMATOR	129,224.06	29,044.86	-	38,691.10	2,119.76
		ELEC ENG ENGINEER	147,934.89	-	-	30,005.29	874.54
		GAS OPS MANAGER/SR MANAGER	186,010.99	33,494.20	-	1,500.00	9,164.20
		ELEC OPS FOREMAN	150,819.61	-	-	193,766.26	152.43
		SAFETY RISK PROG/PROJ MANAGER/EX AST/SR EX AST	168,609.71	26,945.21	-	1,000.00	1,607.51
		GAS OPS ELEC LOCATOR	62,231.80	-	-	10,233.00	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	122,693.97	-	-	206,371.49	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	102,073.69	-	-	32,477.58	167.68
		ELEC ENG ENGINEER	107,262.94	-	-	36,028.98	-
		OPERATIONS TECHNICIAN	146,727.20	-	-	27,630.30	1,460.34
		GAS OPS TECHNICIAN	131,485.81	-	-	72,364.15	4,453.26
		IT SERVICE MNGR/ADMINSTRTR	142,173.10	19,161.27	-	2,116.54	5,375.60
		GAS ENG TECHNICIAN	114,963.00	-	-	33,878.76	888.11
		OPERATIONS TECHNICIAN	130,671.21	-	-	42,827.68	1,858.67
		ELEC ENG SUPERVISOR	172,818.22	23,345.58	-	63,051.41	1,000.84
		SHARED SVS CREW LEAD/LEADER	48,357.20	-	-	24,922.02	-
		ELEC OPS ELECTRICIAN	109,609.36	-	-	21,049.95	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,982.03	-	-	217,450.63	1,223.54
		ELEC OPS CREW LEAD/LEADER	145,513.87	-	-	78,631.27	-
		CUSTOMER & COMMS SUPERVISOR	120,457.38	18,812.80	-	-	3,583.44
		GAS ENG SUPERVISOR	171,793.73	23,395.57	-	48,547.36	4,307.11
		ELEC OPS CREW LEAD/LEADER	105,296.88	-	-	25,512.12	465.65
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	143,432.40	16,182.35	-	8,140.93	898.48
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	173,887.50	18,763.92	-	44,229.12	1,393.92
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	93,250.02	-	-	6,121.72	431.76
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	12,615.91	-	-	-	252.69
		GAS ENG ENGINEER	144,797.43	-	-	47,368.98	-
		OPERATIONS MANAGER/SR MANAGER	200,066.16	33,128.68	-	-	2,720.09
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	123,877.57	-	-	7,333.82	-
		ELEC OPS FOREMAN	114,648.44	-	-	189,085.14	4,433.07
		ELEC ENG ENGINEER	172,212.00	19,006.74	-	3,559.99	420.00
		GAS ENG ENGINEER	150,768.52	-	-	49,641.50	1,849.13
		GAS ENG SENIOR BUSINESS REP	151,026.40	-	-	96,782.35	-
		GAS ENG ENGINEER	137,818.00	14,880.50	-	1,406.10	1,026.12
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	101,043.89	14,547.23	-	2,400.00	288.58
		GENERATION SUPERVISOR	215,267.38	28,749.15	-	16,048.08	474.12
		ELEC OPS FOREMAN	154,245.38	-	-	125,312.01	-
		GAS ENG SENIOR BUSINESS REP	130,838.45	-	-	21,120.36	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	193,682.32	32,282.10	-	1,851.57	2,422.02
		GAS OPS OPERATOR	134,797.83	-	-	95,162.09	-
		OPERATIONS MANGER/SR MANAGER	182,637.06	41,237.45	-	2,653.20	1,336.16
		ELEC OPS LINEWORKER/LINEMAN	116,291.52	-	-	248,127.12	-
		ELEC ENG ENGINEER	214,488.00	23,712.16	-	14,580.20	1,237.68
		GENERATION SUPERVISOR	44,687.50	-	-	50,899.17	-

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		GAS OPS TECHNICIAN	132,979.28	-	-	21,264.20	-
		GAS OPS DISPATCHER	125,491.62	-	-	13,283.06	800.00
		GAS OPS TECHNICIAN	108,289.07	-	-	10,711.37	9,064.22
		ELEC OPS SUPERVISOR	151,976.06	16,232.22	-	28,153.55	7,945.18
		ELEC OPS ELECTRICIAN	128,891.04	-	-	79,467.96	-
		IT TECHNICIAN	132,674.22	-	-	12,798.65	-
		ELEC ENG ESTIMATOR	47,550.95	-	-	22,462.18	105.00
		ELEC ENG ENGINEER	139,447.08	-	-	21,033.66	-
		GAS ENG ESTIMATOR/SCHEDULER	136,252.92	-	-	119,357.17	457.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,309.44	-	-	153,855.52	21.07
		OPERATIONS TECH WRITER/CREW LEADER	134,849.60	-	-	60,801.98	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	81,650.81	20,567.07	-	3,765.82	-
		ELEC OPS LINEMAN	155,066.09	-	-	171,478.93	-
		ELEC OPS ELECTRICIAN	130,261.44	-	-	89,122.97	-
		ELEC OPS TECHNICIAN	132,385.19	-	-	102,769.26	-
		GAS ENG ESTIMATOR/SCHEDULER	87,604.98	-	-	5,980.89	1,167.75
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	200,707.43	27,391.04	-	58,706.04	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,895.36	-	-	27,988.90	-
		HR CO DIRECTOR/SR DIRECTOR	204,348.88	33,470.39	-	-	3,826.72
		ELEC OPS LINEMAN	172,868.02	-	-	174,758.23	-
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	126,756.26	14,126.31	-	4,021.14	5,391.99
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	157,786.90	17,727.59	-	15,520.49	754.00
		GAS ENG ESTIMATOR/SCHEDULER	140,125.57	-	-	5,425.58	258.36
		GAS OPS OPERATOR	127,031.42	-	-	7,034.77	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,626.07	15,488.12	-	500.00	2,898.10
		ELEC OPS OPERATOR	133,640.80	-	-	25,853.23	-
		ENG PLNG & STRAT MANGER/SR MANAGER	190,805.72	33,563.40	-	8,858.64	4,671.75
		GAS OPS TECHNICIAN	133,027.45	-	-	55,001.97	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,114.32	15,891.49	-	-	462.78
		SHARED SVS LAND AGENT/CONSLT	130,187.22	-	-	4,109.18	515.15
		ELEC OPS LINEMAN	42,822.15	-	-	40,760.21	-
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	155,481.04	16,169.16	-	6,500.00	1,062.52
		ELEC OPS CONSULTANT EXP/PRN	129,166.64	13,676.17	-	750.00	5,647.25
		GAS OPS TECHNICIAN	127,667.98	-	-	50,961.22	12,469.27
		ELEC OPS CREW LEAD/LEADER	133,034.23	-	-	18,610.18	-
		OPERATIONS DIRECTOR/SR DIRECTOR/CHIEF	206,200.63	15,350.86	-	22,500.00	47,301.38
		ELEC OPS LINEMAN	70,139.26	-	-	16,243.98	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	150,176.21	-	-	151,048.26	-
		ELEC ENG TECHNICIAN	162,377.76	-	-	23,043.42	165.15
		ELEC OPS SYSTEM OPERATOR/LEAD	138,810.93	-	-	158,608.62	1,313.48
		OPERATIONS INSPECTOR/LEAD INSPECTOR	129,718.40	-	-	216,470.35	427.65
		SHARED SVS SUPERVISOR/CHIEF/EX AST	141,028.22	16,865.41	-	19,916.01	13,726.74
		GAS ENG ENGINEER	153,985.22	-	-	15,370.87	595.00
		ELEC OPS LINEMAN	133,403.53	-	-	149,402.15	-
		ELEC OPS ELECTRICIAN	129,773.12	-	-	6,608.14	-
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	44,067.00	19,446.98	-	5,556.40	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	129,167.24	-	-	40,892.55	721.62
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,150.14	-	-	108,206.29	-
		GAS OPS PRGM/PROJ MANAGER	143,572.00	16,163.71	-	7,303.19	5,281.64
		ELEC OPS SUPERVISOR	63,369.57	-	-	20,464.56	-
		GAS ENG MANAGER/SR MANAGER	189,740.90	32,003.90	11,504.57	1,500.00	5,802.86
		SHARED SVS LAND TECH/LEAD LAND TECH	131,627.49	-	-	43,642.99	1,329.29
		GAS ENG SENIOR BUSINESS REP	145,708.98	-	-	53,173.89	1,012.37
		SHARED SVS DATA SCIENTIST/WRITER/COMPL	125,452.00	14,784.89	-	115.80	1,951.57
		GAS ENG SENIOR BUSINESS REP	143,838.63	-	-	56,942.39	2,182.88
		GAS ENG ESTIMATOR/SCHEDULER	114,555.72	-	-	42,211.66	552.36
		SHARED SVS LAND AGENT/CONSLT	99,232.20	-	-	927.55	1,080.95
		OPERATIONS MANGER/SR MANAGER	147,316.30	19,773.32	11,504.57	2,400.00	19,577.83
		SHARED SVS LAND TECH/LEAD LAND TECH	118,914.77	-	-	13,035.06	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	136,000.00	-	-	32,031.58	800.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	131,870.16	15,088.35	-	-	552.94
		GAS ENG TECHNICIAN	120,098.08	-	-	5,951.22	1,220.19
		SHARED SVS MANAGER/SR MANAGER	193,148.48	32,800.68	18,419.80	8,791.47	7,530.63
		ELEC OPS LINEMAN	141,228.74	-	-	162,829.73	-
		ELEC OPS TECHNICIAN	45,093.31	-	-	60,916.52	-
		GAS OPS MECHANIC/WELDER	119,012.72	-	-	14,265.56	1,292.32

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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)
		GAS OPS SUPERVISOR	126,681.75	-	-	59,065.94	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	171,410.16	20,946.02	-	13,450.00	594.17
		GAS OPS OPERATOR	131,358.59	-	-	50,992.32	-
		OPERATIONS DATA ENGINEER/SCIENTIST	189,954.98	19,386.48	-	-	-
		GAS OPS OPERATOR	131,663.60	-	-	40,557.47	-
		IT ARCHITECT EXP/PRN	221,840.12	39,680.93	13,814.85	-	6,076.26
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	51,156.52	-	-	-	371.00
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	139,901.16	15,800.30	-	-	18,610.81
		GENERATION SUPERVISOR	182,209.36	24,095.64	-	3,067.70	1,380.95
		ELEC OPS ELECTRICIAN	128,991.87	-	-	20,925.82	3,099.37
		GAS OPS COOR/REP/STRAT SR/EX/PRN	116,181.16	22,042.72	-	42,657.62	44,460.03
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	151,389.56	16,557.46	-	32,271.95	16,228.22
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	56,490.32	-	-	10,996.99	2,157.02
		GAS OPS MANAGER/SR MANAGER	147,936.78	20,735.04	-	30,163.62	2,986.27
		SHARED SVS SUPERVISOR/CHIEF/EX AST	163,948.68	22,375.85	-	6,148.08	1,214.08
		ENG PLNG & STRAT CONST/RELST/DB MNGR EX/PRN	189,632.58	30,386.34	-	6,250.00	13,905.46
		ELEC OPS FOREMAN	151,726.35	-	-	185,203.25	5,214.53
		IT TECHNICIAN	129,131.44	-	-	72,503.42	1,434.61
		GENERATION TECHNICIAN	26,843.20	-	-	29,396.96	-
		ELEC OPS LINEMAN	41,817.62	-	-	99,447.79	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	51,444.57	-	-	12,783.40	-
		ELEC OPS LINEMAN	177,275.82	-	-	359,589.03	-
		GAS ENG TECHNICIAN	117,738.08	-	-	2,821.44	1,164.45
		GAS ENG TRADER/REP EX/PRN	158,997.13	19,651.75	-	15,261.99	477.94
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,810.30	15,464.72	-	1,756.88	6,830.70
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	158,200.18	17,577.57	-	38,355.88	12,099.41
		GAS OPS SUPERVISOR	87,980.50	19,079.58	-	43,355.96	1,333.35
		SHARED SVS CREW LEAD/LEADER	114,919.65	-	-	26,210.42	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,229.16	16,089.20	-	-	1,676.60
		OPERATIONS MANGER/SR MANAGER	179,600.04	30,573.02	-	18,398.74	1,110.05
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,935.04	-	-	14,920.69	-
		ELEC OPS CREW LEAD/LEADER	160,288.92	-	-	108,411.48	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	129,188.64	14,057.32	-	4,180.56	468.05
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,440.90	19,563.66	-	-	420.00
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	82,748.35	-	-	23,252.41	-
		ELEC OPS TECHNICIAN	131,758.90	-	-	47,726.52	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	123,435.56	13,531.14	-	1,195.76	5,551.11
		SHARED SVS CREW LEAD/LEADER	126,140.79	-	-	5,329.51	80.57
		ELEC OPS INSPECTOR/LEAD INSPECTOR	139,868.80	14,925.39	-	55,342.37	1,534.99
		GENERATION ELECTRICIAN	108,198.20	-	-	138,457.90	4,128.34
		ELEC OPS LINEMAN	116,397.20	-	-	370,975.31	120.71
		GAS OPS TECHNICIAN	139,608.21	-	-	79,299.61	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	39,154.74	-	-	70,372.51	124.45
		ELEC ENG ESTIMATOR	121,677.08	-	-	2,733.53	417.89
		CUSTOMER & COMMS EX ASST/SR EX ASST	128,977.65	14,365.99	-	-	899.15
		GAS OPS FOREMAN/LEADER/CREW LEADER	137,313.60	-	-	54,865.70	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,929.90	16,691.85	-	10,402.27	960.00
		ELEC OPS SYSTEM OPERATOR/LEAD	98,717.28	-	-	262,062.62	391.70
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	173,851.34	19,524.84	-	4,749.36	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	151,678.78	16,895.33	-	537.52	-
		HR ECO DIRECTOR/SR DIRECTOR	212,338.58	35,629.96	18,419.80	1,800.00	4,156.98
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	140,593.54	-	-	115,989.48	5,745.78
		ELEC OPS OPERATOR	145,278.63	-	-	80,498.57	-
		GENERATION ELECTRICIAN	143,194.07	-	-	68,180.41	74.34
		ELEC OPS FOREMAN	152,624.82	-	-	185,966.84	144.02
		ELEC ENG ENGINEER	184,586.00	19,254.55	-	3,134.84	10,475.05
		ELEC OPS LINEMAN	112,095.26	-	-	72,138.93	136.87
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,496.25	-	-	204,890.56	-
		ELEC OPS FOREMAN	152,536.85	-	-	68,769.03	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	149,550.96	16,143.65	-	1,750.00	483.34
		ELEC OPS ELECTRICIAN	110,965.65	-	-	32,168.65	243.67
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	94,298.61	-	-	165,646.37	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	112,221.04	-	-	80,696.12	-
		GAS ENG INTERCONNECTION MNGR	137,149.96	14,728.48	-	750.00	3,360.92
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,633.34	17,979.67	-	1,580.00	14,740.58
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	63,420.55	-	-	27,315.30	-

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		IT MANAGER/SR MANAGER	199,993.22	34,952.74	-	1,000.00	909.39
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	130,229.96	16,528.34	-	2,051.64	649.91
		GAS OPS TECHNICIAN	132,898.96	-	-	11,417.82	-
		ELEC OPS FOREMAN	146,523.59	-	-	138,147.16	-
		GAS ENG SENIOR BUSINESS REP	145,460.78	-	-	82,099.17	2,251.60
		GAS OPS COOR/REP/STRAT SR/EX/PRN	126,245.32	-	-	36,516.01	-
		GAS OPS TECHNICIAN	133,412.87	-	-	5,069.31	-
		GENERATION AUDITOR/INVESTIGATOR SR/EX	195,744.00	21,900.69	-	46,456.42	4,163.75
		ELEC OPS FOREMAN	149,561.43	-	-	132,905.37	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	144,379.76	-	-	66,350.41	5,042.75
		GENERATION TECHNICIAN	26,136.80	-	-	24,662.19	366.58
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	190,072.82	30,739.16	54,350.42	-	495.00
		GAS OPS MECHANIC/WELDER	132,411.10	-	-	74,821.36	1,124.70
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	132,285.05	-	-	70,078.15	-
		GAS ENG ENGINEER	228,667.70	38,629.61	-	-	5,958.20
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,568.05	-	-	307,519.03	699.10
		ELEC ENG ENGINEER	168,572.00	17,713.30	-	640.15	4,576.35
		ELEC OPS LINEWORKER/LINEMAN	135,089.97	-	-	174,893.92	3,296.10
		ELEC OPS LINEWORKER/LINEMAN	152,782.60	-	-	88,847.07	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	170,000.04	28,122.40	-	1,000.00	11,790.64
		IT ARCHITECH EXP/PRN	218,029.18	37,558.01	11,504.57	-	2,089.58
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	160,539.80	15,432.63	-	11,097.66	2,156.96
		GAS OPS MECHANIC/WELDER	124,864.49	-	-	42,690.56	1,380.31
		ELEC OPS LINEWORKER/LINEMAN	140,644.71	-	-	230,879.57	-
		ELEC OPS SUPERVISOR	162,531.60	23,659.25	-	81,569.50	8,496.84
		OPERATIONS SUPERVISOR	154,690.42	16,262.81	-	-	5,649.28
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	126,880.00	13,141.82	-	9,187.34	12,123.11
		ELEC ENG ENGINEER	152,129.44	-	-	39,330.78	1,993.80
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	150,024.00	15,814.35	-	-	883.78
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	206,982.00	21,613.49	-	33,338.86	385.00
		OPERATIONS DATA ENGINEER/SCIENTIST	162,279.00	15,850.51	-	7,305.36	-
		GAS ENG TECHNICIAN	132,113.83	-	-	200.00	-
		ELEC OPS SUPERVISOR	189,681.64	31,975.77	-	66,602.38	560.10
		GAS OPS ELEC LOCATOR	61,094.80	-	-	14,326.20	826.72
		HR ECO RECRUITER EX	137,033.28	15,282.11	-	1,500.00	525.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	129,070.09	-	15,892.60	112,062.31	3,053.31
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	143,376.08	16,305.20	-	-	960.00
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	115,017.80	-	-	33,292.29	1,010.00
		ELEC OPS SUPERVISOR	165,720.54	22,312.65	-	73,534.62	291.70
		GAS ENG TECHNICIAN	120,176.64	-	-	20,594.10	720.00
		GAS ENG SUPERVISOR	190,432.80	24,385.12	-	8,209.68	4,008.96
		GAS OPS DISPATCHER	111,572.43	-	-	100,060.23	4,060.39
		ELEC OPS SYSTEM OPERATOR/LEAD	13,771.52	-	-	33,336.03	-
		GAS ENG ENGINEER	139,392.00	15,573.12	-	26,302.15	7,560.28
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	9,906.87	-	-	2,437.50	-
		ELEC ENG ENGINEER	204,478.00	21,351.43	-	4,373.43	16,564.44
		OPERATIONS SUPERVISOR	137,166.98	15,695.47	-	1,500.00	1,804.63
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	129,095.22	12,723.84	-	1,108.68	5,594.24
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	124,623.33	6,614.37	-	13,682.60	1,644.55
		ELEC ENG SUPERVISOR	137,966.29	24,178.59	-	-	420.46
		GAS ENG TECHNICIAN	118,838.87	-	-	4,099.19	795.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,889.44	-	-	112,448.08	-
		ELEC OPS TECHNICIAN	103,689.88	-	-	7,487.26	-
		GAS ENG TECHNICIAN	129,599.70	-	-	26,952.76	200.00
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	151,693.57	17,284.88	-	24,826.29	6,877.98
		GAS ENG ENGINEER	133,273.54	-	-	138,635.13	543.15
		GAS OPS SUPERVISOR	172,820.96	20,220.02	-	9,603.68	3,638.17
		ELEC OPS LINEWORKER/LINEMAN	146,713.38	-	-	346,320.05	-
		GAS OPS PRGM/PROJ MANAGER	180,670.31	18,552.78	-	6,760.15	2,538.22
		GENERATION ELECTRICIAN	49,118.40	-	-	31,721.00	-
		ELEC OPS FOREMAN	148,177.17	-	-	207,867.56	-
		ELEC OPS WORKING LEADER	132,779.17	-	-	35,175.03	-
		ELEC OPS FOREMAN	143,671.24	-	-	193,427.26	82.30
		ELEC OPS LINEWORKER/LINEMAN	137,448.76	-	-	216,605.59	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	146,851.98	-	-	68,075.94	-
		ELEC ENG ENGINEER	198,468.00	21,887.09	-	400.00	2,186.19

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		ELEC ENG ESTIMATOR	129,181.73	-	-	67,058.55	5,279.46
		GAS OPS FOREMAN/LEADER/CREW LEADER	126,911.70	-	-	96,096.84	-
		ELEC OPS LINEWORKER/LINEMAN	141,415.60	-	-	206,730.15	-
		ELEC OPS LINEWORKER/LINEMAN	142,701.34	-	-	123,753.35	-
		ELEC OPS ENGINEER	168,043.96	17,119.24	-	4,828.17	500.44
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	136,524.00	15,092.42	-	500.00	598.94
		ELEC OPS FOREMAN	143,776.99	-	-	241,653.79	-
		ELEC OPS ELECTRICIAN	133,131.28	-	-	17,245.84	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	145,169.54	15,101.32	-	210.69	2,029.57
		GAS OPS MECHANIC/WELDER	125,076.72	-	-	2,217.60	-
		GAS OPS SUPERVISOR	186,194.76	31,518.21	-	-	315.00
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	129,266.64	18,584.65	-	23,756.92	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	151,862.78	17,233.40	-	2,792.22	664.00
		ELEC ENG INTERCONNECTION MANAGER	123,523.78	-	-	469.49	420.00
		GAS ENG ENGINEER	161,508.00	17,073.83	-	3,892.46	2,085.68
		IT ANALYST/SPECIALIST SR/EXP/PRN	180,659.38	19,647.08	-	2,772.41	3,533.87
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	154,182.72	17,378.05	-	549.14	4,083.09
		ELEC OPS TECHNICIAN	153,954.40	-	-	24,913.15	-
		ELEC OPS LINEWORKER/LINEMAN	146,671.90	-	-	111,984.94	-
		GAS ENG ENGINEER	137,665.21	-	-	4,355.87	960.00
		GAS OPS MANAGER/SR MANAGER	200,041.46	33,752.07	11,863.60	-	30,292.99
		SHARED SVS CRANE SURVEYOR	139,301.60	-	-	12,621.50	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,171.17	-	-	142,857.49	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,990.14	-	-	130,701.76	-
		ELEC OPS ELECTRICIAN	127,400.88	-	-	22,878.04	-
		IT MANAGER/SR MANAGER	168,429.86	28,809.45	-	400.00	1,388.22
		GAS OPS DISPATCHER	125,976.80	-	-	-	-
		ELEC OPS FOREMAN	182,337.93	-	-	119,690.74	102.11
		ELEC OPS LINEWORKER/LINEMAN	128,506.64	-	-	115,376.78	-
		ELEC ENG MANAGER/SR MANAGER	223,094.96	37,656.67	-	6,300.00	6,300.13
		ELEC OPS CONSULTANT EXP/PRN	130,042.70	14,097.76	-	500.00	609.26
		ELEC OPS LINEWORKER/LINEMAN	157,036.49	-	-	248,043.03	310.19
		GAS OPS CONST/PRGM/PRJCT MANAGER	25,200.56	-	-	3,135.50	2,792.34
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,968.00	18,089.89	-	4,887.46	480.00
		ELEC OPS BUSINESS LIAISON	119,378.40	-	-	36,041.96	-
		ELEC OPS LINEWORKER/LINEMAN	130,064.25	-	-	116,742.26	-
		ELEC OPS CABLE SPLICER/CABLEMAN	141,729.08	-	-	532,786.55	-
		ELEC OPS LINEWORKER/LINEMAN	187,352.66	-	-	249,724.44	-
		GAS OPS OPERATOR	125,606.96	-	-	80,049.58	-
		SUPPLY CHAIN QUALITY AUDITOR/ENGINEER	157,172.50	17,588.37	-	-	3,518.06
		SHARED SVS SCIENTIST/TECHNICIAN	144,834.00	15,257.59	-	3,472.77	1,979.37
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	143,013.88	17,174.48	-	1,000.00	613.62
		GAS ENG SENIOR BUSINESS REP	77,936.24	-	-	18,766.80	786.04
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	203,775.52	37,875.33	76,655.04	46,394.12	32,188.51
		ELEC ENG MAPPING TECH	129,094.29	-	-	39,939.95	960.00
		ELEC ENG ENGINEER	214,488.00	25,354.10	-	4,349.92	9,606.24
		GENERATION SUPERVISOR	176,515.72	25,607.32	-	82,611.88	4,302.32
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,667.45	-	-	4,556.66	-
		SHARED SVS LAND PLANNER	163,142.00	18,365.34	-	3,181.32	3,042.40
		GAS ENG ENGINEER	166,476.38	18,015.17	-	71,175.52	1,870.04
		ELEC OPS ELECTRICIAN	124,349.05	-	-	57,023.71	1,417.42
		GAS ENG ENGINEER	156,310.02	17,448.53	-	26,620.88	294.60
		ELEC OPS LINEWORKER/LINEMAN	185,417.44	-	-	186,737.35	186.02
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,553.62	16,463.88	-	8,474.12	5,362.19
		GAS ENG SENIOR BUSINESS REP	128,762.98	-	-	25,575.64	5,100.19
		ELEC OPS TECHNICIAN	96,663.63	-	-	46,490.53	-
		ELEC OPS TECHNICIAN	190,658.45	-	-	32,986.26	-
		GENERATION TECHNICIAN	29,668.80	-	-	45,257.36	151.69
		ELEC OPS LINEWORKER/LINEMAN	107,055.38	-	-	69,444.52	-
		ELEC ENG CONST MNGR EX/PRN	160,425.00	18,031.00	-	41,037.56	2,587.39
		ELEC OPS SYSTEM OPERATOR/LEAD	134,934.30	-	-	69,740.26	-
		ELEC OPS CREW LEAD/LEADER	195,757.70	-	-	162,945.29	-
		GAS ENG ENGINEER	148,641.62	-	-	51,495.38	140.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,356.00	15,534.37	-	300.00	963.44
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	188,816.82	20,471.77	-	-	350.00
		ELEC ENG MANAGER/SR MANAGER	189,638.04	30,060.17	11,504.57	1,500.00	2,401.54

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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	135,271.77	-	-	16,720.41	-
		GENERATION WRITER	165,888.23	-	-	74,393.30	-
		GAS OPS OPERATOR	135,031.83	-	-	92,752.48	-
		SHARED SVS LAND PLANNER	181,800.00	19,976.94	-	1,267.30	5,460.10
		GAS OPS OPERATOR	121,733.71	-	-	75,591.77	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	146,060.00	17,285.69	-	12,606.12	3,835.98
		ELEC ENG ENGINEER	163,020.00	17,985.50	-	2,513.29	661.95
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	140,268.60	14,678.29	-	200.00	1,360.00
		ELEC OPS LINEWORKER/LINEMAN	144,205.66	-	-	262,484.47	1,083.36
		GAS ENG ESTIMATOR/SCHEDULER	132,500.60	-	-	70,661.42	752.46
		ELEC OPS FOREMAN	150,888.83	-	-	118,718.76	-
		HR ECO RECRUITER EX	135,173.58	15,157.72	-	500.00	501.52
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,609.88	13,319.36	-	-	-
		ELEC OPS SUPERVISOR	169,031.18	22,861.96	15,892.60	101,445.80	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	99,274.40	-	-	13,484.07	-
		ENG PLNG & STRAT EX AST/SR EX AST/CHF/CONT ADMIN	136,591.98	13,929.39	-	-	463.00
		GENERATION ENGINEER	128,446.00	13,297.56	-	32,187.39	4,730.97
		OPERATIONS SR EX AST/EX AST/OP CLERK	49,324.00	-	-	535.43	4,023.15
		GAS OPS TECHNICIAN	142,159.60	-	-	25,082.94	66.16
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	135,819.58	14,925.56	-	500.00	1,392.00
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	195,576.01	23,528.58	-	54,641.84	-
		ELEC OPS LINEWORKER/LINEMAN	105,133.54	-	-	97,429.57	-
		ELEC ENG ENGINEER	154,130.83	-	-	35,301.35	500.00
		ELEC OPS SUPERVISOR	148,273.60	-	-	74,742.78	6,050.36
		SHARED SVS BIOLOGIST	159,228.00	18,701.86	-	7,789.50	2,073.22
		ELEC OPS ELECTRICIAN	130,698.96	-	-	1,188.30	-
		GENERATION TECHNICIAN	146,727.20	-	-	49,904.64	445.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	127,351.89	14,055.98	-	107,717.15	34,800.06
		ENERGY PLCY & PROC SCHEDULER/TRADER/LIAISON SR/EXP	135,836.07	14,489.40	-	750.00	960.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	119,911.38	12,972.80	-	-	420.00
		GAS OPS SUPERVISOR	156,198.82	-	-	28,276.81	-
		GAS OPS OPERATOR	127,057.89	-	-	61,553.35	360.00
		GAS ENG ENGINEER	153,094.54	-	-	93,772.27	98.56
		OPERATIONS MACHINIST	108,075.84	-	-	20,892.58	-
		IT MANAGER/SR MANAGER	224,897.02	39,401.95	46,233.19	3,071.76	1,350.33
		IT ANALYST/SPECIALIST SR/EXP/PRN	190,716.72	20,834.87	-	-	385.00
		ELEC OPS CREW LEAD/LEADER	146,886.20	-	-	101,479.30	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	202,157.78	33,289.83	-	-	2,244.20
		ELEC OPS ENGINEER	189,916.00	20,210.69	-	13,830.88	600.99
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	129,266.18	-	-	48,475.88	-
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	135,390.72	14,917.45	-	-	960.00
		ELEC ENG TECHNICIAN	178,943.70	-	-	82,686.10	7,563.74
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	150,854.84	18,289.23	-	21,498.93	1,280.00
		ELEC OPS SUPERVISOR	177,999.96	23,022.34	-	73,530.12	1,466.95
		ELEC OPS ENGINEER	18,081.82	-	-	-	-
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	184,498.98	25,347.45	-	1,000.00	385.00
		GAS OPS SUPERVISOR	156,868.58	20,172.10	-	110,682.42	43,295.46
		ELEC OPS FOREMAN	150,949.95	-	-	152,306.51	86.00
		SHARED SVS DIRECTOR/SR DIRECTOR	221,876.36	53,892.18	103,123.77	14,447.86	8,820.78
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,910.02	16,497.22	-	-	595.00
		GAS ENG TECHNICIAN	125,003.46	-	-	38,887.56	993.98
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	149,228.50	16,935.53	-	788.60	960.00
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	158,527.80	18,514.25	-	3,250.00	522.34
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	198,374.66	33,222.32	-	5,000.00	-
		SHARED SVS LAND AGENT/CONSLT	142,587.00	-	-	-	956.17
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	140,228.58	14,683.74	-	21,091.65	385.00
		GAS ENG ENGINEER	156,784.55	19,516.84	-	2,161.68	880.00
		ELEC ENG SUPERVISOR	93,630.95	-	-	70,570.81	3,294.08
		IT SERVICE MNGR/ADMINSTRTR	168,271.66	28,964.14	-	800.00	5,262.52
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	186,559.46	31,866.45	-	2,500.00	1,384.49
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,807.58	17,135.12	-	-	2,103.16
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	58,748.76	-	-	-	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	139,361.99	-	-	54,932.12	-
		ELEC OPS BUSINESS LIAISON	129,234.10	-	-	122,653.45	8,900.28
		GAS OPS SUPERVISOR	147,230.30	20,207.92	-	18,660.39	16,333.76
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	132,262.35	-	-	2,000.00	4,058.21



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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	167,891.16	23,025.64	-	5,000.00	11,683.31
		ELEC ENG MANAGER/SR MANAGER	224,400.00	49,198.90	33,717.60	-	-
		ELEC OPS CREW LEAD/LEADER	164,129.28	-	-	235,472.88	-
		ELEC OPS SUPERVISOR	173,822.96	24,254.41	-	11,244.73	10,158.79
		GAS ENG TRADER/REP EX/PRN	179,085.72	21,958.94	-	677.72	1,999.73
		ELEC ENG ENGINEER	200,832.00	22,157.03	-	18,901.71	729.68
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	41,754.77	-	-	-	3,423.35
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	117,923.24	-	-	65,029.14	-
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	194,523.36	31,045.83	23,477.44	2,600.00	581.38
		SHARED SVS LAND TECH/LEAD LAND TECH	125,686.39	-	-	27,577.97	622.19
		SHARED SVS CONT/PGRM/PROJ MANAGER	154,980.00	-	-	3,281.56	314.37
		GAS OPS TECHNICIAN	133,438.59	-	-	30,931.31	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	125,019.40	14,046.95	-	750.00	-
		GENERATION SUPERVISOR	191,542.34	25,804.04	-	8,870.52	7,796.61
		GAS ENG ENGINEER	173,167.16	17,680.83	-	-	5,193.94
		GENERATION MANAGER	189,999.96	19,150.11	-	18,370.10	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	133,528.06	-	-	68,537.16	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	25,805.04	-	-	74,571.33	-
		GAS OPS TECHNICIAN	109,447.99	-	-	41,719.48	3,421.14
		GAS ENG ESTIMATOR/SCHEDULER	137,996.82	-	-	53,261.27	1,329.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	118,971.48	-	-	30,327.79	16,056.95
		OPERATIONS CONST/NOTE/PGRM/PRJCT MANAGER	200,175.58	33,996.07	47,064.15	4,000.00	20,784.95
		ENVIRONMENTAL HEALTH & SAFETY MANAGER/SR MANAGER	196,788.00	36,494.74	37,464.00	-	893.39
		GAS OPS MECHANIC/WELDER	125,774.08	-	-	23,740.56	-
		GAS OPS FITTER	111,132.24	-	-	71,070.97	1,382.05
		GAS OPS SUPERVISOR	160,062.28	20,811.37	-	18,833.44	-
		GAS ENG ENGINEER	156,409.68	-	-	80,777.81	476.54
		GAS OPS PRGM/PROJ MANAGER	150,928.00	15,858.76	-	424.86	3,242.00
		ELEC ENG TECHNICIAN	134,172.22	-	-	123,099.01	1,830.18
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	122,586.78	-	-	52,655.26	3,563.22
		ELEC OPS ELECTRICIAN	128,694.94	-	-	37,069.37	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	24,801.76	-	-	34,935.52	-
		ELEC OPS SUPERVISOR	205,451.00	22,714.91	-	-	3,678.86
		GAS OPS TECHNICIAN	121,494.99	-	-	12,913.52	26,093.67
		ELEC OPS ELECTRICIAN	133,822.56	-	-	128,169.05	-
		ELEC OPS SYSTEM OPERATOR/LEAD	95,503.71	-	-	241,620.90	578.62
		GAS ENG SENIOR BUSINESS REP	16,606.65	-	-	86,352.42	-
		GAS OPS OPERATOR	122,975.82	-	-	83,472.76	-
		SHARED SVS MANAGER/SR MANAGER	176,653.86	31,047.46	18,419.80	5,600.00	9,479.89
		ELEC OPS FOREMAN	150,877.47	-	-	141,646.91	-
		ELEC OPS FOREMAN	148,563.57	-	-	80,543.22	-
		OPERATIONS SUPERVISOR	123,437.77	16,314.62	-	-	3,366.98
		ELEC OPS MANAGER/SR MANAGER	159,192.00	29,929.87	-	24,400.00	465.90
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	137,804.24	15,530.53	-	-	3,362.98
		ENVIRONMENTAL HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	132,360.90	14,822.80	-	2,114.98	4,547.97
		GAS ENG ENGINEER	79,025.31	-	-	54,453.94	210.00
		ELEC OPS CREW LEAD/LEADER	194,744.64	-	-	147,451.71	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,148.52	16,686.41	-	-	1,269.27
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,609.04	-	-	28,880.13	190.62
		SHARED SVS SUPERVISOR/CHIEF/EX AST	174,700.30	21,024.00	-	1,240.00	5,620.38
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	93,409.09	-	-	3,471.42	1,176.39
		ELEC OPS SUPERVISOR	169,413.10	23,119.45	-	88,337.86	3,413.40
		ELEC OPS SUPERVISOR	158,819.46	20,432.03	-	99,406.66	-
		ELEC OPS CREW LEAD/LEADER	192,922.40	-	-	160,554.79	-
		ELEC OPS ELECTRICIAN	131,112.56	-	-	54,006.00	491.71
		GAS OPS SUPERVISOR	132,424.55	11,706.86	-	68,770.99	5,352.01
		ELEC OPS LINEWORKER/LINEMAN	98,334.15	-	-	84,800.75	-
		GAS ENG PRGM/PROJ MANAGER	131,830.52	-	-	400.00	960.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	133,844.10	15,190.54	-	1,000.00	4,634.33
		OPERATIONS INSPECTOR/LEAD INSPECTOR	154,536.03	-	-	150,343.97	-
		GAS ENG TECHNICIAN	109,594.36	-	-	12,346.58	105.00
		ELEC OPS TECHNICIAN	132,136.50	-	-	38,151.07	393.01
		GENERATION TECHNICIAN	146,727.20	-	-	29,195.49	-
		IT ENGINEER SR/EX/PRN	183,600.00	19,589.96	-	1,529.92	4,478.55
		IT ANALYST/SPECIALIST SR/EXP/PRN	91,253.41	14,965.60	-	39,544.29	-
		ELEC OPS LINEWORKER/LINEMAN	125,361.22	-	-	126,713.31	842.92

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		ELEC OPS TECHNICIAN	149,086.28	-	-	71,304.89	-
		IT SUPERVISOR	27,574.91	-	-	-	412.17
		GAS ENG ENGINEER	139,791.36	14,049.94	-	-	123.80
		SHARED SVS CONT/PGRM/PROJ MANAGER	169,617.90	18,208.02	-	300.00	4,407.89
		GENERATION TECHNICIAN	141,813.54	-	-	78,924.12	-
		ELEC OPS ELECTRICIAN	129,544.75	-	-	93,062.53	-
		GAS OPS PRGM/PROJ MANAGER	181,569.40	20,945.77	-	8,887.40	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	137,077.82	15,284.39	-	4,685.13	2,532.06
		ELEC OPS LINEWORKER/LINEMAN	174,184.73	-	-	334,038.75	564.36
		ELEC OPS CREW LEAD/LEADER	82,737.60	-	-	66,424.17	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.40	-	-	2,136.15	-
		OPERATIONS MANAGER/SR MANAGER	182,874.21	21,860.62	-	2,007.57	1,285.44
		ELEC OPS FOREMAN	151,083.66	-	-	156,222.61	112.63
		GAS OPS ENGINEER	41,875.00	-	-	949.00	1,879.68
		GAS OPS SCHEDULER	134,618.50	-	-	10,175.94	415.72
		SHARED SVS BIOLOGIST	159,228.00	17,477.74	-	6,124.00	1,508.72
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	121,985.20	15,959.49	-	20,401.45	1,089.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	12,287.19	15,436.56	-	10,895.79	320.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,690.44	-	-	168,309.34	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	205,501.98	36,350.13	63,126.84	10,950.00	5,552.52
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	62,540.20	-	-	116,576.19	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	180,370.65	29,435.38	18,419.80	2,000.00	1,119.31
		GAS OPS SUPERVISOR	143,685.00	19,394.64	-	27,938.16	-
		OPERATIONS MANGER/SR MANAGER	210,442.34	35,664.81	14,236.32	9,215.76	8,942.73
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.40	-	-	-	-
		ELEC OPS MACHINIST/WELDER	120,453.30	-	-	91,539.12	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	149,296.00	16,788.05	-	23,891.88	10,880.91
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	177,736.44	30,988.26	-	1,900.00	844.54
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	126,807.40	14,829.31	-	7,224.41	16,436.54
		GENERATION SUPERVISOR	152,853.36	-	-	35,270.40	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	175,798.19	28,049.42	-	16,200.00	2,587.27
		IT ANALYST/SPECIALIST SR/EXP/PRN	123,128.60	13,848.98	-	-	1,185.00
		GAS ENG ESTIMATOR/SCHEDULER	139,543.89	-	-	45,377.32	2,124.07
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	157,316.37	25,751.52	-	1,000.00	181.76
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	86,824.43	32,249.45	-	1,200.00	235.00
		GAS OPS MECHANIC/WELDER	126,440.90	-	-	34,889.99	423.67
		IT ANALYST/SPECIALIST SR/EXP/PRN	170,400.48	18,682.13	-	1,500.00	455.00
		ELEC OPS ENGINEER	164,999.30	12,803.93	-	638.48	-
		ELEC ENG ENGINEER	128,403.00	-	-	26,902.29	582.10
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	126,919.70	14,700.57	-	1,000.00	1,427.65
		ELEC OPS ELECTRICIAN	113,144.13	-	-	89,312.95	126.42
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	154,292.42	16,444.33	-	500.00	880.00
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	156,395.14	27,052.03	-	1,450.00	5,259.60
		ELEC OPS ENGINEER	174,999.96	7,035.51	-	83,008.70	349.12
		ELEC ENG ENGINEER	151,945.50	12,831.95	-	586.56	577.66
		ELEC ENG ENGINEER	182,952.00	21,075.19	-	-	2,689.93
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	181,980.57	17,645.38	-	-	960.00
		ELEC ENG ENGINEER	156,416.00	16,477.55	-	50.40	1,016.00
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	174,449.72	18,778.38	-	-	355.92
		IT ENGINEER SR/EX/PRN	156,881.18	18,599.72	-	1,021.09	434.00
		GAS OPS TECHNICIAN	133,194.07	-	-	15,158.34	306.54
		ELEC OPS BUSINESS LIAISON	130,403.53	-	-	88,377.66	-
		GAS ENG ENGINEER	157,008.81	-	-	20,048.50	234.89
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	148,762.80	17,110.81	-	-	543.10
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,126.44	13,549.06	-	37,795.67	1,010.27
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	201,169.96	26,957.51	-	4,850.00	14,216.23
		GAS OPS MECHANIC/WELDER	126,453.59	-	-	52,355.82	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	146,348.12	-	-	53,234.05	-
		ELEC OPS SYSTEM OPERATOR/LEAD	111,215.82	-	-	223,269.38	350.24
		ELEC OPS LINEWORKER/LINEMAN	175,326.91	-	-	175,656.54	-
		GAS OPS MANAGER/SR MANAGER	189,559.76	33,118.33	11,863.60	2,795.12	18,194.58
		GENERATION TECHNICIAN	16,953.60	-	-	34,310.93	-
		ELEC OPS SYSTEM OPERATOR/LEAD	142,791.05	-	-	83,328.17	164.17
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	155,421.60	23,260.09	-	53,680.58	905.31
		GAS OPS MECHANIC/WELDER	124,928.55	-	-	20,165.12	52.40
		ELEC OPS ELECTRICIAN	117,817.90	-	-	55,306.38	2,902.44

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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 SR/EXP/PRN	150,658.04	-	-	172,166.94	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	66,949.22	-	-	4,555.64	526.37
		GAS OPS MECHANIC/WELDER	134,059.92	-	-	69,692.04	-
		GAS OPS MANAGER/SR MANAGER	194,518.16	33,157.42	-	2,851.54	12,333.92
		HR ECO MANAGER/SR MANAGER/SUPERVISOR	209,928.00	35,245.37	42,006.51	9,000.00	5,904.06
		IT ANALYST/SPECIALIST SR/EXP/PRN	171,585.00	19,405.29	-	-	6,892.69
		GAS OPS MECHANIC/WELDER	131,506.24	-	-	53,650.40	2,627.13
		GENERATION TECHNICIAN	149,900.40	-	-	62,687.13	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	154,328.26	17,359.40	-	62,101.00	-
		SUPPLY CHAIN MATERIALS SUPERVISOR/EX AST	123,789.05	14,267.80	-	361.06	532.06
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	210,982.56	35,487.87	-	750.00	2,645.28
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	136,251.68	14,854.61	-	-	2,004.27
		ELEC OPS FOREMAN	108,831.56	-	-	403,707.04	4,482.83
		GAS OPS ENGINEER	125,925.62	14,268.57	-	6,099.77	15,920.31
		GAS OPS FOREMAN/LEADER/CREW LEADER	109,306.80	-	-	54,148.11	-
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	118,587.80	-	-	2,255.82	-
		SHARED SVS LAND PLANNER	159,536.00	16,763.48	-	1,727.72	2,554.42
		SHARED SVS LAND AGENT/CONSLT	174,061.18	29,345.47	-	2,173.76	4,505.25
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	136,587.68	12,462.76	-	3,552.10	853.74
		GENERATION MANAGER	216,329.52	36,648.04	-	12,500.00	1,117.25
		GAS OPS ENGINEER	166,384.66	19,078.15	-	8,842.29	9,238.90
		ELEC OPS OPERATOR	116,858.66	-	-	201,097.11	-
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	141,453.58	14,442.23	-	2,500.00	210.00
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	126,783.87	-	-	27,616.06	80.00
		OPERATIONS TECHNICIAN	133,652.54	-	-	125,513.00	-
		ELEC OPS FOREMAN	177,196.21	-	-	287,023.07	5,461.08
		SAFETY RISK SUPERVISOR	132,047.23	9,859.03	-	26,877.66	7,374.51
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	45,936.43	-	-	859.00	825.15
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	166,025.52	27,393.23	-	1,500.00	420.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	198,947.99	37,151.47	25,740.89	-	3,333.81
		ELEC OPS TECHNICIAN	196,390.42	-	-	117,721.35	-
		GAS ENG ENGINEER	194,790.00	21,793.30	-	2,332.08	3,115.78
		SHARED SVS SUPERVISOR/CHIEF/EX AST	138,254.36	9,562.14	-	3,379.74	9,750.64
		GAS OPS DIRECTOR/SR DIRECTOR	193,325.88	32,032.02	37,401.56	-	2,986.55
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	154,824.06	-	-	242,829.78	-
		GAS ENG ENGINEER	85,362.22	-	-	20,190.16	480.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	184,396.25	32,212.21	-	-	1,150.59
		IT MANAGER/SR MANAGER	208,162.94	34,105.04	23,711.59	14,500.00	4,834.89
		GENERATION ENGINEER	52,870.96	-	-	32,515.37	299.99
		GENERATION TECHNICIAN	143,881.20	-	-	78,023.20	10,195.19
		ELEC ENG ENGINEER	213,872.00	23,100.67	-	709.36	2,994.76
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,536.54	-	-	273,458.82	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,857.88	-	-	69,302.13	65.50
		GAS OPS COOR/REP/STRAT SR/EX/PRN	138,266.82	-	-	65,111.85	-
		ELEC OPS LINeworker/LINEMAN	148,652.56	-	-	205,557.97	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	198,644.46	44,752.70	263,711.47	2,377.20	802.75
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	15,846.85	-	800.00	1,523.78
		ELEC OPS TECHNICIAN	129,795.08	-	-	18,053.75	200.69
		SHARED SVS SCIENTIST/TECHNICIAN	81,653.22	-	-	23,901.06	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	56,937.24	-	-	1,135.20	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	127,386.51	8,380.73	-	35,885.56	25,411.03
		SHARED SVS SUPERVISOR/CHIEF/EX AST	86,000.00	-	-	1,500.00	511.00
		ELEC OPS SUPERVISOR	172,794.10	23,605.99	-	64,371.02	10,557.44
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	138,353.05	-	-	26,096.01	315.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	144,548.94	16,251.69	-	85,815.70	7,434.51
		SHARED SVS MANAGER/SR MANAGER	160,075.52	26,941.61	-	-	8,172.67
		GENERATION TECHNICIAN	100,508.66	-	-	61,791.67	405.75
		GENERATION SUPERVISOR	185,347.54	23,560.90	-	29,626.20	3,873.54
		ELEC OPS MANAGER/SR MANAGER	120,555.54	38,474.21	-	98,991.50	40,508.22
		ELEC OPS LINeworker/LINEMAN	128,120.65	-	-	161,425.97	-
		ELEC OPS LINeworker/LINEMAN	138,509.04	-	-	107,411.09	-
		SHARED SVS SCIENTIST/TECHNICIAN	119,967.84	-	-	107,133.53	-
		IT SERVICE MNGR/ADMINSTRTR	128,382.08	17,652.53	-	22,084.60	12,348.01
		GAS OPS ENGINEER	143,724.71	-	-	23,796.39	2,236.22
		SHARED SVS BIOLOGIST	159,228.00	17,449.35	-	400.00	1,484.20
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	56,420.46	-	-	327,357.91	9,911.25

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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)
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	98,461.53	28,130.97	-	-	2,662.36
		GAS OPS OPERATOR	123,255.98	-	-	66,917.58	-
		SHARED SVS SUPERVISOR/CHIEF/EX AST	156,193.53	18,734.43	-	1,691.47	12,039.70
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	145,494.34	16,365.75	-	1,250.00	616.26
		GAS ENG ESTIMATOR/SCHEDULER	133,285.30	-	-	58,095.96	206.85
		GAS OPS OPERATOR	139,577.53	-	-	98,966.51	-
		ELEC OPS SUPERVISOR	161,135.44	22,643.21	-	31,006.51	4,014.26
		GAS ENG ENGINEER	152,328.16	-	-	138,140.77	471.75
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	146,393.32	22,498.37	-	49,637.33	4,615.77
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,131.08	-	-	228,145.81	-
		GAS ENG ENGINEER	150,024.95	-	-	10,444.51	350.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	148,462.70	18,461.62	-	7,062.12	14,642.64
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	146,441.80	16,442.92	-	10,087.26	12,585.39
		GAS OPS SUPERVISOR	145,008.56	14,041.00	-	12,069.56	3,331.73
		ELEC OPS CREW LEAD/LEADER	137,025.11	-	-	43,442.61	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,671.37	-	-	206,897.56	22.56
		ELEC ENG TECHNICIAN	133,705.62	-	-	21,488.64	-
		ELEC OPS LINEWORKER/LINEMAN	8,636.40	-	-	3,886.56	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	124,201.28	20,712.31	-	35,876.88	1,250.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,287.50	28,421.82	11,504.57	5,000.00	20,878.85
		SHARED SVS LAND PLANNER/SURVEYOR	163,904.07	16,817.97	-	1,042.02	3,252.64
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	95,177.90	-	-	93,592.29	6,665.01
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	128,519.90	13,677.84	-	800.00	243.29
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	121,774.54	12,631.06	-	8,085.88	911.31
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	152,112.77	18,090.18	-	-	437.39
		ELEC OPS SUPERVISOR	168,701.32	24,799.66	-	49,038.13	424.24
		ELEC ENG MANAGER/SR MANAGER	185,955.00	30,664.17	-	2,500.00	4,008.61
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	162,740.50	16,937.92	-	-	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	170,236.22	28,781.20	-	-	420.00
		ELEC OPS ENGINEER	155,500.85	-	-	11,030.23	-
		OPERATIONS MANGER/SR MANAGER	44,226.82	31,351.40	-	15,088.80	1,865.06
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	74,312.04	-	-	-	-
		GAS ENG MANAGER/SR MANAGER	204,975.98	33,259.07	11,504.57	2,298.32	6,126.62
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	120,643.34	13,634.48	-	3,150.00	2,854.58
		GENERATION PLANNER	161,852.67	-	-	81,446.16	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,703.66	-	-	3,824.16	-
		GAS OPS TECHNICIAN	132,700.00	-	-	68,687.56	12,048.23
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	109,477.03	-	-	198,579.70	-
		ELEC OPS LINEWORKER/LINEMAN	140,011.97	-	-	129,011.09	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	135,511.35	-	-	52,619.28	24,562.87
		IT ANALYST/SPECIALIST SR/EXP/PRN	172,306.96	19,460.15	-	-	420.00
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	158,223.12	17,439.37	-	3,066.31	11,262.85
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	160,885.96	14,025.81	-	309.64	385.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	142,526.30	15,838.96	-	2,025.00	3,301.20
		ELEC OPS LINEWORKER/LINEMAN	143,817.94	-	-	171,923.50	129.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	173,242.66	34,560.97	30,283.40	2,949.45	315.00
		ELEC OPS LINEWORKER/LINEMAN	141,565.14	-	-	109,285.97	754.86
		ELEC OPS LINEWORKER/LINEMAN	131,294.06	-	-	131,317.43	361.90
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	176,055.38	26,842.73	-	1,702.40	1,219.75
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	143,702.97	-	-	62,025.59	-
		SHARED SVS CONT/PGRM/PROJ MANAGER	152,250.00	16,008.02	-	843.28	8,973.59
		ELEC OPS BUSINESS LIAISON	38,978.30	-	-	6,878.88	637.60
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	129,843.96	7,530.35	-	4,933.55	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	125,949.52	-	-	10,319.60	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	146,985.54	16,068.86	-	-	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	125,678.79	-	-	35,480.49	-
		GAS OPS SUPERVISOR	145,351.66	19,493.38	-	10,104.45	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	130,867.30	-	-	43,508.54	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	129,316.51	14,909.30	-	5,858.95	12,730.08
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EX/PRN	139,670.35	-	-	37,698.34	935.97
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	203,977.70	28,691.86	-	550.00	949.27
		GENERATION MANAGER	239,000.05	34,491.27	-	55,164.00	3,918.20
		GENERATION ENGINEER	93,844.20	-	-	33,323.19	703.45
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	145,938.47	15,658.02	-	-	420.00
		GAS ENG MANAGER/SR MANAGER	178,366.98	28,781.94	-	1,852.12	17,061.47
		GAS ENG MANAGER/SR MANAGER	177,683.34	29,183.30	-	8,145.38	1,806.73

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		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	94,478.35	-	-	250.00	1,186.06
		ELEC OPS ENGINEER	143,947.67	-	-	43,563.37	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,858.94	28,552.31	-	1,500.00	784.59
		OPERATIONS TECHNICIAN	133,412.80	-	-	4,013.33	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	140,095.08	15,787.59	-	200.00	730.56
		ELEC OPS SYSTEM OPERATOR/LEAD	122,385.78	-	-	144,205.20	-
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	134,094.88	17,634.20	-	49,261.62	10.25
		SHARED SVS LAND TECH/LEAD LAND TECH	118,508.20	-	-	10,639.75	558.87
		ELEC OPS TECHNICIAN	131,718.59	-	-	41,862.74	-
		OPERATIONS MANGER/SR MANAGER	196,363.70	31,909.98	-	8,500.00	13,095.64
		SHARED SVS SUPERVISOR/CHIEF/EX AST	142,552.80	15,686.77	-	-	11,097.57
		GENERATION SUPERVISOR	174,333.36	25,745.97	-	380.76	826.11
		GENERATION MANAGER	178,568.06	28,838.54	-	12,000.00	1,387.63
		ELEC OPS ANALYST/COORD/CONSLT/SPEC SR/EXP/PRN	145,080.00	15,548.71	-	4,554.90	4,171.23
		ELEC OPS ELECTRICIAN	131,226.94	-	-	18,421.52	-
		GAS ENG SUPERVISOR	144,191.64	14,463.22	-	73,636.26	7,063.76
		GAS ENG ENGINEER	152,424.86	-	-	14,381.15	2,723.44
		MENT HEALTH & SAFETY ANALYST/SPEC/COORD EXP/PRN	190,581.30	34,940.28	30,486.33	-	244.00
		ELEC ENG TECHNICIAN	165,194.05	-	-	107,017.14	-
		GAS OPS MECHANIC/WELDER	130,252.29	-	-	34,366.83	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,835.66	-	-	54,266.04	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,388.66	-	-	196,014.59	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.40	-	-	27,132.16	-
		ELEC ENG ESTIMATOR	137,802.14	-	-	978.06	844.30
		ELEC OPS INSPECTOR/LEAD INSPECTOR	126,729.54	14,005.77	-	89,295.56	32,825.42
		ELEC OPS CREW LEAD/LEADER	139,448.71	-	-	110,823.41	-
		IT MANAGER/SR MANAGER	174,623.94	22,674.54	-	1,800.00	420.00
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	199,856.18	33,105.94	-	-	1,347.89
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	120,808.19	-	-	187,023.19	-
		ELEC OPS ELECTRICIAN	132,524.88	-	-	71,933.72	-
		GENERATION ANALYST/COORD/CONS/REP/SPEC SR/EXP/PRN	129,090.02	14,097.04	-	7,000.00	-
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	146,267.98	17,685.43	-	7,300.00	207.07
		ELEC ENG SUPERVISOR	211,418.20	24,675.67	-	1,200.00	3,622.54
		OPERATIONS ANALYST/SPEC/CONSLT/COORD	98,021.66	17,431.23	-	13,569.42	175.00
		GAS OPS OPERATOR	126,845.38	-	-	41,419.12	-
		ELEC OPS TECHNICIAN	119,905.57	-	-	37,678.63	-
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	27,902.70	-	-	56,609.90	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	164,997.38	17,811.06	-	24,391.18	152.32
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	151,766.44	-	-	287,012.14	-
		ELEC OPS SUPERVISOR	160,298.77	24,583.48	-	121,217.74	24,981.22
		GAS OPS SUPERVISOR	22,149.32	-	-	-	126.99
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	29,849.40	-	-	34,725.87	-
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	133,791.24	17,686.48	-	22,684.85	36.03
		ELEC OPS SUPERVISOR	165,583.32	24,388.84	-	32,322.65	4,188.56
		GAS OPS MECHANIC/WELDER	117,749.66	-	-	54,190.43	-
		ELEC OPS AUDITOR/SCHEDULER/REP SR/EXP	127,376.28	14,444.19	-	1,500.00	1,107.36
		ENG PLNG & STRAT SUPERVISOR/LIAISON	150,562.54	20,278.06	-	500.00	4,420.21
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	103,430.08	27,894.82	-	1,932.60	475.65
		GENERATION ANALYST/COORD/CONS/REP/SPEC SR/EXP/PRN	149,143.98	16,864.26	-	-	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	231,323.70	52,289.16	60,691.68	7,200.00	12,710.92
		IT MANAGER/SR MANAGER	171,086.93	29,422.34	-	2,000.00	3,681.75
		IT TECHNICIAN	133,296.50	-	-	13,608.35	2,618.75
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	154,644.92	16,977.72	-	-	-
		ELEC OPS LINEMAN	127,199.33	-	-	109,118.48	-
		GENERATION SUPERVISOR	163,925.62	16,906.29	-	84,416.31	7,518.29
		MENT HEALTH & SAFETY SUPERVISOR/REP	168,323.64	22,008.92	-	17,717.56	1,047.29
		GENERATION MACHINST/MECHANIC/RIGGER/WELDER	139,908.34	-	-	111,530.39	-
		GAS ENG ENGINEER	37,711.83	-	-	41,295.20	212.69
		SHARED SVS CONT/PRGM/PROJ MANAGER	183,466.21	33,350.24	-	-	8,350.30
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,652.80	-	-	8,113.40	-
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSLT/SPEC EXP/PRN	167,992.68	20,779.79	-	550.00	420.00
		GAS ENG TECHNICIAN	122,231.68	-	-	-	-
		GAS ENG ENGINEER	178,578.90	22,068.97	-	1,325.16	1,633.53
		GAS OPS FOREMAN/LEADER/CREW LEADER	142,701.16	-	-	27,072.50	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	142,383.81	-	-	119,254.32	-
		ELEC OPS WORKING LEADER	137,067.99	-	-	3,694.24	-

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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	122,548.17	14,720.75	-	15,452.66	385.00
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	158,865.00	18,583.98	-	3,000.00	1,573.78
		IT TECHNICIAN	144,132.19	-	-	23,343.82	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,812.63	21,407.94	-	20,781.34	454.28
		GAS OPS PRGM/PROJ MANAGER	134,076.46	16,604.15	-	191.45	2,142.87
		GENERATION SUPERVISOR	167,604.03	-	-	78,507.85	-
		IT DATA SCIENTIST SR/EXP/PRN	40,857.14	-	-	21,000.00	288.58
		GAS ENG ESTIMATOR/SCHEDULER	16,333.94	-	-	72,122.40	-
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	145,823.77	-	-	327.21	272.06
		ELEC OPS LINEWORKER/LINEMAN	126,921.68	-	-	241,011.39	-
		ELEC OPS DIRECTOR/SR DIRECTOR	215,446.22	35,587.52	11,504.57	19,800.00	12,371.67
		ELEC OPS LINEWORKER/LINEMAN	145,075.24	-	-	189,352.59	1,226.16
		ELEC OPS LINEWORKER/LINEMAN	137,106.86	-	-	203,534.89	612.26
		GAS OPS MANAGER/SR MANAGER	147,227.60	20,767.46	-	3,000.00	10,510.24
		ELEC OPS LINEWORKER/LINEMAN	122,859.02	-	-	219,160.08	2,366.75
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	121,434.20	18,038.30	-	12,847.13	2,158.38
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,045.56	-	-	230,239.83	40.00
		ELEC OPS ELECTRICIAN	126,281.33	-	-	51,995.70	-
		ENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	140,474.51	-	-	32,809.51	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	197,608.35	32,210.40	-	-	2,299.36
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	89,519.22	-	-	18,972.37	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	177,356.32	19,098.73	-	2,329.32	3,385.05
		OPERATIONS INSPECTOR/LEAD INSPECTOR	8,224.80	-	-	9,304.39	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	140,781.82	14,896.96	-	750.00	613.92
		SHARED SVS SCIENTIST/TECHNICIAN	130,718.86	-	-	81,012.32	568.58
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	146,711.42	17,462.27	-	2,284.40	5,675.29
		SHARED SVS LAND AGENT/CONSLT	118,990.37	14,229.84	-	37,177.18	5,210.39
		ELEC ENG MANAGER/SR MANAGER	172,370.19	28,787.49	13,814.85	18,778.57	992.97
		ELEC OPS LINEWORKER/LINEMAN	42,049.29	-	-	84,445.50	-
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	166,015.76	30,523.68	-	-	210.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,097.26	17,699.03	-	-	451.24
		ELEC ENG SUPERVISOR	211,434.08	24,071.68	-	200.00	5,830.63
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EXP/PRN/CHF	114,326.29	12,324.49	-	9,788.66	2,631.34
		CUSTOMER & COMMS MANAGER/SR MANAGER	188,066.64	27,767.13	-	8,000.00	5,535.98
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	149,662.97	-	-	26,535.37	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	107,025.18	14,308.00	-	-	117.54
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	173,752.38	23,647.60	-	1,000.00	560.00
		GENERATION TECHNICIAN	19,426.00	-	-	21,854.25	-
		HR ECO PRGM/PROJ MANAGER EXP/PRN	147,575.28	16,672.35	-	3,571.68	498.74
		GAS ENG ENGINEER	120,520.96	12,812.84	-	1,200.00	3,064.36
		OPERATIONS SUPERVISOR	177,267.93	22,550.44	-	13,915.47	1,418.23
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,283.98	17,344.89	-	1,750.00	516.08
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	192,732.00	22,914.50	-	13,933.54	2,542.19
		GAS OPS SUPERVISOR	174,790.56	23,804.35	-	-	18,210.69
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	150,460.68	-	-	261,508.06	-
		OPERATIONS SUPERVISOR	163,912.18	22,634.42	-	59,575.31	4,239.82
		ELEC OPS LINEWORKER/LINEMAN	162,959.06	-	-	211,971.14	2,558.13
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,301.54	14,580.49	-	-	140.00
		OPERATIONS CONST/NOTF/PRGM/PRJCT MANAGER	162,236.30	26,858.98	-	16,200.00	6,874.44
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	133,802.28	14,729.66	-	1,293.81	785.92
		GAS OPS TECHNICIAN	123,284.48	-	-	55,519.15	24.71
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	133,014.62	20,993.66	-	52,281.54	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	140,661.28	-	-	75,034.60	5,423.33
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	149,697.24	17,875.18	-	43,424.41	5,901.35
		OPERATIONS MANGER/SR MANAGER	183,229.13	24,570.43	-	3,500.00	11,389.55
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	133,903.24	15,122.89	-	2,123.75	-
		OPERATIONS SUPERVISOR	154,738.16	12,216.13	-	157,483.10	459.15
		SHARED SVS PROJ/PROG/OPS MANAGER	162,732.56	27,482.90	-	-	6,973.64
		ELEC ENG ESTIMATOR	142,097.36	-	-	131,845.66	-
		ELEC OPS ENGINEER	89,621.90	-	-	35,790.91	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	149,209.88	25,666.73	-	116,038.61	3,217.73
		ELEC OPS LINEWORKER/LINEMAN	128,843.86	-	-	67,510.31	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,895.36	-	-	1,367.44	-
		GAS OPS PRGM/PROJ MANAGER	162,286.00	18,270.42	-	9,710.42	8,636.34
		OPERATIONS METEOROLOGIST/BUS/MAINT PLNR	140,703.32	15,789.98	-	250.00	350.60
		GAS OPS ENGINEER	120,399.96	10,247.28	-	-	-

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		GAS ENG MANAGER/SR MANAGER	166,879.63	28,000.12	-	2,900.00	4,184.32
		GENERATION ENGINEER	198,468.00	23,499.53	-	45,445.28	4,778.34
		GAS OPS INSPECTOR/LEAD INSPECTOR	134,902.57	-	-	20,171.78	-
		ELEC OPS SUPERVISOR	154,433.26	16,099.86	-	34,192.32	4,996.56
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	161,573.22	18,555.23	-	300.00	644.00
		ELEC OPS LINEMAN	131,007.53	-	-	118,427.97	602.19
		SHARED SVS MANAGER/SR MANAGER	196,576.06	34,063.84	35,028.84	6,000.00	13,777.25
		SHARED SVS LAND TECH/LEAD LAND TECH	130,723.54	-	-	6,906.86	747.46
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	134,937.00	-	-	24,671.20	1,799.73
		OPERATIONS INSPECTOR/LEAD INSPECTOR	131,151.79	-	-	152,997.10	-
		ELEC OPS SUPERVISOR	176,160.18	23,769.77	-	57,221.69	1,508.56
		OPERATIONS TECHNICIAN	145,008.21	-	-	61,752.48	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,291.52	18,016.28	-	-	559.77
		GENERATION TECHNICIAN	22,604.80	-	-	29,139.00	179.24
		GENERATION TECHNICIAN	50,841.82	-	-	50,858.03	1,157.77
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	147,916.00	10,149.38	-	25,551.51	17,955.75
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,801.45	15,474.61	-	5,322.86	-
		ELEC OPS LINEMAN	144,073.61	-	-	120,855.22	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	127,510.16	14,300.56	-	1,010.40	-
		GAS OPS SYSTEM/CONST/EQUIP OPERATOR	127,205.92	-	-	52,623.77	-
		GAS OPS ENGINEER	122,093.30	-	-	43,227.41	383.40
		ELEC OPS SUPERVISOR	165,253.84	21,454.15	-	148,460.32	755.22
		GENERATION ENGINEER	183,600.00	20,261.28	-	28,743.23	3,128.34
		ELEC OPS LINEMAN	146,977.97	-	-	123,154.18	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	126,509.67	-	-	17,598.22	66.16
		GAS OPS FOREMAN/LEADER/CREW LEADER	110,742.48	-	-	55,209.70	282.11
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	132,426.00	13,900.85	-	2,123.31	3,736.95
		ELEC OPS CREW LEAD/LEADER	141,257.85	-	-	46,220.67	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	15,050.15	21,973.24	-	37,957.94	-
		ELEC OPS WORKING LEADER	124,608.21	-	-	21,152.85	-
		IT ENGINEER SR/EX/PRN	137,527.38	14,886.62	-	-	-
		ELEC OPS LINEMAN	114,710.80	-	-	215,233.15	1,910.90
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,732.00	22,781.61	-	1,200.00	2,198.19
		GAS ENG ESTIMATOR/SCHEDULER	136,100.84	-	-	5,713.73	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,980.20	-	-	302,269.00	-
		ELEC OPS SUPERVISOR	119,254.46	13,432.68	-	-	5,352.81
		GAS OPS SUPERVISOR	154,293.80	22,277.91	-	11,366.90	-
		ELEC OPS ELECTRICIAN	131,463.26	-	-	52,941.74	-
		GAS OPS TECHNICIAN	115,638.81	-	-	39,218.41	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	120,887.78	-	-	39,342.67	120.93
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,401.29	-	-	119,978.34	-
		ELEC OPS LINEMAN	31,351.06	-	-	84,481.15	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	116,607.54	14,187.19	-	5,237.21	1,909.58
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	173,699.56	18,584.32	-	-	385.00
		ELEC OPS OPERATOR	129,588.56	-	-	74,870.76	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	138,159.52	14,916.43	-	13,017.78	6,246.05
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	123,574.96	-	-	15,051.30	478.35
		GAS ENG SENIOR BUSINESS REP	146,711.30	-	-	125,077.08	29,154.42
		GAS ENG ENGINEER	167,851.20	-	-	72,449.22	1,545.75
		GAS OPS FOREMAN/LEADER/CREW LEADER	124,741.40	-	-	78,391.94	36.91
		OPERATIONS CONST/NOTE/PRGM/PRJCT MANAGER	135,077.75	13,942.88	-	1,500.00	2,023.10
		ELEC OPS LINEMAN	154,731.20	-	-	386,949.96	77.70
		ELEC OPS TECHNICIAN	132,835.08	-	-	2,645.41	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	96,848.80	-	-	2,777.63	692.93
		ELEC OPS ELECTRICIAN	133,718.70	-	-	24,933.78	-
		ELEC OPS SUPERVISOR	167,262.59	25,005.89	-	57,121.00	1,367.87
		ELEC OPS CREW LEAD/LEADER	139,073.27	-	-	40,032.82	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	150,939.26	22,412.33	-	60,227.14	9,970.20
		OPERATIONS SUPERVISOR	119,182.54	-	-	12,293.37	2,469.12
		ELEC OPS TECHNICIAN	128,239.97	-	-	106,150.34	-
		SHARED SVS CRANE SURVEYOR	139,671.74	-	-	29,672.02	70.15
		GAS OPS DISPATCHER	95,019.69	-	-	46,258.07	1,096.78
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	185,088.60	24,987.26	-	403.02	169.00
		GENERATION TECHNICIAN	26,648.94	-	-	27,738.89	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	130,078.92	-	-	21,568.17	1,703.37
		GAS OPS FOREMAN/LEADER/CREW LEADER	131,361.78	-	-	43,060.60	-

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		ELEC OPS SUPERVISOR	175,791.64	21,142.06	-	124,326.50	37,720.87
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	124,403.24	-	-	146,510.07	-
		GAS OPS SUPERVISOR	132,433.00	-	-	6,390.90	-
		GAS ENG SUPERVISOR	155,942.60	20,392.62	-	87,282.37	7,644.13
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	151,485.64	30,094.57	-	103,683.79	-
		ELEC OPS SYSTEM OPERATOR/LEAD	162,841.32	-	-	74,156.44	-
		ELEC OPS SUPERVISOR	137,361.56	22,795.73	-	28,108.46	446.34
		ELEC OPS LINEMAN/LINEMAN	174,032.56	-	-	324,927.24	-
		ELEC OPS TECHNICIAN	161,285.63	-	-	26,102.42	-
		ELEC OPS SUPERVISOR	164,964.98	21,235.46	-	-	985.27
		GAS ENG ENGINEER	150,594.60	-	-	57,804.89	529.06
		GENERATION TECHNICIAN	27,549.60	-	-	47,100.80	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	94,849.63	-	-	59,571.00	-
		IT SUPERVISOR	62,967.61	23,059.39	-	28,994.37	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	172,087.76	19,397.53	-	26,629.32	5,721.17
		GENERATION ELECTRICIAN	124,421.10	-	-	81,657.40	-
		ELEC OPS LINEMAN/LINEMAN	151,033.27	-	-	100,602.65	-
		ELEC ENG ESTIMATOR	138,845.99	-	-	1,089.57	830.73
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	150,069.80	16,507.10	-	100.00	-
		GAS OPS DIRECTOR/SR DIRECTOR	212,874.90	38,859.60	-	6,600.00	10,324.71
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,291.74	18,069.57	-	-	420.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	157,950.72	-	-	57,638.60	690.93
		OPERATIONS TECHNICIAN	131,929.83	-	-	51,021.34	216.81
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	120,389.92	13,024.94	-	-	960.00
		ELEC OPS SYSTEM W&R DISPATCHER/SR	71,651.86	-	-	54,273.05	140.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,088.95	-	-	172,438.05	-
		GAS OPS OPERATOR	128,683.40	-	-	121,189.24	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	174,772.26	19,818.85	-	1,929.83	22,984.05
		ELEC OPS LINEMAN/LINEMAN	141,639.06	-	-	145,171.91	-
		GENERATION SUPERVISOR	178,265.26	24,081.37	-	46,355.61	-
		GENERATION TECHNICIAN	19,169.00	-	-	31,362.09	-
		ELEC OPS SYSTEM OPERATOR/LEAD	80,907.25	-	-	142,532.12	480.37
		GENERATION WRITER	189,864.00	20,844.12	-	22,818.18	-
		GENERATION TECHNICIAN	19,929.90	-	-	26,890.48	-
		GENERATION TECHNICIAN	19,287.00	-	-	26,865.78	-
		ENG PLNG & STRAT MANGER/SR MANAGER	160,877.42	32,052.67	30,486.33	-	1,565.93
		ELEC OPS MANAGER/SR MANAGER	190,511.76	34,312.99	-	30,850.00	-
		OPERATIONS MANAGER/SR MANAGER	209,554.44	38,671.63	11,863.60	3,814.24	4,278.80
		ELEC OPS ELECTRICIAN	132,226.08	-	-	47,343.10	-
		GAS ENG SENIOR BUSINESS REP	149,245.04	-	-	33,733.48	2,674.13
		GAS OPS SUPERVISOR	140,028.68	13,670.86	-	5,885.13	-
		GAS ENG SENIOR BUSINESS REP	127,510.10	-	-	50,094.79	4,218.70
		SHARED SVS LAND PLANNER	181,800.00	19,936.02	-	7,318.00	4,340.47
		ENVIRONMENTAL HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	39,132.75	-	-	-	266.23
		ELEC OPS ELECTRICIAN	132,227.43	-	-	12,996.25	-
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	173,772.26	28,849.71	18,981.76	6,400.00	243.34
		ELEC OPS SUPERVISOR	153,468.73	-	-	40,842.77	948.78
		SHARED SVS ANALYST/COORD/CONSTL/SPEC	180,025.30	32,726.26	-	3,000.00	488.84
		GENERATION TECHNICIAN	17,358.30	-	-	28,737.54	-
		ENG PLNG & STRAT SUPERVISOR/LIAISON	204,477.68	24,033.77	-	-	550.70
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	150,072.00	17,739.63	-	40,822.31	2,060.91
		GENERATION SUPERVISOR	171,297.66	23,121.81	-	50,077.15	-
		GAS ENG ENGINEER	148,856.00	-	-	114,083.88	720.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	624.38	28,399.56	-	17,120.11	-
		ELEC OPS LINEMAN/LINEMAN	189,587.06	-	-	280,348.18	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	121,665.50	-	-	207,273.54	-
		ELEC OPS OPERATOR	127,982.56	-	-	252,493.96	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	133,949.61	-	-	87,669.53	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	132,225.14	-	-	25,079.78	1,505.85
		CORP AFFAIRS/OFT OF PRES GOV REP EXP/PRN/CHIEF	29,764.56	15,509.49	-	9,631.76	652.37
		ENVIRONMENTAL HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	40,139.57	17,453.97	-	4,426.50	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	161,123.18	-	-	370,521.63	370.33
		GENERATION PLANNER	110,296.12	-	-	5,114.59	-
		GENERATION MACHINIST/MECHANIC/RIGGER/WELDER	140,069.73	-	-	26,765.88	-
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	231,440.10	38,047.46	32,796.61	3,555.84	2,823.30
		ELEC OPS LINEMAN/LINEMAN	80,825.81	-	-	206,597.83	950.39



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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 OPS SUPERVISOR	57,993.89	16,263.23	-	119,761.14	-
		ELEC ENG TECHNICIAN	172,149.88	-	-	43,580.83	-
		ELEC OPS FOREMAN	152,850.34	-	-	119,812.27	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	151,206.13	-	-	96,508.07	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	143,650.16	18,294.42	-	8,881.78	16,544.90
		GAS ENG ENGINEER	172,024.00	17,879.13	-	15,537.77	140.00
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	154,049.54	18,281.80	-	15,313.60	4,877.63
		ELEC OPS MACHINIST/WELDER	125,956.00	-	-	45,707.40	1,999.70
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	164,820.00	18,184.67	-	5,110.98	800.00
		GENERATION PLANNER	125,318.60	-	-	1,818.00	-
		CUSTOMER & COMMS SUPERVISOR	141,552.96	21,055.90	-	10,600.00	3,806.98
		ELEC ENG SUPERVISOR	161,853.57	18,681.25	-	25,923.02	7,286.72
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	115,166.64	12,264.00	-	7,168.68	931.58
		GAS ENG ENGINEER	151,093.54	-	-	37,996.38	1,045.72
		GENERATION FIRE CAPTAIN	119,057.44	-	-	59,649.34	-
		ELEC OPS LINEWORKER/LINEMAN	131,979.11	-	-	92,026.33	-
		ELEC OPS FOREMAN	162,322.57	-	-	85,729.47	-
		GENERATION TECHNICIAN	7,417.20	-	-	2,057.50	-
		ELEC OPS ENGINEER	47,442.50	-	-	2,072.30	736.12
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	153,900.41	20,543.03	-	30,455.10	4,640.65
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	198,681.96	32,960.55	-	5,960.46	1,025.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	62,300.61	16,101.62	-	50,251.39	-
		ELEC OPS LINEWORKER/LINEMAN	130,628.37	-	-	110,467.78	-
		ELEC OPS SUPERVISOR	165,688.70	20,814.20	-	31,723.20	1,511.94
		ELEC ENG ENGINEER	131,108.75	-	-	96,566.22	-
		GENERATION TECHNICIAN	22,463.10	-	-	25,977.60	-
		GAS OPS MECHANIC/WELDER	39,368.53	-	-	63,614.41	-
		GENERATION CREW LEADER/CONTROL LEAD	125,776.40	-	-	158,765.64	858.30
		GAS OPS PRGM/PROJ MANAGER	162,660.00	17,945.67	-	292.82	-
		GENERATION OPERATOR	144,431.36	-	-	158,812.92	-
		GAS OPS CONST/PRGM/PRJCT MANAGER	162,225.38	18,233.37	-	32,885.74	-
		GAS ENG TECHNICIAN	116,785.62	-	-	36,604.26	672.35
		GENERATION ANALYST/COOR/CONS/REP/SPEC SR/EXP/PRN	218,914.96	36,907.47	16,109.52	12,000.00	10,484.08
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	172,607.40	30,094.02	-	-	-
		ELEC OPS TECHNICIAN	118,585.43	-	-	108,069.94	1,234.40
		GAS OPS PLANNER SR/EX/PRN	146,235.88	15,109.90	-	1,500.00	1,717.08
		OPERATIONS HYDRO OPERATOR/HYDROGRPHR	137,642.09	17,270.01	-	32,072.32	8,041.72
		SHARED SVS LAND AGENT/CONSLT	139,609.27	-	-	4,467.83	182.10
		ELEC ENG ENGINEER	149,378.23	-	-	31,461.74	-
		GAS OPS COOR/REP/STRAT SR/EX/PRN	142,344.80	-	-	47,518.60	-
		OPERATIONS MANGER/SR MANAGER	225,800.30	38,407.99	46,736.34	859.96	4,891.43
		GAS ENG ENGINEER	102,097.54	-	-	39,710.34	950.00
		SHARED SVS BIOLOGIST	159,228.00	18,821.32	-	11,214.65	9,355.18
		GENERATION CREW LEADER/CONTROL LEAD	136,501.20	-	-	38,911.30	-
		ELEC OPS TECHNICIAN	132,307.86	-	-	10,681.47	-
		ELEC OPS ENGINEER	211,229.10	33,971.26	-	-	7,559.67
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	153,707.10	-	-	32,078.15	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	146,227.20	-	-	144,353.44	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	157,092.87	22,594.44	-	6,200.00	3,827.16
		GAS OPS SUPERVISOR	160,106.50	21,648.04	-	34,520.04	490.86
		T ENGINEER SR/EX/PRN	183,600.00	20,990.80	-	706.16	-
		OPERATIONS MANGER/SR MANAGER	157,453.58	19,904.34	-	11,172.40	3,094.33
		HR ECO MANAGER/SR MANAGER	197,421.74	32,094.49	-	4,000.00	4,009.96
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	129,384.00	14,274.12	-	1,276.05	536.60
		GENERATION ELECTRICIAN	75,687.32	-	-	68,350.78	556.69
		GAS OPS TECHNICIAN	114,153.36	-	-	88,292.97	-
		GAS OPS MECHANIC/WELDER	125,409.84	-	-	24,200.67	1,061.02
		GAS ENG MANAGER/SR MANAGER	194,653.08	27,227.31	-	2,000.00	1,197.76
		ELEC OPS SYSTEM OPERATOR/LEAD	151,496.57	-	-	124,196.50	1,392.12
		SHARED SVS LAND AGENT/CONSLT	120,940.89	-	-	13,560.31	574.47
		GAS OPS FOREMAN/LEADER/CREW LEADER	124,339.83	-	-	136,829.17	1,565.32
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	174,003.40	24,118.31	14,792.25	-	641.45
		T DEVELOPER SR/EX	139,130.52	17,672.87	-	-	240.00
		ELEC OPS ELECTRICIAN	127,634.78	-	-	29,623.24	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	158,035.72	-	-	67,580.60	-
		T ENGINEER SR/EX/PRN	107,948.80	-	-	-	303.27

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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 OPS TECHNICIAN	142,842.60	-	-	69,707.14	96.08
		GAS OPS MECHANIC/WELDER	132,015.68	-	-	49,252.43	-
		GENERATION TECHNICIAN	25,430.40	-	-	26,490.00	-
		ELEC OPS SUPERVISOR	173,529.28	23,474.62	-	50,836.18	-
		ELEC OPS ENGINEER	141,146.90	-	-	76,152.84	-
		ELEC ENG EX EXC ASST/CONSULTANT/REP SR/EXP/PRN	172,972.80	28,448.63	-	2,000.00	545.22
		ELEC ENG INTERCONNECTION MANAGER	145,750.75	-	-	23,889.80	420.00
		GAS OPS PRGM/PROJ MANAGER	184,664.40	21,300.94	-	400.00	2,938.95
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	124,088.68	13,595.39	-	900.00	1,544.27
		GAS ENG TECHNICIAN	121,172.58	-	-	3,534.26	976.74
		ELEC OPS LINEMAN	179,029.76	-	-	232,548.15	31.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	53,561.38	18,613.52	-	41,811.19	49.78
		GAS ENG ENGINEER	183,600.00	20,256.01	-	794.43	3,281.29
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	163,747.98	27,624.09	-	5,000.00	453.21
		IT ANALYST/SPECIALIST SR/EXP/PRN	29,697.82	-	-	-	35.00
		ELEC ENG ENGINEER	55,803.41	-	-	10,143.53	400.00
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	188,536.21	33,916.71	39,696.23	5,000.00	2,781.87
		FINANCE EX AST/SR EX AST/PLNR/ENG	145,781.86	17,080.28	-	5,515.64	2,982.73
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,377.92	16,882.74	-	4,615.38	-
		ELEC OPS SUPERVISOR	195,020.04	27,997.42	-	3,443.60	2,297.98
		ELEC ENG MANAGER/SR MANAGER	176,701.32	24,453.41	-	-	3,991.53
		FINANCE MANAGER/SR MANAGER	196,701.66	32,498.08	13,814.85	23,700.00	3,936.29
		IT MANAGER/SR MANAGER	199,294.10	32,801.76	11,863.60	-	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	155,916.20	18,500.95	-	-	-
		GAS ENG ENGINEER	144,955.99	16,625.48	-	350.00	385.00
		GAS ENG ENGINEER	183,600.00	21,950.35	-	3,496.80	1,920.78
		GAS ENG SENIOR BUSINESS REP	130,215.12	-	-	57,522.38	4,388.42
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	132,443.18	-	-	-	1,100.18
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	125,970.00	14,249.60	-	1,250.00	420.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	126,977.95	14,741.70	-	4,270.15	3,050.79
		IT MANAGER/SR MANAGER	215,056.32	37,494.95	13,814.85	4,174.80	1,316.81
		GEN CNSL & ETHICS COMP PARALEGAL/EX AST	141,046.80	16,069.88	-	500.00	1,033.25
		GAS ENG SUPERVISOR	198,825.40	27,210.09	-	1,500.00	13,169.29
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	197,518.90	36,902.21	-	7,200.00	1,256.13
		ENG PLNG & STRAT MANGER/SR MANAGER	184,713.56	31,869.29	-	-	1,921.35
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,170.66	17,524.82	-	50.00	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	156,742.00	25,841.19	11,504.57	10,800.00	-
		GAS OPS PRGM/PROJ MANAGER	170,858.00	18,006.33	-	19,973.43	2,188.84
		OPERATIONS DATA ENGINEER/SCIENTIST	138,874.34	15,183.53	-	2,000.00	-
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	171,812.74	29,224.84	-	5,791.47	1,029.84
		ELEC ENG MANAGER/SR MANAGER	220,125.02	37,312.69	37,401.56	8,554.69	5,855.32
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	126,047.40	15,601.05	-	15,440.29	880.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	165,457.38	28,580.24	-	5,500.00	971.37
		ELEC OPS SUPERVISOR	119,182.48	21,159.10	15,892.60	82,643.81	15,354.91
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	111,183.46	12,477.74	-	2,587.97	1,160.00
		SHARED SVS DIRECTOR/SR DIRECTOR	215,966.74	48,822.40	60,488.75	10,600.00	5,086.25
		SHARED SVS CREW LEAD/LEADER	130,398.22	-	-	47,671.09	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	185,900.05	36,743.48	25,740.89	13,983.11	1,728.19
		GAS ENG ENGINEER	212,912.42	35,272.69	-	1,400.00	975.61
		ELEC ENG INTERCONNECTION MANAGER	167,663.60	-	-	5,193.94	385.00
		IT ENGINEER SR/EXP/PRN	19,500.00	-	-	-	216.00
		GAS ENG SENIOR BUSINESS REP	131,488.13	-	-	53,660.73	1,821.07
		ELEC OPS ENGINEER	180,190.00	18,932.80	-	10,594.88	573.35
		CORP AFFAIRS ANLYST/PRGM MNGR SR/EXP/PRN/CHF	168,341.08	22,542.22	-	2,000.00	576.16
		ELEC ENG ENGINEER	154,049.19	-	-	3,266.00	951.30
		ELEC ENG ENGINEER	198,468.00	21,896.05	-	7,081.64	1,476.53
		ELEC OPS ESTIMATOR	135,654.73	-	-	15,567.50	1,201.72
		GAS OPS CONST/PRGM/PRJCT MANAGER	152,346.84	17,205.88	-	-	494.67
		GAS OPS ENGINEER	152,819.24	-	-	95,790.28	350.00
		SHARED SVS LAND TECH/LEAD LAND TECH	122,265.79	-	-	19,918.61	550.02
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	133,991.70	13,774.10	-	540.72	925.00
		OPERATIONS SR EX AST/EX AST/OP CLERK	96,059.53	14,657.71	-	1,538.90	426.52
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	131,794.16	16,167.65	-	1,401.77	455.00
		ELEC ENG ENGINEER	212,952.00	39,557.71	-	15,471.02	3,373.59
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	142,729.99	17,802.60	-	826.90	908.61
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	163,985.70	28,459.94	-	-	2,993.31

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		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	182,287.08	30,410.48	-	-	1,959.76
		IT INVESTIGATOR SR/EXP	33,625.15	4,169.80	-	3,570.87	1,148.93
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	149,442.27	16,585.08	-	1,500.00	508.45
		IT SERVICE MNGR/ADMINSTRTR	169,504.52	27,637.01	-	1,054.08	1,035.66
		IT ANALYST/SPECIALIST SR/EXP/PRN	171,062.28	32,905.66	11,504.57	-	460.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	125,980.98	14,352.49	-	-	1,185.00
		IT SUPERVISOR	182,770.84	20,187.84	-	-	5,038.54
		ELEC ENG ENGINEER	150,311.74	16,932.41	-	6,965.23	1,402.44
		OPERATIONS CONST/NOTF/PRGRM/PRJCT MANAGER	123,573.21	14,873.79	-	232.84	1,321.85
		ELEC OPS TECHNICIAN	132,640.71	-	-	141,439.03	347.16
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,207.16	17,468.77	-	-	-
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	136,575.32	15,792.61	-	1,250.00	732.69
		GENERATION SUPERVISOR	177,746.26	23,945.48	-	91,860.61	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	142,620.76	-	-	138,398.80	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	121,201.76	-	-	16,045.29	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	127,270.50	14,304.61	-	-	1,238.15
		ENVIRONMENTAL HEALTH & SAFETY MANAGER/SR MANAGER	159,650.00	24,243.30	-	-	2,697.61
		GAS ENG ENGINEER	174,514.64	21,445.89	-	700.00	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	123,961.26	-	-	30,090.49	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	146,863.12	-	-	71,050.30	-
		ELEC ENG ENGINEER	147,093.66	-	-	46,899.95	646.77
		ELEC ENG ENGINEER	131,810.79	-	-	5,379.80	581.40
		GAS OPS ENGINEER	110,634.03	-	-	59,451.62	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,025.22	-	-	214,041.63	-
		ELEC OPS FOREMAN	55,411.68	-	-	1,742.40	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,923.86	-	-	372,218.49	1,376.33
		OPERATIONS SUPERVISOR	164,555.00	-	-	44,705.37	-
		GENERATION CONT/OTG/PRGM/PROJ/WRK MNGR SR/EXP/PRN	160,616.00	19,685.12	-	17,034.99	-
		GAS ENG ESTIMATOR/SCHEDULER	136,787.14	-	-	71,008.97	175.00
		ELEC OPS OPERATOR	130,460.40	-	-	76,901.42	-
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	142,999.68	15,865.38	-	27,822.47	563.86
		OPERATIONS TECHNICIAN	155,138.17	20,821.98	-	33,310.92	916.10
		GAS ENG ESTIMATOR/SCHEDULER	139,612.44	-	-	54,446.50	495.00
		HR ECO RECRUITER EX	132,687.22	14,871.07	-	500.00	365.93
		GAS ENG ENGINEER	18,391.23	-	-	4,408.34	-
		GAS OPS DIRECTOR/SR DIRECTOR	222,525.00	55,845.76	47,695.69	3,211.68	3,854.49
		ELEC OPS SUPERVISOR	174,607.14	25,697.79	-	73,591.72	7,226.08
		OPERATIONS INSPECTOR/LEAD INSPECTOR	144,104.49	-	-	95,137.04	-
		OPERATIONS INSPECTOR/LEAD INSPECTOR	140,479.95	-	-	120,481.83	90.01
		ELEC OPS TECHNICIAN	136,841.03	-	-	22,457.80	483.14
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,495.51	-	-	153,229.84	979.70
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	70,378.83	-	-	-	735.25
		OPERATIONS TECHNICIAN	124,719.85	-	-	43,154.26	177.96
		GENERATION TECHNICIAN	24,017.60	-	-	28,776.97	-
		IT SERVICE MNGR/ADMINSTRTR	134,656.47	17,701.27	-	13,011.46	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	113,716.87	-	-	276,833.24	440.02
		GAS OPS MANAGER/SR MANAGER	195,972.20	36,696.18	13,814.85	1,300.00	7,824.95
		ELEC OPS TECHNICIAN	133,412.80	-	-	15,108.96	-
		ELEC OPS ENGINEER	183,600.00	21,661.63	-	13,375.70	3,891.41
		ELEC ENG TECHNICIAN	172,806.88	-	-	22,608.60	-
		ELEC OPS LINEMAN/LINEMAN	165,975.85	-	-	358,329.78	54.28
		GENERATION TECHNICIAN	127,301.66	-	-	53,204.26	-
		ELEC OPS WORKING LEADER	15,143.60	-	-	72,668.57	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	172,533.60	30,518.55	-	18,066.32	427.72
		GAS ENG ANALYST/SPECIALIST/WRITER SR/EXP/PRN	119,389.55	-	-	32,495.01	5,009.71
		IT SUPERVISOR	152,241.45	18,958.92	-	325.12	1,047.03
		ELEC OPS OPERATOR	130,586.32	-	-	165,264.66	-
		ELEC ENG ENGINEER	143,601.67	15,432.66	-	52,596.13	9,418.00
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	6,425.92	-	-	1,401.00	192.83
		ELEC OPS CREW LEAD/LEADER	163,022.90	-	-	124,639.21	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	119,904.37	15,247.18	-	-	-
		GAS ENG ESTIMATOR/SCHEDULER	125,866.00	-	-	18,317.21	936.60
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	133,770.49	15,091.49	-	1,500.00	960.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	174,421.54	30,558.64	11,504.57	1,500.00	588.84
		GAS OPS SUPERVISOR	167,833.24	22,676.17	-	56,387.38	7,851.78
		ELEC ENG ESTIMATOR	117,592.39	-	-	14,201.06	564.10

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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 STATION OPERATOR	120,667.24	-	-	68,258.51	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	133,122.41	-	-	11,891.66	-
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	134,622.98	15,204.16	-	-	2,536.73
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,666.64	23,461.77	-	-	-
		ELEC ENG TECHNICIAN	156,111.63	-	-	32,934.65	-
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	164,781.58	18,527.91	-	-	6,205.70
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,000.04	14,814.71	-	-	-
		ELEC OPS SUPERVISOR	-	15,828.72	-	77,047.00	-
		GAS OPS FOREMAN/LEADER/CREW LEADER	118,029.69	-	-	51,665.28	-
		ELEC OPS CREW LEAD/LEADER	150,378.46	-	-	112,124.43	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	139,302.40	15,372.06	-	2,019.33	1,806.36
		ENT HEALTH & SAFETY PROJ/PROG/CASE MNGR EXP/PRN	182,545.88	30,318.31	-	4,800.00	8,672.22
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	149,978.00	16,882.02	-	-	6,339.40
		GAS OPS FOREMAN/LEADER/CREW LEADER	133,283.74	-	-	60,500.88	-
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	29,645.73	-
		ELEC OPS MANAGER/SR MANAGER	221,434.52	60,241.87	42,006.51	14,500.00	2,879.19
		GAS ENG ENGINEER	222,330.30	36,851.67	-	-	1,076.78
		ELEC OPS INSPECTOR/LEAD INSPECTOR	131,094.77	10,209.97	-	43,433.21	56,227.60
		IT ANALYST/SPECIALIST SR/EXP/PRN	121,939.37	-	-	31,584.72	536.46
		GENERATION ENGINEER	181,249.99	19,532.40	-	53,759.89	2,701.54
		GENERATION MANAGER	229,526.16	40,574.07	-	23,810.52	4,018.49
		GAS OPS TECHNICIAN	130,891.42	-	-	108,408.80	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	180,816.00	20,945.77	-	9,040.80	1,369.18
		ELEC OPS SUPERVISOR	127,173.16	15,738.80	-	45,230.88	6,457.27
		GENERATION SUPERVISOR	184,905.67	-	-	72,965.93	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,024.00	-	-	118,563.87	-
		ELEC ENG ENGINEER	200,239.70	24,604.10	-	9,862.02	2,412.38
		GAS ENG MANAGER/SR MANAGER	209,678.54	34,371.76	25,740.89	1,500.00	3,304.66
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	165,696.51	27,095.25	-	6,355.44	9,104.02
		GAS ENG ENGINEER	113,461.64	18,495.70	-	14,975.58	70.00
		ELEC ENG ENGINEER	147,999.96	-	-	23,630.55	7,252.05
		CUSTOMER & COMMS ANALYST/ARCH EXP/PRN	141,142.50	13,487.01	-	-	2,803.39
		SHARED SVS CONT/PGRM/PROJ MANAGER	146,194.10	14,537.07	-	-	359.83
		GAS OPS MECHANIC/WELDER	125,956.01	-	-	28,283.08	3,056.02
		IT MANAGER/SR MANAGER	169,329.87	19,650.94	-	500.00	1,047.14
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	128,378.80	14,250.00	-	-	420.00
		ELEC ENG ENGINEER	183,909.34	11,730.11	-	4,677.75	3,377.72
		ELEC ENG ENGINEER	151,480.84	-	-	8,829.20	5,995.11
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	197,395.36	33,259.00	-	2,924.38	525.00
		GAS OPS ENGINEER	126,965.36	-	-	46,679.78	10,682.27
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	152,219.00	15,018.16	-	-	1,257.54
		ELEC OPS MANAGER/SR MANAGER	228,790.84	39,861.85	42,006.51	-	10,196.49
		ELEC OPS TECHNICIAN	114,857.59	-	-	30,557.24	-
		GAS ENG ENGINEER	150,065.88	-	-	2,494.59	1,404.32
		SHARED SVS LAND AGENT/CONSLT	143,483.86	-	-	395.67	634.84
		ELEC OPS CONSLT/PLANNER	137,652.00	15,165.34	-	6,373.11	1,089.51
		IT ENGINEER SR/EXP/PRN	150,239.36	17,380.09	-	-	450.00
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	158,278.24	17,353.82	-	-	315.00
		ELEC OPS SUPERVISOR	129,653.04	12,784.87	-	69,686.18	19,236.15
		OPERATIONS INSPECTOR/LEAD INSPECTOR	135,583.06	-	-	134,025.09	-
		ELEC OPS LINEMAN/LINEMAN	8,224.80	-	-	25,154.18	-
		GAS ENG ENGINEER	168,655.36	18,847.98	-	1,000.00	3,647.75
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	148,238.00	15,478.52	-	17,157.38	1,333.34
		GENERATION TECHNICIAN	17,714.80	-	-	27,402.99	-
		GAS OPS PRGM/PROJ MANAGER	116,581.78	14,683.90	-	7,420.60	2,280.62
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	173,715.30	-	-	173,157.24	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	145,134.52	-	-	33,876.90	-
		ELEC ENG INTERCONNECTION MANAGER	146,045.77	-	-	599.89	385.00
		IT SERVICE MNGR/ADMINSTRTR	135,843.43	15,860.90	-	-	478.09
		ELEC ENG ESTIMATOR	136,306.70	-	-	17,319.20	420.00
		SHARED SVS ANALYST/COORD/CONSLT/SPEC	7,830.71	-	-	-	657.62
		ELEC ENG ENGINEER	132,944.00	9,450.11	-	-	6,655.09
		SHARED SVS LAND AGENT/CONSLT	135,397.48	-	-	1,999.23	858.19
		GENERATION ENGINEER	183,600.00	20,256.01	-	12,293.80	960.00
		GAS ENG ENGINEER	150,667.44	-	-	299,732.38	3,796.22
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	159,594.52	21,271.19	-	-	486.05

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		FINANCE MANAGER/SR MANAGER	180,939.02	30,712.80	27,161.40	4,373.08	1,198.95
		IT ANALYST/SPECIALIST SR/EXP/PRN	61,122.65	13,854.56	-	3,775.06	-
		ENG PLNG & STRAT PROD/PRGR/DEV MNGR EXP/PRN	171,001.75	18,408.80	-	3,318.00	784.84
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	154,285.62	18,243.31	-	-	1,921.21
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	201,296.34	22,724.43	-	-	11,085.70
		ELEC ENG ENGINEER	195,063.00	21,249.57	-	-	-
		ELEC ENG ENGINEER	158,118.04	16,376.87	-	1,370.88	1,228.00
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	143,001.50	15,155.41	-	-	1,304.53
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	159,882.09	20,216.36	-	3,500.00	105.00
		ELEC OPS SYSTEM OPERATOR/LEAD	115,796.37	-	-	135,225.62	1,092.29
		SHARED SVS LAND TECH/LEAD LAND TECH	129,222.08	-	-	26,576.16	4,689.28
		ELEC OPS LINEWORKER/LINEMAN	143,345.32	-	-	183,226.41	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	128,470.62	14,428.33	-	-	525.00
		ELEC OPS LINEWORKER/LINEMAN	173,018.24	-	-	8,571.05	-
		FINANCE DIRECTOR	35,409.09	-	-	-	65.50
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	129,342.72	18,549.36	-	40,430.25	16,088.10
		GAS ENG ENGINEER	154,727.91	-	-	81,716.02	8,218.18
		GAS ENG ENGINEER	151,728.88	-	-	1,356.39	281.68
		GAS OPS CONST/PRGM/PRJCT MANAGER	152,444.50	17,175.05	-	-	1,489.64
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	132,718.76	14,934.60	-	247.00	420.00
		SHARED SVS LAND TECH/LEAD LAND TECH	140,023.95	-	-	17,334.73	385.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	193,703.74	31,985.33	-	100.00	3,086.48
		ELEC ENG ENGINEER	153,310.00	16,109.43	-	8,633.87	6,437.34
		ENG PLNG & STRAT MANGER/SR MANAGER	210,948.26	35,021.67	23,024.75	-	1,349.89
		GAS OPS SUPERVISOR	139,803.80	15,189.84	-	62,271.80	4,454.32
		OPERATIONS DATA ENGINEER/SCIENTIST	180,000.00	-	-	-	1,475.35
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	140,798.13	17,679.93	-	5,857.96	754.76
		CUSTOMER & COMMS SUPERVISOR	146,784.14	19,989.89	-	8,900.00	3,058.19
		ELEC ENG ENGINEER	127,256.00	14,156.48	-	6,615.64	579.82
		GAS ENG SUPERVISOR	177,612.51	21,496.57	-	3,445.15	3,248.37
		IT EX AST/DR AST/CHIEF	109,622.40	-	-	8,518.52	5,224.72
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	165,368.00	17,187.91	-	-	1,323.09
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	147,620.90	15,263.76	-	1,800.00	1,047.43
		OPERATIONS DATA ENGINEER/SCIENTIST	150,909.05	-	-	-	-
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	174,999.96	19,882.21	-	3,600.00	1,589.71
		ELEC ENG ENGINEER	172,212.00	18,999.19	-	984.18	1,231.99
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	137,231.73	-	-	120,185.26	1,198.59
		HR ECO ANALYST/CONST/REP/SPEC EXP/PRN	139,048.42	15,872.36	-	2,166.79	420.00
		ELEC OPS SYSTEM OPERATOR/LEAD	81,604.38	-	-	346,701.19	77.29
		SHARED SVS DIRECTOR/SR DIRECTOR	213,037.50	48,029.90	18,981.76	4,800.00	3,873.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,542.64	15,327.65	-	-	960.00
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	187,474.40	32,503.76	-	1,000.00	962.65
		ELEC OPS LINEWORKER/LINEMAN	138,699.90	-	-	162,085.13	62.76
		GAS OPS SUPERVISOR	172,312.86	21,837.79	-	50,977.86	19,278.04
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	137,090.56	24,684.16	-	90,171.58	32,268.83
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	175,780.45	19,928.02	-	8,704.20	613.06
		ELEC OPS CREW LEAD/LEADER	196,053.98	-	-	220,876.41	-
		ELEC ENG DATA SCIENTIST/PROD OWNER SR/EXP/PRN	196,496.88	34,741.67	-	6,700.00	4,001.36
		ELEC OPS LINEWORKER/LINEMAN	135,764.66	-	-	229,409.34	469.17
		IT TECHNICIAN	127,677.87	-	-	162,208.11	-
		ELEC OPS FOREMAN	154,369.77	-	-	242,388.01	-
		ELEC OPS CONSULTANT EXP/PRN	129,630.42	14,575.55	-	500.00	1,327.49
		ELEC OPS ENGINEER	81,331.58	20,256.01	-	3,478.72	233.05
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	151,530.37	17,467.18	-	6,550.00	7,609.26
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	141,253.44	13,956.55	-	-	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,799.31	-	-	178,070.69	-
		GAS ENG ENGINEER	165,305.72	-	-	237,908.13	449.64
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EXP/PRN	137,079.81	14,373.62	-	1,193.43	2,062.17
		CUSTOMER & COMMS SUPERVISOR	135,807.90	16,381.29	-	3,462.64	4,382.97
		GAS ENG SENIOR BUSINESS REP	147,497.31	-	-	75,148.36	3,051.17
		OPERATIONS TECHNICIAN	125,561.84	-	-	105,013.32	628.80
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,026.58	15,982.91	-	-	420.00
		GAS ENG SUPERVISOR	201,865.44	28,614.77	-	6,457.95	4,063.49
		GEN CNSL & ETHICS COMP ANLST/ARCH/CNSLT/SPEC EXP/PRN	160,944.02	17,820.36	-	100.00	1,401.75
		GAS ENG ENGINEER	151,124.11	-	-	90,343.83	3,408.66
		GAS ENG ENGINEER	176,517.30	19,055.21	-	2,733.54	850.72

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		ELEC ENG ENGINEER	132,293.51	-	-	23,983.58	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	176,956.08	19,525.92	-	171.83	350.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,358.00	16,948.85	-	655.74	443.63
		GAS ENG MANAGER/SR MANAGER	218,207.98	37,460.82	11,504.57	9,951.00	6,444.31
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,014.88	17,340.36	-	-	420.00
		GAS ENG ENGINEER	175,117.76	19,737.67	-	-	2,597.83
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,967.27	-	-	299,007.58	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	156,619.72	16,980.93	-	2,665.84	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,859.44	16,744.62	-	-	210.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,668.10	16,404.29	-	-	486.16
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	129,294.60	14,086.46	-	-	904.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	94,024.87	15,262.92	-	9,488.57	-
		IT ARCHITECH EXP/PRN	185,295.34	31,390.58	13,814.85	-	1,842.92
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	126,950.60	13,648.42	-	-	984.59
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	190,754.06	33,211.97	-	2,000.00	759.80
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,903.48	15,297.87	-	-	-
		ELEC ENG ENGINEER	115,337.82	-	-	53,785.61	4,099.60
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	1,307.75	30,049.76	-	30,759.41	-
		ELEC ENG ENGINEER	192,068.00	20,658.00	-	14,439.28	2,934.98
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,968.00	18,089.89	-	867.14	420.00
		OPERATIONS TECHNICIAN	137,393.31	-	-	17,279.63	1,112.86
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	11,141.48	15,540.08	-	30,124.18	70.00
		GAS ENG PRGM/PROJ MANAGER	40,013.89	-	-	-	222.50
		IT MANAGER/SR MANAGER	225,447.02	36,517.06	23,711.59	800.00	1,058.55
		SHARED SVS CONT/PRGM/PROJ MANAGER	177,325.04	10,432.66	-	16,480.33	738.78
		GAS ENG DATA SCIENTIST SR/EXP	89,699.60	-	-	10,000.00	489.95
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	135,000.00	11,327.05	-	-	599.00
		OPERATIONS SUPERVISOR	138,754.70	18,189.67	-	500.00	-
		ELEC OPS LINEMAN/LINEMAN	140,854.82	-	-	115,260.83	-
		ELEC ENG ENGINEER	128,265.23	-	-	26,645.21	863.94
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	145,386.64	15,606.48	-	800.00	453.41
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,217.82	13,197.76	-	2,000.00	922.09
		GENERATION ENGINEER	156,543.75	20,298.13	-	34,431.70	574.89
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	137,182.46	12,684.37	-	1,900.00	11,368.01
		GAS OPS MECHANIC/WELDER	126,346.72	-	-	25,551.68	19.72
		SUPPLY CHAIN MATERIALS ANALYST/CONSLT/PRM MNG/SPLST	124,346.00	13,142.76	-	23,685.92	420.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	143,669.43	15,809.78	-	22,739.62	4,323.97
		IT ENGINEER SR/EX/PRN	173,110.00	17,919.49	-	287.39	1,697.57
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	152,911.02	18,649.55	-	2,989.25	4,237.86
		SHARED SVS PERMIT FACILITATOR	129,142.14	-	-	2,127.44	389.30
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	124,193.84	13,797.97	-	13,853.08	5,554.53
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	82,721.04	17,489.64	-	21,426.25	-
		GAS OPS STATION OPERATOR	74,807.43	-	-	75,198.28	3,271.63
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	132,607.02	16,276.46	-	321.30	4,414.62
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	143,640.00	15,846.85	-	300.00	259.50
		GAS ENG SUPERVISOR	194,456.04	26,290.38	-	1,200.00	5,161.68
		GAS OPS COOR/REP/STRAT SR/EX/PRN	117,362.99	-	-	31,675.51	-
		ELEC ENG INTERCONNECTION MANAGER	127,853.91	-	-	16,623.23	420.00
		GAS OPS ANALYST/SPCST/ADMIN/SCHDLR SR/EXP/PRN	143,640.00	15,846.85	-	-	490.00
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	133,920.25	18,921.64	-	34,150.63	1,129.03
		SHARED SVS LAND PLANNER	139,656.33	11,947.44	-	21,292.30	-
		GAS OPS TECHNICIAN	133,875.83	-	-	13,065.96	427.12
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,722.20	-	-	4,278.47	-
		ELEC ENG TECHNICIAN	156,755.52	-	-	38,654.82	853.11
		GAS OPS SUPERVISOR	118,209.43	11,179.24	-	16,409.48	16,759.15
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	171,507.00	22,416.14	-	2,261.77	524.90
		ELEC OPS TECHNICIAN	70,575.18	-	-	51,816.41	-
		ELEC OPS CABLE SPLICER/CABLEMAN	146,566.49	-	-	452,750.52	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	150,221.16	16,150.23	-	-	228.11
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	123,093.00	-	-	17,491.61	321.88
		IT SERVICE MNGR/ADMINSTRTR	138,328.53	17,049.39	-	987.58	420.00
		ELEC OPS LINEMAN/LINEMAN	139,272.65	-	-	166,001.00	127.08
		ELEC OPS ANALYST/COOR/CONST/SPEC SR/EXP/PRN	137,012.00	14,396.60	-	3,122.40	2,393.27
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	130,464.00	13,820.44	-	3,561.00	2,074.45
		OPERATIONS ANALYST/SPEC/CONSLT/COOR	22,720.00	-	-	22,862.00	70.00
		ELEC OPS MANAGER/SR MANAGER	190,131.00	35,707.63	-	4,000.00	11,238.16

PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
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 FOR THE YEAR ENDED DECEMBER 31, 2023

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 OPERATOR	132,321.83	-	-	19,092.36	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,732.00	22,325.97	-	12,371.57	2,109.21
		GAS ENG ESTIMATOR	98,169.66	-	-	4,495.06	438.43
		ELEC OPS ELECTRICIAN	123,621.60	-	-	40,104.16	-
		GAS OPS MECHANIC/WELDER	68,954.40	-	-	29,722.37	-
		ELEC OPS LINEWORKER/LINEMAN	147,493.12	-	-	116,938.99	119.07
		ELEC OPS LINEWORKER/LINEMAN	139,366.23	-	-	76,170.84	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	133,286.08	-	-	37,241.81	-
		ELEC OPS SUPERVISOR	164,757.36	22,283.92	-	60,679.69	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	190,957.50	32,455.80	-	1,845.00	7,637.31
		OPERATIONS CONST/NOTF/PRGRM/PRCT MANAGER	181,569.40	21,373.21	-	4,771.53	2,246.41
		FINANCE AUDITOR SR/EX/PRN	164,702.60	26,453.37	-	-	1,444.48
		ELEC ENG ENGINEER	192,732.00	21,262.83	-	1,320.64	9,516.14
		SHARED SVS CREW LEAD/LEADER	118,682.92	-	-	32,539.08	459.79
		GAS OPS PRGM/PROJ MANAGER	175,863.00	18,427.36	-	4,008.84	1,122.65
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	153,396.00	15,984.50	-	3,522.25	1,896.46
		GEN CNSL & ETHICS COMP ATTORNEY/COUNSEL SR/CHF	247,051.40	55,700.61	429,660.13	1,525.44	816.50
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	200,171.80	34,563.06	-	1,844.31	1,498.21
		GAS ENG TECHNICIAN	122,808.07	-	-	15,846.17	1,054.98
		GAS OPS PRGM/PROJ MANAGER	131,917.38	15,540.37	-	-	462.69
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	145,117.88	16,802.50	-	2,000.00	476.33
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	29,064.16	79.50
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,244.16	21,698.40	-	35,440.60	560.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,694.94	18,826.35	-	1,000.00	472.40
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	173,942.72	29,404.48	-	500.00	480.06
		IT MANAGER/SR MANAGER	207,093.30	33,906.60	-	4,003.60	1,630.15
		OPERATIONS MANGER/SR MANAGER	189,455.24	30,284.36	-	500.00	4,124.35
		ENT HEALTH & SAFETY ANALYST/SPEC/COOR EXP/PRN	169,509.72	28,658.36	-	-	385.00
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	172,087.38	28,393.42	-	700.00	471.36
		SHARED SVS ANALYST/COORD/CONSULT/SPEC	154,785.89	17,455.58	-	7,251.58	850.98
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	195,279.86	39,169.18	16,109.52	3,764.43	-
		ELEC OPS PRGM/PROJ/OUTG MANAGER SR/EX/PRN	192,732.00	21,262.83	-	4,169.70	1,008.23
		GAS ENG ANALYST/SPECIALST/WRITER SR/EXP/PRN	143,511.60	15,687.33	-	-	-
		ELEC ENG PRGM/PROJ/PERF MANAGER SR/EXP/PRN	189,299.36	35,976.36	-	2,250.00	455.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	135,085.20	16,459.54	-	-	1,695.00
		GEN CNSL & ETHICS COMP ANLST/ARCH/CONSULT/SPEC EXP/PRN	123,838.68	13,332.15	-	550.00	979.85
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	123,061.41	12,964.13	-	5,532.99	1,464.46
		OPERATIONS SUPERVISOR	113,673.26	8,010.09	-	1,651.41	974.03
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	141,322.78	15,322.40	-	-	960.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	-	46,375.94	28,051.17	-	70.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	166,500.00	23,048.66	-	2,000.00	4,025.74
		IT SUPERVISOR	182,046.06	23,160.32	-	951.09	775.00
		ELC OPS CONSULT/PLANNER	124,976.00	13,097.68	-	1,765.52	6,253.23
		GAS OPS INSPECTOR/LEAD INSPECTOR	130,062.24	-	-	61,524.32	-
		GAS ENG TECHNICIAN	118,558.84	-	-	382.88	881.91
		GENERATION TECHNICIAN	146,293.66	-	-	136,235.56	-
		CORP AFFAIRS PRG/CASE MANAGER EXP/PRN	128,951.73	14,569.13	-	1,395.12	991.65
		GAS OPS SUPERVISOR	160,474.80	12,509.28	-	48,848.20	63.00
		GAS OPS INSPECTOR/LEAD INSPECTOR	88,875.17	-	-	30,435.40	-
		SUPPLY CHAIN MATERIALS DIRECTOR	233,935.52	36,658.05	11,504.57	2,879.80	14,549.80
		GENERATION ENGINEER	198,468.00	21,924.56	-	19,856.33	3,187.04
		ELEC OPS ENGINEER	172,854.20	18,247.62	-	3,318.70	563.62
		FINANCE MANAGER/SR MANAGER	210,001.76	38,087.28	49,031.01	-	14,303.98
		GAS ENG TECHNICIAN	126,637.61	-	-	14,349.69	460.42
		GAS ENG PRGM/PROJ MANAGER	129,955.10	14,471.66	-	18,703.47	954.21
		GENERATION ENGINEER	147,069.03	-	-	5,479.84	800.00
		GAS OPS INSPECTOR/LEAD INSPECTOR	125,167.29	-	-	3,239.58	-
		GENERATION COORDINATOR/CHIEF/EX AST SR/EX	145,752.66	16,818.16	-	-	-
		SHARED SVS CREW LEAD/LEADER	130,073.14	-	-	13,211.23	-
		GAS OPS MECHANIC/WELDER	132,768.17	-	-	83,417.00	-
		GAS OPS INSPECTOR/LEAD INSPECTOR	142,352.24	-	-	101,146.93	-
		GEN CNSL & ETHICS COMP INVESTIGATOR SR/EX/PRN	142,215.36	24,112.38	-	450.00	5,557.49
		FINANCE AUDITOR SR/EX/PRN	152,867.44	17,144.45	-	2,500.00	3,457.13
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	166,856.40	27,604.96	-	7,600.00	898.99
		GAS OPS ENGINEER	132,162.29	-	-	6,992.02	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	173,726.65	-	-	291,161.07	-

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	161,650.47	-	-	593,236.37	3,565.09
		ELEC ENG SUPERVISOR	169,789.50	22,362.36	-	52,714.68	932.05
		ELEC OPS ENGINEER	159,494.30	-	-	14,274.96	4,838.67
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	138,004.32	15,238.73	-	12,208.30	2,012.89
		ELEC OPS CREW LEAD/LEADER	7,305.54	-	-	5,967.70	-
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	125,976.85	-	-	17,919.39	880.00
		GAS OPS MECHANIC/WELDER	125,956.00	-	-	47,966.24	-
		GAS OPS SUPERVISOR	148,964.62	18,086.18	-	54,515.29	-
		ELEC OPS LINEWORKER/LINEMAN	139,133.36	-	-	299,494.08	-
		ELEC OPS LINEWORKER/LINEMAN	136,814.52	-	-	164,490.98	218.38
		ELEC OPS CREW LEAD/LEADER	152,563.41	-	-	99,134.20	-
		GAS OPS ENGINEER	139,784.31	-	-	15,220.01	385.00
		GENERATION ENGINEER	193,368.38	14,303.18	-	12,022.08	960.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	-	20,618.89	-	-	-
		GAS OPS SUPERVISOR	124,744.69	16,957.29	-	14,335.81	1,566.38
		ELEC ENG ESTIMATOR	152,376.62	-	-	29,159.24	420.00
		GAS ENG SUPERVISOR	166,718.04	17,221.63	-	-	518.66
		GAS ENG SUPERVISOR	206,970.48	25,993.64	-	504.85	5,000.27
		IT MANAGER/SR MANAGER	187,040.76	32,640.00	-	3,400.00	2,006.85
		GAS OPS ENGINEER	162,660.00	17,933.53	-	-	2,531.50
		ELEC ENG ENGINEER	152,697.34	-	-	59,410.53	3,308.31
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	178,317.96	29,544.59	-	-	368.00
		GENERATION SUPERVISOR	172,766.10	23,320.02	-	93,810.26	75.94
		GENERATION WRITER	189,864.00	20,965.29	-	20,640.01	-
		GENERATION SUPERVISOR	128,305.84	12,448.73	-	41,627.05	-
		ELEC OPS WORKING LEADER	138,498.52	-	-	9,251.85	-
		ELEC ENG SUPERVISOR	171,512.78	23,865.43	-	33,097.92	6,351.59
		GENERATION SUPERVISOR	33,499.20	18,551.29	-	24,542.04	180.78
		GAS OPS MECHANIC/WELDER	125,865.04	-	-	31,782.94	-
		ELEC ENG ENGINEER	147,558.20	-	-	136,262.24	3,536.98
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,020.44	18,546.70	-	1,500.00	988.01
		GAS OPS ENGINEER	131,329.88	-	-	72,857.96	4,232.11
		SHARED SVS MECHANIC/ARCHITECT/SURVEYOR/FACIL	125,956.00	-	-	28,182.44	116.60
		ELEC ENG ENGINEER	171,109.30	19,355.63	-	31,525.99	2,170.95
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	189,425.76	30,547.63	-	-	420.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	213,907.00	34,706.80	-	-	5,461.24
		CUSTOMER & COMMS VSL DSNR/DS/ACCT MNGR EXP/PRN	55,650.78	-	-	10,750.00	683.87
		IT ENGINEER SR/EX/PRN	85,527.68	-	-	10,000.00	943.74
		ELEC ENG ENGINEER	212,021.00	25,043.60	-	4,560.29	-
		ELEC ENG ENGINEER	148,573.40	16,655.74	-	-	999.04
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	160,493.61	17,439.75	-	3,668.28	385.00
		ELEC ENG SUPERVISOR	48,033.15	26,214.03	-	29,016.40	105.00
		GAS ENG ENGINEER	176,517.30	19,030.68	-	14,243.97	560.00
		ELEC ENG ENGINEER	206,254.20	23,247.07	-	12,297.45	3,428.99
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,996.50	4,088.41	-	-	-
		ENERGY PLCY & PROC ANALYST/SPEC/EX ASST SR/EXP/PRN	184,650.16	31,820.99	-	-	560.00
		ELEC ENG ENGINEER	183,102.00	19,768.16	-	706.16	1,269.00
		ELEC OPS ENGINEER	135,653.98	-	-	27,938.69	1,651.17
		ELEC ENG DATA SCIENTIST/PROD OWNER SR/EXP/PRN	31,472.34	-	-	100.23	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	131,529.36	12,494.44	-	-	1,465.89
		GAS ENG DATA SCIENTIST SR/EXP	176,118.74	19,794.91	-	750.00	350.00
		GAS ENG ENGINEER	150,890.63	-	-	91,494.87	295.00
		OPERATIONS ANALYST/SPEC/CONSULT/COOR	115,941.59	12,339.93	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,396.26	17,873.66	-	-	-
		GAS ENG ENGINEER	162,885.17	-	-	50,098.52	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	175,449.34	28,179.40	-	1,000.00	7,671.79
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	179,374.30	27,593.37	-	-	2,243.24
		GAS OPS COOR/REP/STRAT SR/EXP/PRN	142,638.93	-	-	2,647.37	-
		CUSTOMER & COMMS DB/ACCT MNGR SR/EXP/PRN	173,783.70	29,583.55	-	2,500.00	3,646.29
		ELEC OPS INSPECTOR/LEAD INSPECTOR	119,363.37	11,137.18	-	74,636.51	23,858.81
		GENERATION MANAGER	235,683.00	42,914.62	37,401.56	12,000.00	5,937.69
		GAS OPS TECHNICIAN	140,302.39	-	-	106,472.89	4,423.19
		ELEC OPS FOREMAN	150,524.09	-	-	156,908.03	1,378.36
		ELEC OPS CREW LEAD/LEADER	157,240.02	-	-	92,775.02	-
		ELEC ENG EXC ASST/CONSULTANT/REP SR/EXP/PRN	168,729.04	27,154.91	-	-	50.47
		CUSTOMER & COMMS CUST REL/SUCCESS MNGR EXP/PRN	141,142.02	15,992.66	-	1,193.24	1,976.36



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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/CREW LEADER	115,206.38	-	-	42,436.34	203.71
		ELEC OPS SYSTEM/W&R DISPATCHER/SR	114,537.61	-	-	81,802.35	-
		CUSTOMER & COMMS PRGR/PROJ MNGR SR/EX/PR/CHF	159,200.04	18,517.44	-	4,100.00	1,054.27
		CORP AFFAIRS SPVSR/MANAGER/SR MANAGER/CHF	180,109.68	31,000.47	-	1,670.80	984.24
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,169.86	14,397.96	-	4,500.00	290.00
		OPERATIONS CONST/NOTE/PRGRM/PRJCT MANAGER	152,500.00	-	-	14,100.00	597.59
		IT ENGINEER SR/EX/PRN	24,538.50	-	-	15,000.00	-
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	172,254.63	20,180.08	-	2,000.00	1,406.55
		IT ENGINEER SR/EX/PRN	154,328.36	17,359.32	-	-	420.00
		ELEC OPS ELECTRICIAN	112,965.95	-	-	156,999.53	-
		IT SUPERVISOR	173,913.46	23,456.44	-	-	450.14
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN/CHF	119,338.62	13,095.45	-	2,000.00	1,172.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	170,084.92	23,447.83	-	53,958.70	1,588.29
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	116,663.74	-	-	68,143.43	-
		ELEC OPS LINEMAN	140,034.49	-	-	184,300.63	-
		ELEC OPS ENGINEER	183,600.00	22,736.33	-	906.16	2,757.08
		CUSTOMER & COMMS PROD MNGR/OWNER SR/EX/PR/CHF	140,000.04	12,539.78	-	250.00	1,332.68
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,715.96	18,082.94	-	-	420.00
		OPERATIONS TECHNICIAN	165,658.08	-	-	50,047.10	6,654.19
		ELEC OPS CREW LEAD/LEADER	18,905.98	-	-	24,927.39	-
		ELEC OPS LINEMAN	140,012.94	-	-	166,985.87	329.40
		GAS OPS FOREMAN/LEADER/CREW LEADER	144,507.46	-	-	89,589.33	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	113,349.95	-	-	211,349.57	-
		GAS OPS OPERATOR	121,893.31	-	-	45,185.88	-
		SHARED SVS MANAGER/SR MANAGER	148,094.98	20,152.43	-	6,067.72	1,889.50
		ELEC ENG SCHEDULER	120,109.72	-	-	4,051.50	710.00
		MENT HEALTH & SAFETY INSTRUCTOR/LRN STRAT SR/EXP/PRN	146,428.21	-	-	29,578.74	208.29
		ELEC ENG MANAGER/SR MANAGER	177,872.34	30,060.34	-	100.00	4,660.77

(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, 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, 2023

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	196,500.00	-	-	2,000.00	3,330.58
		GEN COUNSEL & ETHICS SENIOR COUNSEL	228,005.70	51,648.12	51,216.41	9,496.92	522.75
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	207,812.50	-	-	25,750.00	3,888.71
		GEN COUNSEL & ETHICS CHIEF COUNSEL	238,520.08	51,486.11	435,467.72	2,275.00	1,097.75
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	301,382.48	103,445.74	565,238.56	750.00	2,047.04
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	302,206.34	102,105.52	566,614.76	3,396.00	5,151.65
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	125,120.64	31,138.76	11,504.57	800.00	767.75
		GEN COUNSEL & ETHICS CHIEF COUNSEL	65,746.74	57,898.88	443,428.80	334,004.99	627.75
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	199,234.82	24,458.64	32,872.56	1,000.00	1,429.70
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	195,300.00	-	-	500.00	662.75
		GEN COUNSEL & ETHICS SENIOR COUNSEL	246,242.46	55,486.52	432,828.27	-	1,191.66
		GEN COUNSEL & ETHICS CHIEF COUNSEL	253,736.33	52,147.49	80,540.54	1,978.10	3,580.59
		GEN COUNSEL & ETHICS SENIOR COUNSEL	223,134.86	41,839.36	39,696.23	4,800.00	1,668.44
		GEN COUNSEL & ETHICS CHIEF COUNSEL	270,181.16	62,761.93	438,013.85	20,753.00	3,446.87
		GEN COUNSEL & ETHICS SENIOR COUNSEL	243,831.28	54,943.19	79,808.27	3,050.00	3,682.33
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	198,372.84	32,256.92	13,814.85	3,850.00	1,674.65
		GEN COUNSEL & ETHICS SENIOR COUNSEL	186,047.54	51,811.36	53,585.02	1,500.00	927.75
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	307,995.56	104,102.29	571,958.44	3,750.00	4,187.38
		GEN COUNSEL & ETHICS SENIOR COUNSEL	154,459.04	-	-	50,200.00	471.63
		GEN COUNSEL & ETHICS CHIEF COUNSEL	24,257.06	67,640.68	438,728.96	386,671.74	35.00
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	320,584.66	108,928.85	551,241.41	3,000.00	3,469.03
		GEN COUNSEL & ETHICS CHIEF COUNSEL	264,494.38	59,363.65	441,402.79	1,180.18	1,485.51
		GEN COUNSEL & ETHICS CHIEF COUNSEL	272,987.98	61,254.19	433,888.55	1,250.00	732.75
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	211,587.84	26,133.99	-	10,666.32	524.65
		GEN COUNSEL & ETHICS CHIEF COUNSEL	250,292.94	56,263.46	433,892.85	-	741.03
		GEN COUNSEL & ETHICS SENIOR COUNSEL	54,994.31	244,596.08	79,454.90	2,850.00	11,039.99
		GEN COUNSEL & ETHICS CHIEF COUNSEL	255,686.44	57,475.84	427,445.92	4,152.60	2,040.56
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	69,768.24	-	-	-	-
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	172,490.68	18,495.07	-	5,850.00	942.75
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	196,002.00	-	-	3,450.00	4,953.51
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	66,250.00	-	-	165,000.00	630.10
		GEN COUNSEL & ETHICS SENIOR COUNSEL	220,933.28	35,808.93	13,814.85	6,400.00	5,583.82
		GEN COUNSEL & ETHICS SENIOR COUNSEL	60,252.73	55,313.36	431,582.57	30,470.87	-
		GEN COUNSEL & ETHICS SENIOR COUNSEL	37,272.73	-	-	-	1,105.48
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	297,760.12	99,061.42	565,238.56	750.00	3,961.65
		GEN COUNSEL & ETHICS CHIEF COUNSEL	297,063.54	66,512.64	431,582.57	1,000.00	1,493.62
		GEN COUNSEL & ETHICS CHIEF COUNSEL	257,988.34	57,396.27	359,176.15	2,140.13	1,081.37
		GEN COUNSEL & ETHICS SENIOR COUNSEL	246,062.24	55,445.91	413,269.84	6,550.00	353.23
		GEN COUNSEL & ETHICS CHIEF COUNSEL	267,531.20	59,564.89	443,892.40	-	5,504.26
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	205,999.98	-	-	900.00	1,303.00
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	290,562.26	102,300.16	452,312.65	4,829.25	8,040.68
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	379,160.00	201,948.66	648,282.69	1,458.34	8,825.20
		GEN COUNSEL & ETHICS CHIEF COUNSEL	248,267.92	54,821.73	433,892.85	1,332.50	6,445.29
		GEN COUNSEL & ETHICS CHIEF COUNSEL	250,303.14	56,357.40	83,380.38	5,000.00	510.00
		GEN COUNSEL & ETHICS SENIOR COUNSEL	207,986.30	32,259.54	13,814.85	804.25	3,242.31
		GEN COUNSEL & ETHICS CHIEF COUNSEL	332,643.36	74,804.36	444,162.38	1,000.00	6,636.88
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	125,424.29	25,735.20	-	1,000.00	821.37
		GEN COUNSEL & ETHICS CHIEF COUNSEL	256,834.58	56,402.83	39,134.27	1,000.00	1,036.28
		GEN COUNSEL & ETHICS CHIEF COUNSEL	330,213.10	74,471.22	436,808.48	1,840.59	2,014.00
		GEN COUNSEL & ETHICS CHIEF COUNSEL	274,084.56	60,738.20	431,582.57	1,750.00	1,184.50
		GEN COUNSEL & ETHICS CHIEF COUNSEL	269,160.24	58,561.72	433,892.85	400.00	522.75
		GEN COUNSEL & ETHICS SENIOR COUNSEL	226,443.09	-	-	51,000.00	9,315.19
		GEN COUNSEL & ETHICS CHIEF COUNSEL	263,366.36	59,333.92	431,582.57	1,000.00	7,286.67
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	166,500.00	-	-	1,000.00	5,434.93
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	281,322.74	96,410.81	438,497.80	1,368.75	6,928.14
		GEN COUNSEL & ETHICS SENIOR COUNSEL	215,897.10	39,131.11	39,025.35	937.85	5,033.29
		GEN COUNSEL & ETHICS CHIEF COUNSEL	257,545.40	57,051.15	433,958.53	1,000.00	1,902.75
		GEN COUNSEL & ETHICS SENIOR COUNSEL	232,202.64	52,535.13	389,295.08	1,536.16	1,020.81
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	191,500.86	19,861.84	-	2,700.00	-
		GEN COUNSEL & ETHICS SENIOR COUNSEL	229,451.12	33,658.47	30,486.33	1,000.00	1,006.38

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO ATTORNEYS WHO ARE EMPLOYEES  
FOR THE YEAR ENDED DECEMBER 31, 2023**

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	190,650.96	18,679.81	-	400.00	697.40
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	214,200.00	-	-	1,350.00	2,159.00
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	195,300.00	-	-	600.00	825.00
		GEN COUNSEL & ETHICS SENIOR COUNSEL	238,173.15	46,427.73	433,154.01	1,252.52	1,086.14
		GEN COUNSEL & ETHICS CHIEF COUNSEL	279,951.70	63,210.00	432,102.98	500.00	3,287.21
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	284,038.22	95,168.28	480,769.68	800.00	11,651.89
		GEN COUNSEL & ETHICS CHIEF COUNSEL	251,828.00	56,025.74	427,445.92	1,500.00	26,421.31
		GEN COUNSEL & ETHICS CHIEF COUNSEL	248,988.06	54,599.67	75,318.25	12,224.98	866.79
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	201,169.96	26,957.51	-	4,850.00	14,216.23
		GEN COUNSEL & ETHICS SENIOR COUNSEL	198,644.46	44,752.70	263,711.47	2,377.20	802.75
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	203,977.70	28,691.86	-	550.00	949.27
		GEN COUNSEL & ETHICS SENIOR COUNSEL	231,440.10	38,047.46	32,796.61	3,555.84	2,823.30
		GEN COUNSEL & ETHICS MANAGING COUNSEL/VP	411,829.88	236,971.38	973,639.00	-	6,009.13
		GEN COUNSEL & ETHICS CHIEF COUNSEL	322,344.90	72,781.92	431,878.11	200.00	420.00
		GEN COUNSEL & ETHICS CHIEF COUNSEL	247,051.40	55,700.61	429,660.13	1,525.44	816.50

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	15,456,259.84
Gas	6,703,252.47
<b>Total</b>	<b>22,159,512.31</b>

- (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, 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, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
ALLEN MATKINS LECK GAMBLE & MALLORY	544	52,782.50	-	-	52,782.50	
	742	-	43,350.00	-	43,350.00	
	923	9,882.46	4,439.55	-	14,322.00	
	930.2	71,477.14	33,032.36	-	104,509.50	214,964.00
ALVARADOSMITH	557	10,472.00	-	-	10,472.00	
	923	28,989.08	13,583.57	-	42,572.65	53,044.65
AMANDA C LEWIS ATTORNEY	588	247,265.00	-	-	247,265.00	
	908	400,614.91	119,340.60	-	519,955.51	
	923	152,016.48	70,140.59	-	222,157.05	989,377.56
APPEL LAW FIRM LP	923	1,017.45	482.55	-	1,500.00	1,500.00
ARMBRUSTER GOLDSMITH & DELVAC LLP	923	58,848.25	27,497.25	-	86,345.50	
	930.2	54,734.00	-	-	54,734.00	
	SAP Clearing**	-	-	51,282.00	51,282.00	192,361.50
BAKER & HOSTETLER LLP	923	95,277.03	42,654.30	-	137,931.33	137,931.33
BARG COFFIN LEWIS & TRAPP LLP	539	33,154.00	-	-	33,154.00	
	742	-	757,465.27	-	757,465.27	
	923	76,253.03	35,659.97	-	111,913.00	902,532.27
BENBROOK LAW GROUP PC	930.2	9,236.59	4,126.91	-	13,363.50	13,363.50
BERMAN AND TODDERUD PLLP	923	14,130.01	6,616.79	-	20,746.80	20,746.80
BIRD MARELLA BOXER WOLPERT NESSIM	930.2	1,549.24	734.76	-	2,284.00	2,284.00
BOERSCH & ILLOVSKY LLP	923	4,381.82	2,078.18	-	6,460.00	6,460.00
BORGES LAW OFFICE INC	923	31,416.53	14,573.47	-	45,990.00	45,990.00
BOXER & GERSON LLP	923	5,347.77	2,429.75	-	7,777.50	7,777.50
BRYAN K LEISER	923	576.56	273.45	-	850.00	850.00
CADWALADER WICKERSHAM	923	1,271.81	603.19	-	1,875.00	1,875.00
CHEN & NOWZARI LLP	923	791.35	375.32	-	1,166.67	1,166.67
CHOU LAW GROUP	923	2,583.46	1,193.56	-	3,777.02	3,777.02
CLARENCE DYER & COHEN LLP	923	438,070.57	207,249.68	-	645,320.25	645,320.25
COBLENTZ PATCH DUFFY & BASS LLP	426.5	-	-	42,260.41	42,260.41	
	539	482,342.50	-	-	482,342.50	
	588	10,542.00	-	-	10,542.00	
	742	-	25,265.90	-	25,265.90	
	859	-	19,135.60	-	19,135.60	

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
	923	793,682.04	360,652.54	-	1,154,334.58	
	930.2	540,540.83	250,424.29	-	790,965.12	
	SAP Clearing**	-	-	37,920.00	37,920.00	2,562,766.11
COLE FISHER COLE OKEEFE & MAHONEY I	923	1,098.34	520.91	-	1,619.25	1,619.25
COLEMAN CHAVEZ & ASSOCIATES LLP	923	377,748.24	176,156.76	-	553,905.00	553,905.00
CONRAD METLITZKY KANE LLP	923	154,560.92	73,304.22	-	227,865.14	227,865.14
COVINGTON & BURLING LLP	923	33,915.00	16,085.00	-	50,000.00	50,000.00
COX CASTLE & NICHOLSON LLP	742	-	25,990.00	-	25,990.00	
	923	7,082.13	3,358.87	-	10,441.00	36,431.00
CRAVATH SWAINE & MOORE LLP	923	15,258,282.52	6,998,861.31	-	22,257,143.83	22,257,143.83
CURTIN & BASIC PC	923	44,201.35	19,886.15	-	64,087.50	64,087.50
DAVID PAUL BONEMEYER	923	881.79	418.21	-	1,300.00	1,300.00
DELAHUNTY & EDELMAN LLP	923	36,670.98	17,109.03	-	53,780.00	53,780.00
EASON & TAMBORNINI	923	339.15	160.85	-	500.00	500.00
EBBIN MOSER + SKAGGS LLP	923	4,002.65	1,898.35	-	5,901.00	5,901.00
ECKERT SEAMANS CHERIN & MELLOTT LLC	923	1,847.43	872.57	-	2,720.00	2,720.00
EDWIN R BRIDGES INC	923	678.30	321.70	-	1,000.00	1,000.00
EHRlich & CRAIG LLP	923	8,598.69	3,984.31	-	12,583.00	12,583.00
ELEVATENEXT LAW LLP	923	76,609.92	35,585.08	-	112,195.00	112,195.00
ELLIS GEORGE CIPOLLONE OBRIEN ANNAG	923	70,860.79	32,074.49	-	102,935.28	102,935.28
ERICKSEN ARBUTHNOT KILDUFF DAY &	923	2,483.21	1,063.64	-	3,546.85	3,546.85
FARMER BROWNSTEIN JAEGER GOLDSTEIN	923	32,946.90	14,333.12	-	47,280.00	47,280.00
FERCHLAND LAW PC	923	418.50	181.50	-	600.00	600.00
FORAN GLENNON PALANDECH PONZI & RUD	923	9,651.73	4,385.94	-	14,037.67	14,037.67
FROST BROWN TODD LLP	557	91,226.56	-	-	91,226.56	
	923	347,096.82	159,955.69	-	507,052.51	598,279.07
GOODCHILD & DUFFY	923	559.60	265.40	-	825.00	825.00
GORDON-CREED KELLEY HOLL & SUGERMAN	923	380,519.33	177,113.81	-	557,633.13	557,633.13

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
GOUGH & HANCOCK LLP	557	12,600.00	-	-	12,600.00	
	923	1,229,265.97	571,536.03	-	1,800,802.00	1,813,402.00
GREENBERG TRAUIG LLP	588	200,482.90	-	-	200,482.90	
	593	3,910.00	-	-	3,910.00	
	923	44,503.16	20,873.29	-	65,376.45	269,769.35
GROOM LAW GROUP CHARTERED	923	137,190.81	60,938.63	-	198,129.44	
	930.2	4,906.08	2,127.72	-	7,033.80	205,163.24
HALPERN MAY YBARRA GELBERG LLP	923	84,560.09	40,104.66	-	124,664.75	124,664.75
HANSON BRIDGETT LLP	923	118,923.39	55,577.25	-	174,500.64	
	930.2	127,573.52	59,213.93	-	186,787.45	361,288.09
HOGAN LOVELLS US LLP	524	39,941.82	-	-	39,941.82	
	539	275,932.36	-	-	275,932.36	315,874.18
HORVITZ & LEVY LLP	930.2	45,017.35	21,291.11	-	66,308.46	66,308.46
HUNTON ANDREW KURTH LLP	930.2	227,809.27	106,659.64	-	334,468.91	
	426.5	-	-	7,858.70	7,858.70	
	930.2	44,348.91	20,612.95	-	64,961.86	407,289.47
HUSCH BLACKWELL LLP	923	6,145.15	2,665.10	-	8,810.25	8,810.25
HWANG LAW GROUP LLP	923	122,846.09	56,747.08	-	179,593.17	
	930.2	5,877.96	2,609.04	-	8,487.00	188,080.17
IVANCICH & COSTIS LLP	923	1,016.43	482.07	-	1,498.50	1,498.50
JACKSON LEWIS PC	923	13,569.39	6,435.62	-	20,005.00	20,005.00
JENNER & BLOCK LLP	923	15,971,150.90	7,420,141.32	-	23,391,292.22	23,391,292.22
JENNIE L LEE	923	188,420.94	86,430.06	-	274,851.00	274,851.00
JO LYNN LAMBERT	566	1,147.00	-	-	1,147.00	
	588	518.00	-	-	518.00	
	923	110,859.94	51,604.06	-	162,464.00	
	930	175,348.70	80,950.30	-	256,299.00	420,428.00
JOHN A SPATAFORE	923	1,407.52	644.15	-	2,051.67	2,051.67
KELLER & BENVENUTTI LLP	923	908,285.47	421,848.11	-	1,330,133.58	
	930.2	9,174.61	4,261.09	-	13,435.70	1,343,569.28
KENDALL BRILL & KELLY LLP	923	28,749.23	13,635.01	-	42,384.24	42,384.24
KING & SPALDING LLP	524	44,138.20	-	-	44,138.20	

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
	923	420,959.77	199,650.23	-	620,610.00	
	930.2	56,923.20	-	-	56,923.20	721,671.40
KLK LAW GROUP LLP	923	2,015.95	941.13	-	2,957.08	2,957.08
KRONENBERG LAW	923	320,192.40	147,186.75	-	467,379.15	467,379.15
LAFAYETTE & KUMAGAI LLP	923	8,058.17	3,691.50	-	11,749.67	11,749.67
LATHAM & WATKINS	923	245,476.47	113,630.32	-	359,106.79	359,106.79
LAW OFFICE OF JULIANA M CIPRIANO	923	55,357.98	25,597.02	-	80,955.00	80,955.00
LAW OFFICE OF ZACHARY W TAYLOR	923	558.00	242.00	-	800.00	800.00
LAW OFFICES FOR THE INJURED WORKER	923	941.63	408.38	-	1,350.00	1,350.00
LAW OFFICES OF GARY J HILL	923	627.75	272.25	-	900.00	900.00
LAW OFFICES OF JENNIFER L	923	397,639.40	185,990.83	-	583,630.23	583,630.23
LAW OFFICES OF LUCINDA L STORM	923	243,168.96	112,926.64	-	356,095.60	356,095.60
LAW OFFICES OF RAMIN R YOUNESSI	923	773.26	366.74	-	1,140.00	1,140.00
LEVINE BLASZAK BLOCK & BOOTHBY LLP	923	42,179.49	19,515.51	-	61,695.00	61,695.00
LIMNEXUS LLP	923	68,423.76	32,149.46	-	100,573.22	100,573.22
LINDSEY HOW DOWNING	923	44,741.03	20,862.97	-	65,604.00	
	930.2	313.37	148.63	-	462.00	
	SAP Clearing**	-	-	11,473.00	11,473.00	77,539.00
LITTLER MENDELSON PC	923	1,910,973.40	888,814.41	-	2,799,787.81	2,799,787.81
MANATT PHELPS & PHILLIPS LLP	923	1,544,933.36	707,250.67	-	2,252,184.03	2,252,184.03
MARTHA J SIMON	923	8,192.60	3,687.40	-	11,880.00	11,880.00
MASTAGNI HOLSTEDT AMICK MILLER	923	3,389.49	1,597.17	-	4,986.66	4,986.66
MCCLELLAN AND CORREN	923	146,257.76	68,452.30	-	214,710.06	214,710.06
MCDERMOTT WILL & EMERY LLP	903	84,597.71	69,216.31	-	153,814.00	
	923	227,171.73	102,810.02	-	329,981.75	483,795.75
MEDICAL CONSULTING ASSOCIATES	923	3,131.49	1,485.18	-	4,616.67	4,616.67
MEECHAN ROSENTHAL & KARPILOW PC	923	1,222.02	529.98	-	1,752.00	1,752.00
MICHAEL THOMAS MURPHY	557	35,683.00	-	-	35,683.00	

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
	588	20,414.00	-	-	20,414.00	
	903	47,103.95	38,539.60	-	85,643.50	
	923	22,781.14	10,758.86	-	33,540.00	
	SAP Clearing**	-	-	30,831.00	30,831.00	206,111.50
MILLER CHEVALIER CHARTERED	923	160,146.35	75,460.34	-	235,606.69	235,606.69
MILLER STARR REGALIA	859	-	118,904.01	-	118,904.01	
	930.2	18,445.42	8,310.48	-	26,755.90	145,659.91
MORGAN LEWIS & BOCKIUS LLP	524	1,510,882.06	19,782.94	-	1,530,665.00	1,530,665.00
MUNGER TOLLES & OLSON LLP	524	456,298.63	-	-	456,298.63	
	923	20,629,666.24	9,648,731.25	-	30,278,397.49	
	930.2	5,418,397.85	2,526,331.43	-	7,944,729.28	38,679,425.40
MURPHY PEARSON BRADLEY & FEENEY INC	923	1,265,210.34	589,758.16	-	1,854,968.50	1,854,968.50
NIELSEN MERKSAMER PARRINELLO	426.5	-	-	36,811.00	36,811.00	
	923	193,393.26	89,147.30	-	282,540.56	
	426.5	-	-	354,899.68	354,899.68	
	SAP Clearing**	-	-	14,238.04	14,238.04	688,489.28
NOLAN BARTON & OLMOS LLP	923	1,414.25	670.75	-	2,085.00	2,085.00
NOLAND HAMERLY ETIENNE & HOSS	923	1,570.61	744.90	-	2,315.50	2,315.50
OPPENHEIMER INVESTIGATIONS GROUP LL	923	3,290.43	1,560.57	-	4,851.00	4,851.00
ORACLE LAW FIRM LLP	923	934.37	443.15	-	1,377.52	1,377.52
PACIFIC ATTORNEY GROUP PLC	923	990.32	469.68	-	1,460.00	1,460.00
PASICH LLP	923	24,533.75	11,193.76	-	35,727.50	35,727.50
PAUL HASTINGS LLP	923	1,661,636.38	769,383.06	-	2,431,019.44	2,431,019.44
PAUL J ZAFFUTS	923	27,904.60	13,234.42	-	41,139.02	41,139.02
PEREZ WILLIAMS MEDINA & RODRIGUEZ L	923	627.75	272.25	-	900.00	900.00
PERONA LANGER BECK SERBIN & HARRISO	923	577.91	274.09	-	852.00	852.00
PETER H DEKKER	923	968.61	459.39	-	1,428.00	1,428.00
PETER MAURICE GIMBEL	923	576.64	250.08	-	826.72	826.72
PETERS HABIB MCKENNA	571	743.00	-	-	743.00	
	923	30,626.35	14,218.77	-	44,845.12	
	930.2	84,511.56	38,444.27	-	122,955.83	168,543.95



**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
PILLSBURY WINTHROP SHAW PITTMAN LLP	426	391.74	-	-	391.74	
	557	35,882.50	-	-	35,882.50	
	588	163,563.66	-	-	163,563.66	
	807.5	-	20,298.36	-	20,298.36	
	903	10,020.37	8,198.49	-	18,218.86	
	912	23,009.25	-	-	23,009.25	
	923	792,238.81	372,182.21	-	1,164,421.02	
	SAP Clearing**	-	-	19,935.39	19,935.39	1,445,720.78
PROSKAUER ROSE LLP	923	61,115.64	26,987.39	-	88,103.03	88,103.03
RAINS LUCIA STERN ST PHALLE & SILVE	923	587.86	278.81	-	866.67	866.67
RALLS GRUBER & NIECE LLP	539	9,966.00	-	-	9,966.00	
	566	5,690.00	-	-	5,690.00	
	588	33,475.00	-	-	33,475.00	
	930	96,412.85	45,368.66	-	141,781.50	190,912.50
RAMSEY & EHRLICH LLP	923	71,989.46	34,142.73	-	106,132.19	106,132.19
RATTO LAW FIRM	923	784.69	340.31	-	1,125.00	1,125.00
REDGRAVE LLP	923	10,943.50	5,045.40	-	15,988.90	15,988.90
REGULATORY LAW CHAMBERS	557	39,943.91	-	-	39,943.91	39,943.91
REYNOLDS TILBURY WOOWARD LLP	544	58,091.68	-	-	58,091.68	58,091.68
RICHARD H MONGE	923	678.30	321.70	-	1,000.00	1,000.00
ROSEN BIEN GALVAN & GRUNFELD LLP	923	48,462.88	22,984.68	-	71,447.56	71,447.56
ROVENS LAMB LLP	923	122,286.79	56,006.99	-	178,293.78	178,293.78
RUCKA OBOYLE LOMBARDO & MCKENNA	923	932.66	442.34	-	1,375.00	1,375.00
SAMUELSEN GONZALEZ VALENZUELA &	923	423,420.97	197,461.99	-	620,882.96	620,882.96
SHEARMAN & STERLING LLP	923	1,894.29	898.41	-	2,792.70	2,792.70
SIDLEY AUSTIN LLP	923	15,310.47	6,640.02	-	21,950.49	21,950.49
SKADDEN ARPS SLATE MEAGHER & FLOM L	557	14,805.86	-	-	14,805.86	
	588	158,230.23	-	-	158,230.23	
	930.2	1,870,426.01	843,500.11	-	2,713,926.12	2,886,962.21
SWANSON & MCNAMARA LLP	923	83,462.78	39,584.22	-	123,046.99	123,046.99
TRACY J EGOSCUE	426	-	-	1,435.50	1,435.50	
	923	1,510.92	716.58	-	2,227.50	3,663.00

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
TROUTMAN SANDERS LLP	426.5	-	-	5,049.69	5,049.69	
	539	81,247.00	-	-	81,247.00	
	923	41,870.34	18,484.66	-	60,355.00	
	930.2	116,587.79	55,280.21	-	171,868.00	
	921	1,633.27	708.34	-	2,341.61	
	930	16.53	7.17	-	23.70	320,885.00
VEDDER PRICE PC	580	12,358.00	-	-	12,358.00	12,358.00
VIADRO LAW LLP	923	1,412.44	612.56	-	2,025.00	2,025.00
WAI & CONNOR LLP	923	3,413.94	1,552.18	-	4,966.12	4,966.12
WEIL GOTSHAL & MANGES LLP	923	1,125,785.97	527,103.44	-	1,652,889.41	
	930.2	11,371.58	5,324.29	-	16,695.87	1,669,585.28
WFBM LLP	742	-	529,160.50	-	529,160.50	
	923	480,366.74	220,512.58	-	700,879.32	1,230,039.82
WILSON ELSER MOSKOWITZ EDELMAN &	923	1,322.69	627.31	-	1,950.00	1,950.00
WILSON SONSINI GOODRICH	923	190,838.13	90,088.61	-	280,926.74	280,926.74
WINSTON & STRAWN LLP	923	8,920.49	4,230.76	-	13,151.25	13,151.25
YOUNOSSI LAW PC	923	6,651.32	3,078.40	-	9,729.72	9,729.72
<b>TOTAL PAYMENTS TO OUTSIDE ATTORNEYS &amp; LAW FIRMS</b>						<u><u>123,805,609.08</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 year.

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

**PACIFIC GAS AND ELECTRIC COMPANY  
DUES  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
AMADOR COUNTY CHAMBER OF COMMERCE	426.4	-	-	200.00	200.00	200.00
AMERICAN CANYON CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
AMERICAN COUNCIL FOR AN ENERGY EFFICIENT ECONOMY	908.0	19,200.00	4,800.00	-	24,000.00	24,000.00
AMERICAN GAS ASSOCIATION	426.4	-	-	223,106.00	223,106.00	
	859.0	235,214.42	99,444.58	-	334,659.00	
	880.0	226,999.20	107,659.80	-	334,659.00	892,424.00
AMPP GLOBAL CENTER INC	766.0	-	8.07	-	8.07	
	856.0	-	149.39	-	149.39	
	859.0	-	3,975.26	-	3,975.26	
	863.0	-	309.52	-	309.52	
	867.0	-	85.26	-	85.26	
	880.0	-	1,521.99	-	1,521.99	
	887.0	-	2,036.05	-	2,036.05	
	930.2	289.12	125.39	-	414.51	8,500.05
ANDERSON CHAMBER OF COMMERCE	426.4	-	-	250.00	250.00	250.00
ASSOCIATION OF CORPORATE CITIZENSHIP PROFESSIONALS	426.4	-	-	15,200.00	15,200.00	15,200.00
ASSOCIATION OF CORPORATE COUNSEL	921.0	270.64	128.36	-	399.00	399.00
ATASCADERO CHAMBER OF COMMERCE	426.4	-	-	1,200.00	1,200.00	1,200.00
AUBURN CHAMBER OF COMMERCE	426.4	-	-	1,250.00	1,250.00	1,250.00
BARSTOW AREA CHAMBER OF COMMERCE	426.4	-	-	460.00	460.00	460.00
BAY AREA COUNCIL	426.4	-	-	215,000.00	215,000.00	215,000.00
BERKELEY CHAMBER OF COMMERCE	426.4	-	-	2,185.00	2,185.00	2,185.00
BUELLTON CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
BUILDING INDUSTRY ASSOCIATION OF TULARE KINGS COUNTIES INC	426.4	-	-	675.00	675.00	675.00
BUILDING INDUSTRY ASSOCIATION OF FRESNO MADERA COUNTIES BIA-F/M	426.4	-	-	1,000.00	1,000.00	1,000.00
BUSINESS GOVERNMENT RELATIONS COUNCIL	426.4	863.94	357.00	1,379.07	2,600.01	2,600.01
BUTTE COUNTY FARM BUREAU	426.4	-	-	300.00	300.00	300.00
CALAVERAS COUNTY CHAMBER OF COMMERCE	426.4	-	-	270.00	270.00	270.00
CALIFORNIA ASSOCIATION FOR LOCAL ECONOMIC DEVELOPMENT CALED	912.0	6,000.00	2,000.00	-	8,000.00	8,000.00
CALIFORNIA BUILDING INDUSTRY ASSN	426.4	-	-	200,000.00	200,000.00	200,000.00
CALIFORNIA CARBON SOLUTIONS COALITION	426.4	-	-	60,000.00	60,000.00	60,000.00
CALIFORNIA CHAMBER OF COMMERCE	426.4	-	-	275,750.00	275,750.00	275,750.00
CALIFORNIA CITRUS MUTUAL	426.4	-	-	1,000.00	1,000.00	1,000.00
CALIFORNIA COALITION WORKERS COMPENSATION	921.0	8,370.00	3,630.00	-	12,000.00	12,000.00
CALIFORNIA COUNCIL FOR ENVIRONMENTL & ECONOMIC BALANCE CCEEB	426.4	-	-	53,000.00	53,000.00	
	426.5	-	-	30,500.00	30,500.00	83,500.00
CALIFORNIA ELECTRIC TRANSPORTATION COALITION	912.0	166,000.00	-	-	166,000.00	166,000.00
CALIFORNIA FRESH FRUIT ASSOCIATION	426.4	-	-	850.00	850.00	850.00
CALIFORNIA HYDROGEN BUSINESS COUNCIL	859.0	-	47,500.00	-	47,500.00	47,500.00
CALIFORNIA TAXPAYERS ASSOCIATION	SAP Clearing**	-	-	59,435.00	59,435.00	59,435.00
CALIFORNIA WORKERS COMPENSATION INSTITUTE	921.0	3,830.67	1,661.33	-	5,492.00	5,492.00
CALISTOGA CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
CAMPBELL CHAMBER OF COMMERCE	426.4	-	-	495.00	495.00	495.00
CDP NORTH AMERICA INC	426.5	-	-	18,100.00	18,100.00	18,100.00
CEATI INTERNATIONAL INC	539.0	28,000.00	-	-	28,000.00	
	543.0	49,915.00	-	-	49,915.00	
	566.0	122,704.89	-	-	122,704.89	
	570.0	92.57	-	-	92.57	
	571.0	32.81	-	-	32.81	
	583.0	2,241.32	-	-	2,241.32	
	588.0	22,745.91	-	-	22,745.91	
	592.0	726.41	-	-	726.41	
	593.0	37,492.15	-	-	37,492.15	
	594.0	105.10	-	-	105.10	
	859.0	-	421.98	-	421.98	
	880.0	-	148.42	-	148.42	
	921.0	45.35	19.67	-	65.02	
	930.2	5,329.65	2,219.15	-	7,548.80	272,240.38

**PACIFIC GAS AND ELECTRIC COMPANY  
DUES  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
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
CHAMBER SAN MATEO COUNTY	426.4	-	-	1,500.00	1,500.00	1,500.00
CHICO CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
CHINESE CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
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
CIVICWELL	426.5	-	-	6,000.00	6,000.00	6,000.00
CIVIL JUSTICE ASSOCIATION OF CALIFORNIA	426.4	-	-	30,000.00	30,000.00	30,000.00
CLOVIS DISTRICT CHAMBER OF COMMERCE	426.4	-	-	1,330.00	1,330.00	1,330.00
COALITION FOR RENEWABLE NATURAL GAS INC	859.0	-	30,000.00	-	30,000.00	30,000.00
COALITION OF LABOR AGRICULTURE & BUSINESS	426.4	-	-	2,530.00	2,530.00	2,530.00
COLAB OF SAN LUIS OBISPO COUNTY	426.4	-	-	2,530.00	2,530.00	2,530.00
COLUSA COUNTY CHAMBER OF COMMERCE	426.4	-	-	100.00	100.00	100.00
COMMITTEE ON INVESTMENT OF EMPLOYEE BENEFIT ASSETS INC	921.0	1,081.89	513.11	-	1,595.00	1,595.00
COMMON GROUND ALLIANCE	863.0	-	25,000.00	-	25,000.00	25,000.00
CONCORD CHAMBER OF COMMERCE	426.4	-	-	1,500.00	1,500.00	1,500.00
CORCORAN CHAMBER OF COMMERCE	426.4	-	-	550.00	550.00	550.00
CORPORATE LEGAL OPERATIONS CONSORTI INC	921.0	739.35	350.65	-	1,090.00	1,090.00
CORTE MADERA CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
COUNCIL OF INDUSTRIES WEST CONTRA COSTA COUNTY	426.4	-	-	2,500.00	2,500.00	2,500.00
CUPERTINO CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
CURTISS-WRIGHT CORPORATION CURTISS-WRIGHT NUCLEAR DIVISION	921.0	134,857.75	58,018.77	-	192,876.52	192,876.52
DANVILLE AREA CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
DAVIS CHAMBER OF COMMERCE	426.4	-	-	3,900.00	3,900.00	3,900.00
DINUBA CHAMBER OF COMMERCE	426.4	-	-	275.00	275.00	275.00
DIXON DISTRICT CHAMBER OF COMMERCE	426.4	-	-	900.00	900.00	900.00
DOWNTOWN BUSINESS ASSOCIATION INC	426.4	-	-	1,820.00	1,820.00	1,820.00
DOWNTOWN CHICO BUSINESS ASSOCIATION	426.4	-	-	2,500.00	2,500.00	2,500.00
DUBLIN CHAMBER OF COMMERCE	426.4	-	-	4,700.00	4,700.00	4,700.00
EAB GLOBAL INC	921.0 930.2	16,787.92 169.57	7,962.08 80.43	- -	24,750.00 250.00	25,000.00
EAST AIRPORT PARK ASSOCIATION	524	6,045.00	-	-	6,045.00	6,045.00
EAST BAY LEADERSHIP COUNCIL	426.4	-	-	6,000.00	6,000.00	6,000.00
ECONOMIC DEVELOPMENT CORPORATION SERVING FRESNO COUNTY	912.0	9,000.00	3,000.00	-	12,000.00	12,000.00
EI EDISON ELECTRIC INSTITUTE	426.4 426.5 524.0 539.0 557.0 562.0 566.0 570.0 588.0 592.0 921.0 930.2	9,968.48 - 296,678.88 117,795.39 45,511.85 46.34 462,876.60 90.79 463,690.59 640.25 39,692.25 86.61	4,119.26 - - - - - - - - - 18,825.00 41.08	15,912.26 1,103,830.65 - - - - - - - - - -	30,000.00 1,103,830.65 296,678.88 117,795.39 45,511.85 46.34 462,876.60 90.79 463,690.59 640.25 58,517.25 127.69	2,579,806.28
EL DORADO HILLS CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
ELECTRIC POWER RESEARCH INSTITUTE EPRI	426.4 566.0 999.9	- 59,809.77 -	- - -	10,000.00 - 77,500.00	10,000.00 59,809.77 77,500.00	147,309.77
ELECTRIC UTILITY INDUSTRY SUSTAINAB SUPPLY CHAIN ALLIANCE	921.0	48,153.00	21,847.00	-	70,000.00	70,000.00
ELK GROVE CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
ENERGY BAR ASSOCIATION	921.0	69.75	30.25	-	100.00	100.00
ENVIRONMENTAL RESOURCES MANAGEMENT	859.0 921.0	- 5,580.00	30,000.00 2,420.00	- -	30,000.00 8,000.00	38,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DUES  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
EUCG INC	426.5	-	-	6,750.00	6,750.00	
	539.0	6,000.00	-	-	6,000.00	
	552.0	6,919.98	-	-	6,919.98	19,669.98
EXELON POWER LABS LLC MID ATLANTIC DIV	524.0	18,000.00	-	-	18,000.00	18,000.00
FAIRFIELD-SUISUN CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
FIRST QUARTILE CONSULTING LLC	566.0	31,500.00	-	-	31,500.00	31,500.00
FOLSOM CHAMBER OF COMMERCE	426.4	-	-	1,345.00	1,345.00	1,345.00
FORTUNA CHAMBER OF COMMERCE	426.4	-	-	400.00	400.00	400.00
FREMONT CHAMBER OF COMMERCE	426.4	-	-	1,575.00	1,575.00	1,575.00
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
GARBERVILLE REDWAY CHAMBER OF COMMERCE	426.4	-	-	10,000.00	10,000.00	10,000.00
GOVERNMENTAL STRATEGIES INC	930.2	13,712.50	6,287.50	-	20,000.00	20,000.00
GREATER BAKERSFIELD CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
GREATER EUREKA CHAMBER OF COMMERCE	426.4	-	-	2,175.00	2,175.00	2,175.00
GREATER LAMONT CHAMBER OF COMMERCE	426.4	-	-	100.00	100.00	100.00
GREATER REDDING CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
GREATER REEDLEY CHAMBER OF COMMERCE	426.4	-	-	450.00	450.00	450.00
GREATER STOCKTON CHAMBER OF COMMERCE	426.4	-	-	2,070.00	2,070.00	2,070.00
GREENBIZ GROUP INC	921.0	11,160.00	4,840.00	-	16,000.00	16,000.00
HAYWARD CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
HISPANIC CHAMBER OF COMMERCE-MARIN	426.4	-	-	1,000.00	1,000.00	1,000.00
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
HUMBOLDT COUNTY FARM BUREAU	426.4	-	-	150.00	150.00	150.00
IETA	588.0	83,212.82	-	-	83,212.82	83,212.82
INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS INC IEEE	588.0	22,240.00	-	-	22,240.00	22,240.00
INSTITUTE OF NUCLEAR PWR OPERATIONS	524.0	1,789,767.00	-	-	1,789,767.00	1,789,767.00
INTERSTATE NATURAL GAS ASSOC OF AMERICA	769.0	-	165,789.00	-	165,789.00	165,789.00
JOBS AND HOUSING COALITION	426.4	-	-	10,000.00	10,000.00	10,000.00
KERMAN CHAMBER OF COMMERCE	426.4	-	-	90.00	90.00	90.00
KERN COUNTY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
KERN COUNTY TAXPAYERS ASSOCIATION	426.4	-	-	2,600.00	2,600.00	2,600.00
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 COUNTY FARM BUREAU	426.4	-	-	200.00	200.00	200.00
LAKE MERRITT BREAKFAST CLUB, INC.	426.4	-	-	1,000.00	1,000.00	1,000.00
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
LASSEN COUNTY CHAMBER OF COMMERCE	426.4	-	-	400.00	400.00	400.00
LEAGUE OF CALIFORNIA CITIES	426.4	-	-	60,000.00	60,000.00	60,000.00
LEMOORE DISTRICT CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
LIVERMORE CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
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
LOS CIEN SONOMA COUNTY INC	426.4	-	-	500.00	500.00	500.00
MADERA CHAMBER OF COMMERCE	426.4	-	-	1,750.00	1,750.00	1,750.00
MADERA COUNTY ECONOMIC DEVELOPMENT COMMISSION	912.0	7,500.00	2,500.00	-	10,000.00	10,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DUES  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
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
MARINA CHAMBER OF COMMERCE	426.4	-	-	550.00	550.00	550.00
MARIPOSA COUNTY CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
MCKINLEYVILLE CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
MENDOCINO COUNTY FARM BUREAU	426.4	-	-	205.00	205.00	205.00
MERCED COUNTY FARM BUREAU	426.4	-	-	2,500.00	2,500.00	2,500.00
MERCED COUNTY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	525.00	525.00	525.00
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
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
MOUNTAIN COUNTIES WATER RESOURCES ASSOCIATION	426.4	-	-	500.00	500.00	500.00
MOUNTAIN VIEW CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
MUNNINGS ADVISORY GROUP LLC	426.5 588.0	- 90,000.00	- -	45,000.00 -	45,000.00 90,000.00	- 135,000.00
NAPA COUNTY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
NATIONAL HYDROPOWER ASSOC	426.5 539.0	- 33,843.50	- -	33,843.50 -	33,843.50 33,843.50	- 67,687.00
NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL INC	426.5	-	-	31,750.00	31,750.00	31,750.00
NEEDLES CHAMBER OF COMMERCE	426.4	-	-	150.00	150.00	150.00
NISEI FARMERS LEAGUE	426.4	-	-	1,000.00	1,000.00	1,000.00
NORTH BAY COUNCIL	426.4	-	-	15,000.00	15,000.00	15,000.00
NORTH COAST BUILDERS EXCHANGE INC	426.4	-	-	576.00	576.00	576.00
NORTH STATE BUILDING INDUSTRY ASSOCIATION	426.4	-	-	7,299.00	7,299.00	7,299.00
NOVATO CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
NUCLEAR ENERGY INSTITUTE INC	426.4 426.5 524.0 921.0	- - 607,134.00 235.48	- - - 111.68	540.71 538,812.14 - -	540.71 538,812.14 607,134.00 347.16	- - - 1,146,834.01
OAKDALE DISTRICT CHAMBER OF COMMERCE	426.4	-	-	390.00	390.00	390.00
OAKLAND BUILDERS ALLIANCE	426.4	-	-	10,000.00	10,000.00	10,000.00
OAKLAND CHINATOWN CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
OAKLAND LATINO CHAMBER OF COMMERCE	426.4	-	-	3,500.00	3,500.00	3,500.00
OAKLAND METROPOLITAN CHAMBER OF COMMERCE	426.4	-	-	82,500.00	82,500.00	82,500.00
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
OROVILLE DOWNTOWN BUSINESS ASSOCIATION	426.4	-	-	500.00	500.00	500.00
PACIFIC GROVE CHAMBER OF COMMERCE	426.4	-	-	610.00	610.00	610.00
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	-	-	500.00	500.00	500.00
PIPELINE ASSOCIATION FOR PUBLIC AWARENESS	863.0	-	86,680.00	-	86,680.00	86,680.00
PISMO BEACH CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
PITTSBURG CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
PLACER BUSINESS ALLIANCE	426.4	-	-	5,000.00	5,000.00	5,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DUES  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
PLEASANT HILL CHAMBER OF COMMERCE	426.4	-	-	4,000.00	4,000.00	4,000.00
PLEASANTON CHAMBER OF COMMERCE	426.4	-	-	2,250.00	2,250.00	2,250.00
PRACTISING LAW INSTITUTE	921.0	18,653.25	8,846.75	-	27,500.00	27,500.00
QUINCY CHAMBER OF COMMERCE	426.4	-	-	850.00	850.00	850.00
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	-	-	5,530.00	5,530.00	5,530.00
REGENTS OF THE UNIVERSITY OF CALIFORNIA AT BERKELEY	426.5	-	-	612.91	612.91	
	921.0	20,497.49	8,889.59	-	29,387.08	29,999.99
RICHMOND CHAMBER OF COMMERCE	426.4	-	-	1,500.00	1,500.00	1,500.00
RIDGECREST CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
RIPON CHAMBER OF COMMERCE	426.4	-	-	375.00	375.00	375.00
RIVERBANK DISTRICT CHAMBER OF COMMERCE	426.4	-	-	275.00	275.00	275.00
ROCKLIN AREA CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
ROSEVILLE CHAMBER OF COMMERCE	426.4	-	-	1,800.00	1,800.00	1,800.00
SACRAMENTO METROPOLITAN CHAMBER OF COMMERCE (METRO-CHAMBER)	426.4	-	-	9,500.00	9,500.00	9,500.00
SALINAS VALLEY CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
SAN ANSELMO CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
SAN FRANCISCO CHAMBER OF COMMERCE	426.4	-	-	25,000.00	25,000.00	25,000.00
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	-	-	2,247.00	2,247.00	2,247.00
SAN JOSE SILICON VALLEY CHAMBER OF COMMERCE	426.4	-	-	24,535.00	24,535.00	24,535.00
SAN LEANDRO CHAMBER OF COMMERCE	426.4	-	-	1,926.25	1,926.25	1,926.25
SAN LUIS OBISPO CHAMBER OF COMMERCE INC	426.4	-	-	2,900.00	2,900.00	2,900.00
SAN LUIS OBISPO COUNTY FARM BUREAU	426.4	-	-	350.00	350.00	350.00
SAN MATEO AREA CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
SAN MATEO COUNTY ECONOMIC DEVELOPMENT ASSOCIATION	426.4	-	-	16,000.00	16,000.00	16,000.00
SAN RAFAEL CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
SAN RAMON CHAMBER OF COMMERCE	426.4	-	-	8,000.00	8,000.00	8,000.00
SANTA BARBARA COUNTY FARM BUREAU	426.4	-	-	350.00	350.00	350.00
SANTA CRUZ COUNTY CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
SANTA MARIA VALLEY CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
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
SF PARTNERSHIP	426.4	-	-	25,000.00	25,000.00	25,000.00
SILICON VALLEY LEADERSHIP GROUP	426.4	-	-	200,000.00	200,000.00	200,000.00
SMART ELECTRIC POWER ALLIANCE	912.0	15,000.00	-	-	15,000.00	15,000.00
SOLVANG CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
SONOMA COUNTY ECONOMIC DEV BOARD	912.0	3,750.00	1,250.00	-	5,000.00	5,000.00
SONOMA COUNTY FARM BUREAU	426.4	-	-	730.00	730.00	730.00
SONOMA VALLEY CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
SOUTH COUNTY CHAMBERS OF COMMERCE	426.4	-	-	2,700.00	2,700.00	2,700.00
ST HELENA CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
STANISLAUS BUSINESS ALLIANCE OPPORTUNITY STANISLAUS	912.0	1,500.00	500.00	-	2,000.00	2,000.00
STANISLAUS COUNTY FARM BUREAU	426.4	-	-	1,500.00	1,500.00	1,500.00
TEAMCALIFORNIA ECONOMIC DEVELOPMENT CORP	912.0	7,500.00	2,500.00	-	10,000.00	10,000.00
THE CLIMATE GROUP INC	426.5	-	-	6,000.00	6,000.00	6,000.00
THE GREATER HIGH DESERT CHAMBERS OF COMMERCE	426.4	-	-	430.00	430.00	430.00
THE INGAA FOUNDATION INC	769.0	-	22,500.00	-	22,500.00	22,500.00
TRACY CHAMBER OF COMMERCE	426.4	-	-	675.00	675.00	675.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DUES  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
TULARE COUNTY FARM BUREAU	426.4	-	-	500.00	500.00	500.00
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	180,054.00	-	-	180,054.00	180,054.00
UTILITIES TECHNOLOGY COUNCIL DBA UTILITIES TELECOM COUNCIL	426.5	-	-	35,714.98	35,714.98	35,714.98
UTILITY BROADBAND ALLIANCE INC	426.5	-	-	10,000.00	10,000.00	10,000.00
UTILITY PENSION FUND STUDY GROUP	921.0	4,476.78	2,123.22	-	6,600.00	6,600.00
VALLEJO CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
WALNUT CREEK CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
WASHINGTON HEADS OF OFFICE LEADERSH COUNCIL	426.4	1,661.41	686.54	2,652.06	5,000.01	5,000.01
WESTERN POWER TRADING FORUM	426.4	-	-	5,500.00	5,500.00	5,500.00
	426.5	-	-	5,500.00	5,500.00	11,000.00
WILLITS CHAMBER OF COMMERCE	426.4	-	-	800.00	800.00	800.00
WILLOWS CHAMBER OF COMMERCE	426.4	-	-	175.00	175.00	175.00
WOODLAND CHAMBER OF COMMERCE	426.4	-	-	2,400.00	2,400.00	2,400.00
YOUNTVILLE CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
YUBA SUTTER CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
YUBA SUTTER ECONOMIC DEVELOPMENT CORPORATION	912.0	2,250.00	750.00	-	3,000.00	3,000.00
VENDOR DUES						10,260,936.05
DUES PURCHASED BY EMPLOYEES						749,158.58
<b>TOTAL DUES***</b>						<b>11,010,094.63</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, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT AMOUNT (\$)	VENDOR AMOUNT (\$)
ALM MEDIA LLC THE RECORDER	921.0	5,177.45	2,139.46	-	7,316.91	7,316.91
AMEREX BROKERS LLC	557.0	31,200.00	-	-	31,200.00	31,200.00
ARGUS MEDIA INC	908.0	23,109.00	-	-	23,109.00	
	921.0	4,718.25	2,237.75	-	6,956.00	30,065.00
BLOOMBERG FINANCE LP	426.4	-	-	32,970.24	32,970.24	
	426.5	-	-	1,407.13	1,407.13	
	557.0	28,401.20	-	-	28,401.20	
	588.0	257,441.20	-	-	257,441.20	
	859.0	-	11,077.20	-	11,077.20	
	880.0	-	21,502.80	-	21,502.80	
	921.0	12,651.51	5,772.83	-	18,424.34	371,224.11
CCH INCORPORATED	920.9	16,014.87	6,945.51	21,135.10	44,095.48	
	921.0	11,508.79	5,464.77	-	16,973.56	61,069.04
CHICAGO MERCANTILE EXCHANGE INC CME GROUP	557.0	3,073.38	-	-	3,073.38	
	588.0	10.94	-	-	10.94	
	593.0	8.18	-	-	8.18	
	807.5	-	4,021.36	-	4,021.36	
	920.9	1,694.93	700.25	5.03	2,400.21	
	930.2	14.89	7.06	-	21.95	9,536.02
COURTHOUSE NEWS SERVICE	921.0	3,676.61	1,717.89	-	5,394.50	5,394.50
CREDITRISKMONITOR.COM INC	920.9	16,255.07	7,699.93	-	23,955.00	23,955.00
DOW JONES & COMPANY INC	921.0	3,681.94	1,596.83	-	5,278.77	5,278.77
ENERGY GPS LLC	557.0	20,000.00	-	-	20,000.00	20,000.00
ENERGY INTELLIGENCE GROUP INC	557.0	11,053.49	-	-	11,053.49	
	566.0	835.75	-	-	835.75	
	807.5	-	53.57	-	53.57	
	903.0	35.07	-	-	35.07	
	908.0	522.11	-	-	522.11	12,499.99
E SOURCE COMPANIES LLC TROVE PREDICTIVE SCIENCE LLC	908.0	31,900.00	26,100.00	-	58,000.00	58,000.00
EP EXECUTIVE PRESS INC CCRCORP	921.0	20,281.17	9,618.83	-	29,900.00	29,900.00
ETHICS RESOURCE CENTER INC	903.0	1,763.20	1,442.62	-	3,205.82	
	921.0	6,982.54	3,311.64	-	10,294.18	13,500.00
FIS CAPITAL MARKETS US LLC	557.0	27,216.70	-	-	27,216.70	27,216.70
GEORGIA TECH RESEARCH CORPORATION	588.0	173,000.00	-	-	173,000.00	173,000.00
ICE DATA DERIVATIVES INC	426.5	-	-	28.20	28.20	
	557.0	27,143.99	-	-	27,143.99	
	880.0	-	42,000.00	-	42,000.00	
	920.9	-	-	23,569.00	23,569.00	
	921.0	22,085.78	9,478.04	-	31,563.82	124,305.01
INSTANT TRANSACTIONS CORPORATION	921.0	5,414.48	2,505.52	-	7,920.00	7,920.00
ISS CORPORATE SERVICES RISK METRICS MSCI	426.5	-	-	59.71	59.71	
	557.0	22.54	-	-	22.54	
	921.0	14,018.93	6,648.82	-	20,667.75	
	930.2	14,074.72	6,675.28	-	20,750.00	41,500.00
LEXIS NEXIS RISK SOLUTIONS BUREAU	921.0	7,528.47	3,478.53	-	11,007.00	11,007.00
LINES UP INC	921.0	27,132.00	12,868.00	-	40,000.00	40,000.00
NEWSDATA LLC	557.0	22,950.00	-	-	22,950.00	
	921.0	31,133.97	14,766.03	-	45,900.00	68,850.00
POLITICO LLC	426.4	-	-	40,470.79	40,470.79	
	426.5	-	-	2,792.66	2,792.66	
	921.0	17,777.42	7,916.36	-	25,693.78	68,957.23
PORTFOLIO MEDIA INC LAW360	921.0	27,139.72	11,770.28	-	38,910.00	38,910.00
POWERDEX INC	921.0	16,330.07	7,744.93	-	24,075.00	24,075.00
RELX INC	921.0	107,152.39	49,774.61	-	156,927.00	156,927.00

**PACIFIC GAS AND ELECTRIC COMPANY  
SUBSCRIPTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT AMOUNT (\$)	VENDOR AMOUNT (\$)
S&P GLOBAL MARKET INTELLIGENCE LLC	557.0	23,890.00	-	-	23,890.00	
	921.0	74,952.15	35,547.85	-	110,500.00	134,390.00
TFS ENERGY FUTURES LLC	557.0	8,400.00	-	-	8,400.00	
	921.0	4,089.00	1,911.00	-	6,000.00	14,400.00
THE BUREAU OF NATIONAL AFFAIRS INC	426.5	-	-	41.74	41.74	
	588.0	777.11	-	-	777.11	
	859.0	-	-	38,635.00	38,635.00	
	903.0	3,149.66	2,577.00	-	5,726.66	
	921.0	30,793.46	13,775.23	-	44,568.69	
	930.2	145.12	65.68	-	210.80	89,960.00
THOMSON REUTERS TAX & ACCOUNTING INC	426.5	-	-	3.09	3.09	
	921.0	11,333.95	5,375.39	-	16,709.34	
	930.2	10.58	5.02	-	15.60	16,728.03
THOMSON WEST	921.0	272,143.19	126,480.99	-	398,624.18	398,624.18
TROUTMAN SANDERS LLP	426.5	-	-	4.69	4.69	
	921.0	1,633.27	708.34	-	2,341.61	
	930.2	16.53	7.17	-	23.70	2,370.00
TULLETT PREBON AMERICAS CORP	557.0	18,000.00	-	-	18,000.00	18,000.00
WHITMAN REQUARDT & ASSOCIATES LLP	921.0	229.97	95.03	-	325.00	325.00
VENDOR SUBSCRIPTIONS						2,136,404.49
SUBSCRIPTIONS PURCHASED BY EMPLOYEES						<u>1,149,313.74</u>
<b>TOTAL SUBSCRIPTIONS**</b>						<u><u>3,285,718.23</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 year.

\*\* 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, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
10,000 Degrees	-	100,000.00	100,000.00
101 Enterprises Foundation	1,000.00	-	1,000.00
12th District Ag Association Redwood Empire Fair	15,000.00	-	15,000.00
350 Bay Area	4,000.00	-	4,000.00
49th District Agriculture Association/Lake County Fair	10,000.00	-	10,000.00
A Phillip Randolph Institute San Francisco Chapter	10,000.00	40,000.00	50,000.00
AbilityPath	5,000.00	-	5,000.00
Acterra	10,000.00	-	10,000.00
Advance SF	10,000.00	-	10,000.00
African American Chamber of San Joaquin Foundation	-	5,000.00	5,000.00
African American Community Service Agency	15,000.00	-	15,000.00
Agency on Aging Area 4	-	10,000.00	10,000.00
Aha Movement Corporation	3,000.00	-	3,000.00
Aim High For High School	-	10,000.00	10,000.00
Akiras Book Club	5,000.00	-	5,000.00
Alameda County Community Food Bank	-	44,875.00	44,875.00
Alchemist Cdc	2,500.00	-	2,500.00
Alisa Ann Ruch Burn Foundation	-	1,000.00	1,000.00
Allan Hancock College Foundation	-	25,000.00	25,000.00
Alliance to Save Energy	30,000.00	5,000.00	35,000.00
Alzheimers Disease And Related Disorders Association	55,000.00	-	55,000.00
Amador Community Foundation Inc	12,500.00	-	12,500.00
Amador Stars	2,500.00	-	2,500.00
Amador Tuolumne Community Resources	-	10,985.00	10,985.00
American Association of Blacks in Energy	10,500.00	10,000.00	20,500.00
American Forest Foundation	30,000.00	-	30,000.00
American Gas Foundation	-	10,000.00	10,000.00
American Indian Chamber Education Fund	3,000.00	7,000.00	10,000.00
American Leadership Forum - Mountain Valley Chapter	10,000.00	-	10,000.00
American National Red Cross	303,000.00	550,000.00	853,000.00
American Public Works Association	-	2,000.00	2,000.00
American River Parkway Foundation Incorporated	20,000.00	-	20,000.00
Anderson Valley Apple Show And Fair	1,000.00	-	1,000.00
Angel Island Immigration Station Foundation	28,500.00	25,000.00	53,500.00
Antioch Chamber of Commerce Community Foundation	2,500.00	-	2,500.00
API Coalition	10,000.00	-	10,000.00
Apple Core Project Inc	2,500.00	-	2,500.00
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	20,000.00	-	20,000.00
Asian Art Museum Foundation of San Francisco	25,000.00	-	25,000.00
Asian Business Association Foundation	25,000.00	-	25,000.00
Asian Business Institute And Resource Center	-	5,000.00	5,000.00
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	29,500.00	-	29,500.00
Asian Resources Inc	10,000.00	-	10,000.00
Astra Society International	-	5,000.00	5,000.00
Auburn Aces	-	2,500.00	2,500.00
Avila Beach Civic Association	-	5,000.00	5,000.00
Avila Beach Community Foundation	-	3,000.00	3,000.00
Barstow Unified School District	-	1,000.00	1,000.00
Bay Area Business Roundtable	-	5,000.00	5,000.00
Bay Area Community Resources	3,000.00	-	3,000.00
Bay Area Council Foundation	225,000.00	250,000.00	475,000.00
Bay Area Discovery Museum	25,000.00	-	25,000.00
Bay Area Video Coalition	60,000.00	-	60,000.00
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
Berkeley Chamber Foundation	5,000.00	-	5,000.00
Beyond Differences	10,000.00	-	10,000.00
Big Brothers Big Sisters of Central California	18,500.00	-	18,500.00
Big Brothers Big Sisters Of The Bay Area	3,000.00	-	3,000.00
Big Sur Land Trust	-	2,500.00	2,500.00
Big Sur River Run	2,500.00	-	2,500.00
Bilingual Broadcasting Foundation, Inc.	15,000.00	-	15,000.00
Bipartisan Policy Center Inc	50,000.00	50,000.00	100,000.00
Black Cultural Zone Community Development Corporation	10,000.00	-	10,000.00
Black Joy Parade	41,000.00	-	41,000.00
Blueprint Schools Network Inc/Blueprint Math Fellows	55,000.00	-	55,000.00
Bob Moretti Memorial Scholarship Foundation	5,000.00	-	5,000.00
Booker T Washington Community Service Center	-	9,000.00	9,000.00
Boys & Girls Club of El Dorado County Western Slope	2,500.00	-	2,500.00
Boys & Girls Club of Placer County	2,500.00	-	2,500.00
Boys & Girls Clubs of Bakersfield Kern County	10,000.00	-	10,000.00
Boys & Girls Clubs Of Fresno County	10,000.00	-	10,000.00
Boys & Girls Clubs of Napa Valley	5,000.00	-	5,000.00
Boys & Girls Clubs of Stanislaus County	12,500.00	-	12,500.00
Boys & Girls Clubs of the North Valley	2,500.00	-	2,500.00
Boys And Girls Club Of Manteca	5,000.00	-	5,000.00
BRIDGE Housing Corporation	-	10,000.00	10,000.00
Bright Futures For Youth	5,000.00	-	5,000.00
Butte Agriculture Foundation	-	10,000.00	10,000.00
Butte Community College Foundation	5,000.00	-	5,000.00
Butte County Mounted Sheriff Posse	11,000.00	75,000.00	86,000.00
Butte County Sheriffs Search & Rescue Inc	7,500.00	-	7,500.00
Calaveras Community Foundation	15,000.00	-	15,000.00
California Academy of Sciences	75,000.00	240,000.00	315,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
California African American Action Fund	50,000.00	50,000.00	100,000.00
California Armenian Legislative Caucus Foundation	4,500.00	-	4,500.00
California Asian Pacific Chamber of Commerce Foundation	112,500.00	50,000.00	162,500.00
California Association of Food Banks	25,000.00	25,000.00	50,000.00
California Black Media	3,000.00	-	3,000.00
California Center	10,000.00	-	10,000.00
California Central Coast Cops N Kids Inc.	7,500.00	-	7,500.00
California Changelawyers	-	10,000.00	10,000.00
California Community Builders Inc	15,000.00	20,000.00	35,000.00
California Counties Foundation Inc	40,000.00	-	40,000.00
California Fire Foundation	600,000.00	900,000.00	1,500,000.00
California Forward	50,000.00	-	50,000.00
California Foundation on the Environment and the Economy	35,000.00	30,000.00	65,000.00
California Hispanic Chamber of Commerce Foundation	5,000.00	50,000.00	55,000.00
California Legislative Black Caucus Policy Institute	70,000.00	-	70,000.00
California Nevada District Exchange Clubs Charitable Foundation Inc	5,000.00	-	5,000.00
California Relief	55,000.00	-	55,000.00
California Restaurant Foundation	-	900,000.00	900,000.00
California State Grange Foundation	10,000.00	-	10,000.00
California State Parks Foundation	150,000.00	-	150,000.00
California State University Fresno Foundation	4,000.00	-	4,000.00
California Women In Energy	5,000.00	-	5,000.00
California Women Lead	25,000.00	-	25,000.00
Canal Alliance	5,000.00	5,000.00	10,000.00
CASA El Dorado	5,000.00	-	5,000.00
Catalyst Domestic Violence Services	7,500.00	-	7,500.00
Catholic Charities of The Diocese of Santa Rosa	-	5,000.00	5,000.00
CDF Firefighters Benevolent Foundation	5,000.00	-	5,000.00
Celebrate Antioch Foundation	2,500.00	-	2,500.00
Center for Climate and Energy Solutions Inc.	25,000.00	-	25,000.00
Center for Energy Workforce Development	30,000.00	-	30,000.00
Center for Fathers and Families	2,500.00	-	2,500.00
Center For Human Services	2,500.00	-	2,500.00
Center For New Music San Francisco Inc	10,000.00	-	10,000.00
Center for Volunteer and Nonprofit Leadership of Marin	25,000.00	-	25,000.00
Central California Animal Disaster Team	10,000.00	-	10,000.00
Central California Asthma Collaborative	2,500.00	-	2,500.00
Central California Women's Conference	15,000.00	-	15,000.00
Central Coast Ag Network Inc	-	2,500.00	2,500.00
Central Coast Economic Forecast	20,000.00	-	20,000.00
Central Coast Energy Services Inc	10,000.00	-	10,000.00
Central Coast New Tech High School Boosters, Inc	5,000.00	-	5,000.00
Central Valley Community Foundation	4,000.00	-	4,000.00
Central Valley Farmworker Foundation	2,500.00	-	2,500.00
Central Valley Hispanic Foundation	2,500.00	-	2,500.00
Central Valley Opportunity Center (CVOC)	25,000.00	10,000.00	35,000.00
Central Valley Resource Center Services Corp	5,000.00	-	5,000.00
Centro Binacional Para El Desarrollo Indigena Oaxaqueno	-	1,500.00	1,500.00
Centro La Familia Advocacy Services, Inc.	3,000.00	-	3,000.00
Ceres, Inc.	40,000.00	-	40,000.00
Chabad Jewish Center Of Petaluma	3,000.00	-	3,000.00
Chabot Space & Science Center Foundation	-	25,000.00	25,000.00
Champions Recovery Alternative Programs, Inc.	3,500.00	-	3,500.00
Charitable Fund Benefitting Gardena	4,000.00	-	4,000.00
Chicana Foundation of Northern California	14,500.00	20,000.00	34,500.00
Chico Area Council On Aging Inc	-	10,000.00	10,000.00
Child Advocates Of Nevada County	5,000.00	-	5,000.00
Children's Law Center of California	-	10,000.00	10,000.00
Children's Musical Theater San jose	5,000.00	-	5,000.00
Chinatown Community Development Center	25,000.00	-	25,000.00
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	-	7,500.00	7,500.00
Choice In Aging	10,000.00	5,000.00	15,000.00
City of Anderson	10,000.00	-	10,000.00
City of Arvin	2,500.00	-	2,500.00
City of Avenal	2,000.00	1,500.00	3,500.00
City of Clayton	10,000.00	-	10,000.00
City of Coalinga	-	3,000.00	3,000.00
City of El Cerrito	2,500.00	-	2,500.00
City of Eureka	-	5,000.00	5,000.00
City of Fresno	4,500.00	-	4,500.00
City of Greenfield	2,500.00	-	2,500.00
City of Madera	13,000.00	-	13,000.00
City of Marysville	4,000.00	-	4,000.00
City of Rio Dell	5,000.00	-	5,000.00
City of Sand City	2,500.00	-	2,500.00
City of Selma	4,100.00	-	4,100.00
City of Sonora	13,000.00	-	13,000.00
City of Ukiah	10,000.00	-	10,000.00
City of Vacaville	2,500.00	-	2,500.00
City of Willits	5,000.00	-	5,000.00
City of Willows	-	2,500.00	2,500.00
City Year, Inc.	1,500.00	-	1,500.00
Cityside Journalism Initiative	50,000.00	-	50,000.00
CivicWell	5,000.00	-	5,000.00
Clear Lake Environmental Research Center	3,000.00	-	3,000.00
Clear Lake Gleaners Inc	-	21,625.00	21,625.00
Climate Action Reserve	15,000.00	-	15,000.00
Cloverdale Senior Multi Purpose Center	5,000.00	-	5,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
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
Colma Daly City Chamber of Commerce Foundation Inc.	5,000.00	-	5,000.00
Color The Skies Guild of Valley Childrens Healthcare	2,500.00	-	2,500.00
Community Action Agency of Butte County Inc	10,000.00	66,190.00	76,190.00
Community Action Of Napa Valley	-	11,925.00	11,925.00
Community Action Partnership of Kern Foundation	-	28,200.00	28,200.00
Community Action Partnership of Sonoma County	10,000.00	5,000.00	15,000.00
Community Bridges	10,000.00	40,000.00	50,000.00
Community Education Partnerships	7,500.00	20,000.00	27,500.00
Community Enrichment Organization- CEO	10,000.00	5,000.00	15,000.00
Community Food Bank of San Benito County	10,000.00	11,130.00	21,130.00
Community Foundation for Monterey County	15,000.00	-	15,000.00
Community Foundation of San Benito County	2,500.00	-	2,500.00
Community Foundation of Santa Cruz County	-	25,000.00	25,000.00
Community Foundation of The Napa Valley	5,000.00	-	5,000.00
Community Housing Improvement Program	5,000.00	-	5,000.00
Community Initiatives	35,000.00	-	35,000.00
Community Kitchens	-	25,000.00	25,000.00
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
Congressional Black Caucus Foundation, Inc.	45,000.00	5,000.00	50,000.00
Congressional Club Museum And Foundation	5,000.00	-	5,000.00
Congressional Hispanic Caucus Institute, Inc.	55,000.00	20,000.00	75,000.00
Congressional Hispanic Leadership Institute Inc	25,000.00	20,000.00	45,000.00
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	2,500.00	10,000.00	12,500.00
Construction Trades Workforce Initiative	3,500.00	50,000.00	53,500.00
Contemporary Jewish Museum	25,000.00	-	25,000.00
Contra Costa Economic Partnership Inc	20,000.00	-	20,000.00
COPE Family Center	-	5,000.00	5,000.00
Cordova Community Council Foundation	1,500.00	-	1,500.00
Coro Northern California	-	10,000.00	10,000.00
CorpsGiving Foundation	-	400,000.00	400,000.00
County of Glenn	2,500.00	-	2,500.00
County of Humboldt	10,000.00	-	10,000.00
County of San Mateo	8,000.00	-	8,000.00
County of Yuba	10,000.00	-	10,000.00
County Park Friends	2,500.00	-	2,500.00
Court Appointed Special Advocates of Merced County (CASA)	5,000.00	-	5,000.00
Cristo Rey De La Salle East Bay High School Inc	20,000.00	-	20,000.00
Cristo Rey San Jose Work Study Corporation	20,000.00	-	20,000.00
Cuesta College Foundation	-	25,000.00	25,000.00
Cupertino Rotary Endowment Foundation	5,000.00	-	5,000.00
Cypress Mandela Training Center, Inc.	50,000.00	100,000.00	150,000.00
Davis Blue Devil Athletic Boosters	5,000.00	-	5,000.00
Davis Phoenix Coalition	2,000.00	-	2,000.00
De La Salle High School	-	5,500.00	5,500.00
Del Rio CC Foundation	2,500.00	-	2,500.00
Delta Research and Educational Foundation	2,500.00	-	2,500.00
Destiny Arts Center	-	10,000.00	10,000.00
Diablo Ballet	10,000.00	-	10,000.00
Digital NEST	5,000.00	-	5,000.00
Disability: IN	-	35,000.00	35,000.00
Dollar Energy Fund	775,100.00	-	775,100.00
Donor Network West	2,000.00	-	2,000.00
Downtown And Community Partnership Inc	-	5,000.00	5,000.00
Downtown Fresno Foundation	2,500.00	-	2,500.00
East Bay College Fund	-	200,000.00	200,000.00
East Bay Economic Alliance Foundation	15,000.00	-	15,000.00
East Bay Youth Development Foundation Inc.	-	5,000.00	5,000.00
East County Youth Football & Cheer	5,000.00	-	5,000.00
East Oakland Boxing Association	-	30,000.00	30,000.00
East Oakland Youth Development Center	5,000.00	35,000.00	40,000.00
East Side Union High School District Education Foundation	6,500.00	-	6,500.00
Economic Development & Financing Corporation	10,000.00	-	10,000.00
Economic Development Corporation of Madera County	8,000.00	-	8,000.00
Economic Development Corporation of Mariposa County	-	2,500.00	2,500.00
Economic Vitality Research & Education Foundation	10,000.00	-	10,000.00
Eden Information & Referral Service, Inc.	-	25,000.00	25,000.00
EGEEO Foundation, Incorporated	-	5,000.00	5,000.00
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	-	45,000.00	45,000.00
El Dorado Ag in the Classroom	2,500.00	-	2,500.00
El Dorado Community Foundation	1,000.00	-	1,000.00
Elevate Sustainable Solutions	1,000.00	-	1,000.00
Elsie Allen High School Foundation	5,000.00	-	5,000.00
Emergency Food Bank	12,000.00	19,950.00	31,950.00
Enloe Health Foundation	5,000.00	-	5,000.00
Equality California Institute	25,000.00	30,000.00	55,000.00
Equity Alliance Group, Inc.	2,500.00	-	2,500.00
Ethics Resource Center Inc	-	25,000.00	25,000.00
Eureka Concert And Film Center	2,500.00	-	2,500.00
Every Neighborhood Partnership	-	2,000.00	2,000.00
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

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
F O O D Inc	-	44,695.00	44,695.00
Fairfield Community Services Foundation	5,000.00	-	5,000.00
Farm Worker Institute for Education and Leadership Development	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
Filoli Center	-	50,000.00	50,000.00
Firehouse Subs Public Safety Foundation Inc	15,000.00	-	15,000.00
Five Cities Diversity Coalition	2,500.00	-	2,500.00
Five Cities Homeless Coalition	-	5,000.00	5,000.00
Food Bank Coalition of San Luis Obispo County	-	24,590.00	24,590.00
Food Bank Contra Costa and Solano	10,000.00	50,535.00	60,535.00
Food Bank of El Dorado County	-	17,355.00	17,355.00
Food Bank of Monterey County	-	19,615.00	19,615.00
Food Bank Of Nevada County Inc.	-	11,420.00	11,420.00
Food Bank of Northern Nevada, Inc.	-	10,840.00	10,840.00
Food Bank of Santa Barbara County	-	18,055.00	18,055.00
Food For Families	2,500.00	-	2,500.00
Food for People, Inc.	10,000.00	34,875.00	44,875.00
Food For Thought	-	10,000.00	10,000.00
FoodLink For Tulare County, Inc	-	5,000.00	5,000.00
For The Inspiration & Recognition Science & Technology (FIRST)	10,000.00	150,000.00	160,000.00
Forestry Educators Incorporated	-	5,000.00	5,000.00
Forget Me Not Childrens Services	2,500.00	-	2,500.00
Forward Fresno Foundation, Inc.	12,500.00	-	12,500.00
Foundation for Central Schools	15,000.00	-	15,000.00
Foundation for Napa Recreation	5,000.00	-	5,000.00
Foundation for the Performing Arts Center	2,500.00	-	2,500.00
Foundation to Eradicate Duchenne	5,000.00	-	5,000.00
Franciscan Workers of Junipero Serra	5,000.00	-	5,000.00
Franklin High School Booster Club	-	5,000.00	5,000.00
Fremont Rideout Foundation	7,500.00	-	7,500.00
Fresno Area Hispanic Foundation	32,500.00	-	32,500.00
Fresno County Economic Opportunities Commission	-	2,000.00	2,000.00
Fresno Crime Stoppers Program Inc.	5,000.00	-	5,000.00
Fresno Fire Chief's Foundation	20,000.00	-	20,000.00
Fresno Metro Black Chamber Foundation	20,000.00	-	20,000.00
Fresno Police Activities League	-	5,000.00	5,000.00
Fresno Police and Neighborhood Watch Association	4,000.00	-	4,000.00
Fresno Sheriff's Memorial Foundation	50,000.00	-	50,000.00
Fresno's Chaffee Zoo Corporation	7,000.00	-	7,000.00
Friends In Sonoma Helping	5,000.00	-	5,000.00
Friends of Downtown SLO	-	2,500.00	2,500.00
Friends of Five Cities Fire Authority	-	2,500.00	2,500.00
Friends of San Luis Obispo Botanical Garden	20,000.00	-	20,000.00
Friends Of The Charles Paddock Zoo Incorporated	10,000.00	-	10,000.00
Friends Of The Chico Animal Shelter	2,500.00	-	2,500.00
Fuerza Educational Coalition	5,000.00	-	5,000.00
Full Circle Fund	-	27,500.00	27,500.00
Gamma Zeta Boule Foundation	5,000.00	-	5,000.00
Genesys Works - Bay Area	25,000.00	-	25,000.00
Girl Scouts Heart Of Central California	2,500.00	-	2,500.00
Girls Incorporated of Alameda County	16,000.00	25,000.00	41,000.00
Girls Incorporated Of The Northern Sacramento Valley	2,500.00	-	2,500.00
Girls On The Run of the North State	1,800.00	-	1,800.00
Give Every Child A Chance	10,000.00	-	10,000.00
Global Womens Innovation Network	15,000.00	-	15,000.00
GlobalSF	-	20,000.00	20,000.00
Golden Gate Performing Arts	4,500.00	-	4,500.00
Golden State Warriors Community Foundation	20,000.00	980,000.00	1,000,000.00
Goodness Village	2,500.00	3,000.00	5,500.00
Governor's Cup Foundation, Inc.	45,000.00	-	45,000.00
Great Northern Services	-	3,365.00	3,365.00
Greater Bakersfield Vision 2020, Inc.	15,000.00	-	15,000.00
Greater Napa Fair Housing Center	2,000.00	-	2,000.00
Greater Sacramento Urban League, Inc.	-	45,000.00	45,000.00
Greater Shaver Lake Visitors Bureau	13,000.00	-	13,000.00
Green Foothills Foundation	10,000.00	-	10,000.00
Greene Scholars	-	10,000.00	10,000.00
Greenville Highschool Boosters Club	12,000.00	-	12,000.00
Growing Agricultural Awareness Through Education Foundation Inc	10,000.00	-	10,000.00
Guadalupe River Park Conservancy	-	10,000.00	10,000.00
Guadalupe-Nipomo Dunes Center	5,000.00	-	5,000.00
Habitat for Humanity Greater San Francisco Inc.	-	80,000.00	80,000.00
Habitat For Humanity of California, Inc.	-	100,000.00	100,000.00
Habitat for Humanity Yuba/Sutter, Inc.	-	2,000.00	2,000.00
Habitat for Humanity, East Bay & Silicon Valley	36,000.00	80,000.00	116,000.00
Habitat for Humanity, San Luis Obispo County	5,000.00	-	5,000.00
Habitat For Humanity, Stanislaus County	5,000.00	-	5,000.00
Halleck Creek Ranch	5,000.00	-	5,000.00
Hamilton Families	-	10,000.00	10,000.00
Hands Across the Valley	5,000.00	-	5,000.00
Hands On Bay Area	50,000.00	-	50,000.00
Happy Hollow Corporation	-	5,000.00	5,000.00
Hayward Education Foundation	13,000.00	2,500.00	15,500.00
Healthy Community Forum For The Greater Sacramento Region	-	2,500.00	2,500.00
Helping Others Provide Encouragement Ministries	5,000.00	-	5,000.00
Heroes On The Water	5,000.00	-	5,000.00
Highlands Senior Service Center Inc	4,000.00	-	4,000.00
Hinkley Senior Citizens	5,000.00	-	5,000.00
Hire Hope Learning Academy	5,000.00	-	5,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Hispanas Organized for Political Equality	50,000.00	75,000.00	125,000.00
Hispanic Chamber Foundation of Tulare-Kings Counties	5,000.00	-	5,000.00
Hispanic Community Affairs Council Of Alameda County	5,000.00	-	5,000.00
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	-	2,500.00	2,500.00
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	3,500.00	-	3,500.00
Humboldt County Fair	15,000.00	-	15,000.00
Humboldt Library Foundation	-	10,000.00	10,000.00
Humboldt Senior Resource Center	-	5,000.00	5,000.00
If Given A Chance	12,500.00	-	12,500.00
Imagine An Answer To Kids Brain Cancer Foundation	5,000.00	-	5,000.00
Improve Your Tomorrow	5,000.00	-	5,000.00
Independence Day Celebration Inc	1,500.00	-	1,500.00
Innovation Tri-Valley Inc	5,000.00	-	5,000.00
Interfaith Council of Amador	-	10,570.00	10,570.00
Invictus Foundation	15,000.00	-	15,000.00
Jack and Jill of America Foundation	6,000.00	-	6,000.00
Jacks Helping Hand Inc	-	2,500.00	2,500.00
Jeremy Stoke Legacy Fire Foundation	2,500.00	-	2,500.00
Jewish Vocational & Career Counseling Service	10,000.00	-	10,000.00
Joint Venture Silicon Valley Network	57,000.00	-	57,000.00
Junior Achievement Of Northern California	10,000.00	-	10,000.00
Keaton's Child Cancer Alliance	2,500.00	-	2,500.00
Kern County Network For Children	10,000.00	-	10,000.00
Kern County Taxpayers Education Fund Inc	10,000.00	-	10,000.00
Kern Economic Development Foundation	-	8,000.00	8,000.00
Kern Literacy Council	-	3,500.00	3,500.00
Keystone Center	30,000.00	-	30,000.00
Kid Scoop News	5,000.00	-	5,000.00
Kimochi, Inc.	-	25,000.00	25,000.00
Kings Community Action Organization, Incorporated	-	11,525.00	11,525.00
KWMR - West Marin Community Radio	5,000.00	-	5,000.00
La Cocina Inc	10,000.00	-	10,000.00
La Luz Bilingual Center	5,000.00	-	5,000.00
Labor and Employment Relations Association	1,000.00	-	1,000.00
Lafayette Community Foundation	10,000.00	-	10,000.00
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	15,000.00	-	15,000.00
Latino Business Chamber of Greater Los Angeles Foundation Inc.	2,500.00	-	2,500.00
Latino Community Foundation	100,000.00	75,000.00	175,000.00
Latino Leaders Network Inc	10,000.00	-	10,000.00
Latino Leadership Alliance	10,000.00	-	10,000.00
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
Leadership Monterey County	5,000.00	-	5,000.00
League Of California Community Foundations	-	500,000.00	500,000.00
League Of Mexican American Women	2,500.00	-	2,500.00
Lend A Hand Foundation Inc of Northern California	15,000.00	50,000.00	65,000.00
Liahona Motu Foundation	5,000.00	-	5,000.00
Libbey Family Fund For Education	6,000.00	-	6,000.00
Lighthouse Counseling And Family Resource Center	5,000.00	-	5,000.00
Lighthouse for the Blind and Visually Impaired	-	35,000.00	35,000.00
Links Foundation Inc	5,000.00	5,000.00	10,000.00
Little Manila Foundation	-	100,000.00	100,000.00
Live Earth Farm Discovery Program	-	100,000.00	100,000.00
Live Oak Seniors, Inc.	-	5,000.00	5,000.00
Liza Maribel Foundation Inc	2,100.00	5,000.00	7,100.00
Loaves And Fishes Of Contra Costa	4,900.00	-	4,900.00
Los Altos Mountain View Community Foundation	1,000.00	-	1,000.00
Los Cien Sonoma County Inc	5,000.00	-	5,000.00
Los Rios Colleges Foundation	-	50,000.00	50,000.00
Lost Sierra Food Project	2,500.00	-	2,500.00
Lovelif Foundation	-	5,000.00	5,000.00
Lucia Mar Unified School District	5,000.00	-	5,000.00
Made In Santa Rosa Education Foundation	5,000.00	-	5,000.00
Madera County Food Bank	-	13,645.00	13,645.00
Madera County Schools Foundation	5,000.00	-	5,000.00
Madera County Sheriff's Foundation	10,000.00	55,125.00	65,125.00
Madera Linkage Foundation	-	9,000.00	9,000.00
Magalia Community Park	5,000.00	-	5,000.00
Maidu Summit Consortium	-	100,000.00	100,000.00
Manteca Unified School District	15,000.00	-	15,000.00
Manton Fire Safe Council	10,000.00	-	10,000.00
Manzanillo-San Pablo Sister City Committee, Inc.	5,000.00	-	5,000.00
March of Dimes Foundation	2,000.00	-	2,000.00
Marin Builders Association Scholarship Fund	10,000.00	-	10,000.00
Marin Leadership Foundation	5,000.00	-	5,000.00
Marin Link	5,000.00	-	5,000.00
Marine Science Institute	-	100,000.00	100,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Mariposa Community Foundation	-	2,500.00	2,500.00
Mariposa County Resource Conservation District	5,000.00	-	5,000.00
Mariposa County Sheriff's Foundation	10,000.00	-	10,000.00
Meals on Wheels Diablo Region	5,000.00	-	5,000.00
Meals on Wheels of Alameda County	-	10,000.00	10,000.00
Meals On Wheels of The Monterey Peninsula, Inc	-	7,500.00	7,500.00
Mendocino County Fire Safe Council	-	50,000.00	50,000.00
Mendocino Food & Nutrition Program Inc	-	11,810.00	11,810.00
Mendota Community Corporation	2,500.00	-	2,500.00
Me-One Foundation Inc	2,500.00	-	2,500.00
Merced County Education Foundation	-	2,500.00	2,500.00
Merced County Food Bank, Inc.	5,000.00	47,815.00	52,815.00
Merced County Spring Fair Heritage Foundation	5,000.00	-	5,000.00
Merced Lao Family Community, Inc	5,000.00	-	5,000.00
Mercy Coalition Of West Sacramento	-	10,000.00	10,000.00
Mercy Foundation North	2,500.00	13,295.00	15,795.00
Meristem Inc	-	10,000.00	10,000.00
Michigan Environmental Council	10,000.00	-	10,000.00
Middletown Rancheria of Pomo Indians of California	-	100,000.00	100,000.00
Middletown Senior Citizens Inc	3,000.00	-	3,000.00
Mill Valley Schools Community Foundation	5,000.00	-	5,000.00
Mission Community Services Corp.	2,500.00	-	2,500.00
Mission Hiring Hall, Inc.	5,000.00	-	5,000.00
Monterey Bay Aquarium	10,000.00	-	10,000.00
Monterey Bay Economic Partnership Inc	10,000.00	-	10,000.00
Monument Crisis Center	-	5,000.00	5,000.00
Mother Lode Rehabilitation Enterprises Inc	5,000.00	-	5,000.00
Mount Veeder Fire Safe Council	3,000.00	-	3,000.00
Mountain Area Youth Organization	2,500.00	-	2,500.00
Mountain Circle Family Services dba Sierra Nevada Connections	-	10,000.00	10,000.00
Mountain View Chamber of Commerce Education Foundation Inc	15,000.00	-	15,000.00
Museum of the African Diaspora	25,000.00	-	25,000.00
NALEO Educational Fund	55,000.00	-	55,000.00
Napa County Bicycle Coalition	5,000.00	-	5,000.00
Napa County Hispanic Network	5,000.00	-	5,000.00
Napa Valley Community Organizations Active In Disaster	5,000.00	-	5,000.00
Napa Valley Unified School District	2,500.00	-	2,500.00
Napa Youth Soccer League Inc	7,000.00	-	7,000.00
National Center for Lesbian Rights	10,000.00	-	10,000.00
National Diversity Coalition	25,000.00	-	25,000.00
National Energy and Utility Affordability Coalition	30,000.00	15,000.00	45,000.00
National Energy Education Development Project, Inc.	-	450,000.00	450,000.00
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 Society of Black Engineers	21,500.00	-	21,500.00
NatureBridge	30,000.00	-	30,000.00
Nawbo-California Education Fund	-	1,500.00	1,500.00
New Ballet School Downtown San Jose Inc	5,000.00	-	5,000.00
New Beginnings Gold Country	2,000.00	-	2,000.00
New Haven Schools Foundation	20,000.00	-	20,000.00
New Way Homes Inc	5,000.00	-	5,000.00
Next Door Solutions to Domestic Violence	-	5,000.00	5,000.00
NGLCC Foundation	45,000.00	-	45,000.00
Niagara Movement Foundation	5,000.00	-	5,000.00
Nimbus Arts	-	5,000.00	5,000.00
Norcal Sigma Blue Foundation	5,000.00	-	5,000.00
North Coast Opportunities, Inc.	15,000.00	5,000.00	20,000.00
North County (Atascadero) Economic Foundation	5,000.00	-	5,000.00
North Fork Boosters	-	15,000.00	15,000.00
North Valley Community Foundation	25,000.00	-	25,000.00
Northeastern University	100,000.00	200,000.00	300,000.00
Northern California Educational Television Association Inc.	2,500.00	-	2,500.00
Northern California Grantmakers	20,500.00	-	20,500.00
Northern Santa Barbara County United Way Inc.	-	2,500.00	2,500.00
Noyo Center For Marine Science	10,000.00	-	10,000.00
Oak Park Neighborhood Association	-	3,000.00	3,000.00
Oakhurst Community Center, Inc.	-	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	20,000.00	-	20,000.00
Oakland Dynamites Football And Cheer Elite	10,000.00	-	10,000.00
Oakland East Bay Garden Center Inc	10,000.00	-	10,000.00
Oakland Metropolitan Chamber of Commerce Foundation	-	20,000.00	20,000.00
Oakland Museum of California	30,000.00	-	30,000.00
Oakland Parks and Recreation Foundation	7,500.00	-	7,500.00
Oakland Police Community Activities League	10,000.00	5,000.00	15,000.00
Oakland Pride Inc	15,000.00	-	15,000.00
Oakland Public Education Fund	25,000.00	150,000.00	175,000.00
Oakland Rotary Endowment	5,000.00	-	5,000.00
Oakland Technical High School PTSA	-	15,000.00	15,000.00
Oakland-Alameda County-Emerystown Firefighters Charity Fund	25,000.00	-	25,000.00
Occidental Arts And Ecology Center	-	50,000.00	50,000.00
OK Program Of Oakland	-	20,000.00	20,000.00
Ole Health Foundation	5,000.00	-	5,000.00
One Hundred Club of San Mateo County Edwin Johnson	-	1,500.00	1,500.00
One Mind Institute	30,000.00	-	30,000.00
O'Neill Sea Odyssey	2,500.00	-	2,500.00
Open Door Legal	-	10,000.00	10,000.00
Operation With Love From Home	-	5,000.00	5,000.00



**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Opportunity Junction Inc	10,000.00	10,000.00	20,000.00
Organization Of Chinese Americans	2,000.00	-	2,000.00
Organization of Chinese Americans, Inc.	5,000.00	-	5,000.00
Pajaro Valley Community Health Trust	2,500.00	-	2,500.00
Palo Cedro Community Action Team	2,500.00	-	2,500.00
Paradise Chocolate Fest Inc	3,000.00	-	3,000.00
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
Parents Helping Parents Inc.	-	5,000.00	5,000.00
Park Theater Trust	-	100,000.00	100,000.00
Parks California	-	150,000.00	150,000.00
Pastor of St Francis of Assisi Parish Sacramento A Corporation Sole	-	5,000.00	5,000.00
Peace Officers Chaplaincy of Fresno County	9,400.00	-	9,400.00
Peninsula Chinese Business Association Inc	6,000.00	2,000.00	8,000.00
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	-	50,000.00	50,000.00
Petaluma People Services Center	8,000.00	-	8,000.00
Philanthropic Ventures Foundation	50,000.00	-	50,000.00
Pine Cone Performers	3,000.00	-	3,000.00
Placer Food Bank	-	14,235.00	14,235.00
Placer Land Trust	5,000.00	-	5,000.00
Plan Of Action For Challenging Times Inc	5,000.00	-	5,000.00
Pleasanton Chamber Of Commerce Community Foundation	-	4,000.00	4,000.00
Point San Luis Lighthouse Keepers	2,500.00	-	2,500.00
Poverello House	1,000.00	-	1,000.00
Pro Bono Institute	2,500.00	-	2,500.00
Professional and Business Women of California	75,000.00	-	75,000.00
Puente de la Costa Sur	2,500.00	6,000.00	8,500.00
Puertas Abiertas Community Resource Center	2,000.00	-	2,000.00
Quakes Foundation	38,750.00	-	38,750.00
Reading Partners	-	20,000.00	20,000.00
Rebuild North Bay Foundation	15,000.00	60,000.00	75,000.00
Rebuilding Together San Francisco	2,500.00	10,000.00	12,500.00
Red Bluff Chamber Foundation	6,000.00	-	6,000.00
Redwood Acres Friends Of The Fair	12,500.00	-	12,500.00
Redwood City International	5,000.00	-	5,000.00
Redwood Coast Music Festivals	5,000.00	-	5,000.00
Redwood Community Action Agency	10,000.00	-	10,000.00
Redwood Empire Food Bank	10,000.00	21,880.00	31,880.00
Redwood Memorial Foundation	7,500.00	-	7,500.00
Regents Of The University of California	10,000.00	22,500.00	32,500.00
Regents Of The University of California At Berkeley	-	100,000.00	100,000.00
Regents of the University of California, University of California, Davis	-	25,000.00	25,000.00
Reinvent Stockton Foundation	-	50,000.00	50,000.00
Renew Democracy Initiative Inc	10,000.00	-	10,000.00
Rhythmix Cultural Works	1,500.00	-	1,500.00
Richmond Community Foundation	-	10,000.00	10,000.00
Richmond Police Activities League Inc	5,000.00	-	5,000.00
Rose Pak Community Fund	10,000.00	-	10,000.00
Rotary Club of San Jose Foundation Inc.	3,000.00	-	3,000.00
Rubicon Programs Inc	5,000.00	-	5,000.00
Running Start	15,000.00	10,000.00	25,000.00
Rural County Representatives of California	10,000.00	-	10,000.00
Sacramento Black Chamber of Commerce Foundation Inc.	5,000.00	10,000.00	15,000.00
Sacramento Business Services Center	1,500.00	4,000.00	5,500.00
Sacramento Cottage Housing Inc	1,500.00	-	1,500.00
Sacramento Food Bank Services	25,000.00	20,000.00	45,000.00
Sacramento Juneteenth Festival Inc	10,000.00	-	10,000.00
Sacramento LGBT Community Center	10,000.00	-	10,000.00
Sacramento Regional Conservation Corps Inc	-	2,000.00	2,000.00
Sacramento Tree Foundation	4,000.00	1,500.00	5,500.00
Samaritan House	-	6,000.00	6,000.00
San Benito County Office of Emergency Services	10,000.00	-	10,000.00
San Francisco Chamber of Commerce Foundation	12,000.00	39,250.00	51,250.00
San Francisco Firefighters Toy Program	20,000.00	25,000.00	45,000.00
San Francisco Fleet Week Association	15,000.00	-	15,000.00
San Francisco Food Bank	-	32,625.00	32,625.00
San Francisco Forty Niners Foundation	-	100,000.00	100,000.00
San Francisco Italian Athletic Club Foundation	-	5,000.00	5,000.00
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	50,000.00	-	50,000.00
San Francisco Special Events Committee	50,000.00	50,000.00	100,000.00
San Joaquin County Child Abuse Prevention Council	10,000.00	-	10,000.00
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 Jose Chamber Of Commerce Community Benefit Foundation	6,000.00	-	6,000.00
San Jose Jazz	37,500.00	-	37,500.00
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 Foundation for Agricultural Awareness Inc.	10,000.00	-	10,000.00
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 County Symphony	5,000.00	-	5,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
San Luis Obispo International Film Festival Inc	5,000.00	-	5,000.00
San Luis Obispo Museum of Art	15,000.00	-	15,000.00
San Mateo County Community College Foundation	8,000.00	-	8,000.00
San Mateo County Historical Association	13,000.00	-	13,000.00
San Mateo County Parks and Recreation Foundation	-	6,000.00	6,000.00
San Mateo County Union Community Alliance	-	5,000.00	5,000.00
San Rafael Public Education Foundation	-	5,000.00	5,000.00
San Ramon Valley Education Foundation	-	20,000.00	20,000.00
Sanger Police Foundation	-	3,000.00	3,000.00
Santa Barbara County Education Office	2,500.00	-	2,500.00
Santa Cruz Communications Support	-	5,000.00	5,000.00
Santa Maria Valley Community Foundation	-	2,500.00	2,500.00
Santa Maria Valley YMCA (Young Mens Christian Association)	5,000.00	-	5,000.00
Santa Rosa Fire Foundation	15,000.00	-	15,000.00
Sausalito Center for the Arts	10,000.00	-	10,000.00
Save Our Shores	5,000.00	-	5,000.00
Save the Bay	-	25,000.00	25,000.00
Saylove	1,500.00	-	1,500.00
Scholarship America Inc	-	401,000.00	401,000.00
School of Arts and Culture at MHP	25,000.00	-	25,000.00
Scientific Adventures	10,000.00	-	10,000.00
Second Harvest Food Bank Of San Joaquin & Stanislaus County Inc	-	19,950.00	19,950.00
Second Harvest Food Bank Santa Cruz County	10,000.00	10,050.00	20,050.00
Second Harvest of Silicon Valley	-	59,000.00	59,000.00
Self-Help Enterprises	10,000.00	-	10,000.00
Self-Help for the Elderly	-	50,000.00	50,000.00
Senior Citizens Organization Of San Lorenzo Valley Inc	10,000.00	-	10,000.00
Senior Nutrition Program of San Luis Obispo	-	7,500.00	7,500.00
Sentinels of Freedom Scholarship Foundation	-	20,000.00	20,000.00
Sequoia Park Zoo Foundation	10,000.00	-	10,000.00
Service Corps of Retired Executives (SCORE)	2,500.00	-	2,500.00
Service League of San Mateo County	-	5,000.00	5,000.00
SF Clout	10,000.00	-	10,000.00
Shasta Family YMCA	10,000.00	-	10,000.00
Shasta Regional Community Foundation	15,000.00	-	15,000.00
Sherwood Valley Rancheria	-	20,000.00	20,000.00
Shield Regional Training Consortium	2,500.00	-	2,500.00
Sierra College Foundation	10,000.00	-	10,000.00
Sierra Nevada Memorial Hospital Foundation	2,500.00	-	2,500.00
Sierra Vista Child & Family Services	2,500.00	-	2,500.00
Sierra-Cascade Environmental and Resource Fund	-	2,500.00	2,500.00
Silicon Valley Community Foundation	5,000.00	20,000.00	25,000.00
Silicon Valley Council Of Nonprofits	-	9,000.00	9,000.00
Silicon Valley Leadership Group Foundation	5,000.00	-	5,000.00
SJFB Foundation for Agricultural Education	6,000.00	-	6,000.00
Sleep in Heavenly Peace	5,000.00	-	5,000.00
Slo County Colab Foundation	5,000.00	-	5,000.00
Smart Growth America	25,000.00	-	25,000.00
Social Engineering Project Inc	-	10,000.00	10,000.00
Society for Disabilities	2,500.00	-	2,500.00
Society of Hispanic Professional Engineers Foundation	16,500.00	-	16,500.00
Society of Wetland Scientists Inc	3,000.00	-	3,000.00
Society Of Women Engineers	14,300.00	-	14,300.00
Sonoma County Family YMCA	5,000.00	-	5,000.00
Sonoma Sister Cities Association, Inc.	4,000.00	-	4,000.00
Sonoma Valley Youth Soccer	10,000.00	-	10,000.00
Sonoma Volunteer Firefighters Association Inc	5,000.00	-	5,000.00
Sonora Area Foundation	5,000.00	-	5,000.00
Soroptimist Intl of Bidwell Rancho Chico	5,000.00	-	5,000.00
South County Visitor Services	5,000.00	-	5,000.00
South Yuba River Citizens League	5,000.00	-	5,000.00
Spanish Speaking Unity Council Of Alameda County Inc	60,000.00	-	60,000.00
Special Olympics of Northern California	-	2,000.00	2,000.00
Special Olympics Southern California	10,000.00	-	10,000.00
St Anthony Foundation	10,000.00	100,000.00	110,000.00
St Helena Hospital Foundation	25,000.00	-	25,000.00
St Isidore Society Of St Vincent De Paul	3,500.00	-	3,500.00
Stanislaus County Office of Education	5,500.00	-	5,500.00
State Center Community College Foundation	30,000.00	-	30,000.00
Storyland and Playland Inc	5,000.00	-	5,000.00
Strawberry Recreation District	5,000.00	-	5,000.00
Street Soccer Usa Inc	10,000.00	-	10,000.00
Student Conservation Association Inc	40,000.00	-	40,000.00
Sunnyvale Community Services	10,000.00	-	10,000.00
Surfing For Hope Foundation	-	2,500.00	2,500.00
Sustainable Conservation	-	100,000.00	100,000.00
Sv@Home	-	10,000.00	10,000.00
Tahoe Truckee Community Foundation	-	50,000.00	50,000.00
Tehama County Education Foundation	5,000.00	-	5,000.00
Tehama County Gleaners Inc	-	11,365.00	11,365.00
Tehama Together Inc	10,000.00	-	10,000.00
The African American Network of Kern County, Inc	-	5,000.00	5,000.00
The Almanor Foundation	10,000.00	-	10,000.00
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	69,500.00	-	69,500.00
The Conference Board	36,000.00	-	36,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
The Crucible	10,000.00	15,000.00	25,000.00
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	12,000.00	-	12,000.00
The Forgotten Soldier Program	2,500.00	-	2,500.00
The Foundation at FCOE	10,000.00	25,000.00	35,000.00
The Foundation for Leadership California	7,500.00	-	7,500.00
The Future Talent of Silicon Valley	42,000.00	-	42,000.00
The Gala Pride And Diversity Center	5,000.00	-	5,000.00
The Greenlining Institute	25,000.00	40,000.00	65,000.00
The Health Trust	10,000.00	-	10,000.00
The Kenneth L. Maddy Institute	2,500.00	-	2,500.00
The Latino Coalition Foundation	20,000.00	10,000.00	30,000.00
THE Latino Equity Advocacy & Policy Institute - The Leap Institute	5,000.00	-	5,000.00
The Lime Foundation	3,000.00	-	3,000.00
The Marine Mammal Center	-	25,000.00	25,000.00
The Mexican Museum	10,000.00	-	10,000.00
The Monday Clubhouse Conservancy	9,500.00	-	9,500.00
The Napa Communities Firewise Foundation	20,000.00	-	20,000.00
The Panetta Institute For Public Policy	15,000.00	-	15,000.00
The Pleasant Hill Community Foundation	2,000.00	-	2,000.00
The Rancho Cordova Chamber Of Commerce Foundation	3,000.00	-	3,000.00
The Resource Connection of Amador and Calaveras Counties	-	5,690.00	5,690.00
The Salvation Army	-	26,390.00	26,390.00
The Tides Foundation	40,000.00	-	40,000.00
The Trust for Public Land	-	100,000.00	100,000.00
The University Foundation California State University Chico	10,000.00	-	10,000.00
TheatreWorks Silicon Valley	2,500.00	-	2,500.00
Third Baptist Foundation Inc.	-	5,000.00	5,000.00
Thomas Alva Edison Foundation	50,000.00	-	50,000.00
Three Valleys Community Foundation	103,050.00	-	103,050.00
Thrive Alliance	10,000.00	-	10,000.00
Tipping Point Community	-	40,000.00	40,000.00
Touro University California	2,500.00	-	2,500.00
Tower Foundation Of San Jose State University	10,000.00	-	10,000.00
Tradeswomen Incorporated	-	5,000.00	5,000.00
Training Institute for Leadership Enrichment	35,000.00	-	35,000.00
Transitions Mental Health Association	10,000.00	-	10,000.00
Tree Fresno	10,000.00	-	10,000.00
Trinity County Food Assistance Program	-	15,270.00	15,270.00
Tuolumne County Alliance For Resources And Environment Inc	2,500.00	-	2,500.00
Tuolumne County Youth Soccer	2,500.00	-	2,500.00
UC Berkeley Center For Executive Education	192,000.00	-	192,000.00
UCLA 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	35,000.00	-	35,000.00
United States Pan Asian American Chamber Of Commerce Education Foundation	10,000.00	-	10,000.00
United Way Kern County (Bakersfield)	-	4,000.00	4,000.00
United Way of Monterey County	10,000.00	-	10,000.00
United Way of Northern California	2,500.00	-	2,500.00
United Way of San Joaquin County	10,000.00	-	10,000.00
United Way of San Luis Obispo County	2,500.00	-	2,500.00
United Way of Santa Cruz County	2,500.00	-	2,500.00
University Corporation At Monterey Bay	-	2,500.00	2,500.00
University of California, Berkeley Foundation	2,000.00	40,000.00	42,000.00
Up Valley Family Centers of Napa County	5,000.00	-	5,000.00
Urban Ed Academy	-	25,000.00	25,000.00
Urban League Of Greater San Francisco Bay Area	24,000.00	-	24,000.00
Vacaville Neighborhood Boys & Girls Club	5,000.00	-	5,000.00
Valley CAN	60,000.00	-	60,000.00
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
VMC Foundation	5,000.00	-	5,000.00
Volunteer Center of Kern County Inc	10,000.00	-	10,000.00
Walk San Francisco Foundation	20,000.00	-	20,000.00
Walnut Creek Chamber Foundation	61,000.00	25,000.00	86,000.00
Walnut Creek Civic Pride Foundation	2,500.00	-	2,500.00
Washington Government Relations Group Foundation Inc	20,000.00	-	20,000.00
Washington Heads Of Office Leadership Council	5,000.00	-	5,000.00
Watsonville Film Festival	2,500.00	-	2,500.00
We Are Up	10,000.00	-	10,000.00
We Care Solar, Inc.	-	125,000.00	125,000.00
Weigh Of Life	-	2,500.00	2,500.00
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 Fire Safe Council	10,000.00	-	10,000.00
West Contra Costa Public Education Fund	100,000.00	-	100,000.00
West County Community Services	5,000.00	20,000.00	25,000.00
West Fresno Health Care Coalition	5,000.00	-	5,000.00
West Marin Community Services	5,000.00	10,000.00	15,000.00
West Oakland Environmental Indicators Project	10,000.00	-	10,000.00
West Sacramento Bears Football & Cheer	5,000.00	-	5,000.00
West Sacramento Foundation	15,000.00	-	15,000.00
West Valley Community Services of Santa Clara County Inc	10,000.00	-	10,000.00
Western Regional Minority Supplier Development Council	-	6,000.00	6,000.00
Wharf To Wharf Race	5,000.00	-	5,000.00
White Pony Express	10,000.00	7,500.00	17,500.00
Wildflower Open Classroom	3,000.00	-	3,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2023**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Wildlife Rehabilitation & Release	-	2,500.00	2,500.00
Willie L. Brown Jr. Institute on Politics and Public Service	25,000.00	-	25,000.00
Willow Creek Youth Partnership	5,000.00	5,500.00	10,500.00
Winters Community Corazon	2,500.00	-	2,500.00
Winters Friends of the Library	1,000.00	-	1,000.00
Winters Healthcare Foundation Inc	20,000.00	-	20,000.00
Women In California Leadership Inc.	55,000.00	-	55,000.00
Women's Business Enterprise National Council	-	8,000.00	8,000.00
Womens Center - Youth & Family Services	1,500.00	-	1,500.00
Womens Congressional Policy Institute	10,000.00	-	10,000.00
Women's Congressional Staff Foundation	20,000.00	15,000.00	35,000.00
Womens Empowerment	2,500.00	-	2,500.00
Wood Angels	-	5,000.00	5,000.00
Woodland Volunteer Bureau Food Closet	-	5,000.00	5,000.00
Working Partnerships USA	5,000.00	-	5,000.00
WR Charitable Foundation	3,000.00	-	3,000.00
Xenophon Therapeutic Riding Center	5,000.00	-	5,000.00
Yes In My Back Yard	-	10,000.00	10,000.00
YMCA of Superior California	2,500.00	-	2,500.00
Yolo Community Foundation	20,000.00	-	20,000.00
Yolo County Children's Alliance	10,000.00	-	10,000.00
Yolo Food Bank	-	8,890.00	8,890.00
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
Your Future Is Our Business	5,000.00	-	5,000.00
YourCause, LLC	-	2,978,750.00	2,978,750.00
Youth Alive	-	10,000.00	10,000.00
Youth Leadership Institute	8,000.00	-	8,000.00
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	10,000.00	23,645.00	33,645.00
Yurok Tribe	33,000.00	20,000.00	53,000.00
<b>TOTAL CHARITABLE DONATIONS</b>	<b>10,000,000.00</b>	<b>15,645,000.00</b>	<b>25,645,000.00</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, 2023

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

\*Pacific Gas and Electric Company made no contributions during the year ended December 31, 2023.

# **ATTACHMENT A**

**2023 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 GRANTED AND COMPENSATION OPPORTUNITY**

Officers Name in Publicly Disclosed Proxy Statement	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			Other	Other
			Granted	Grant	Granted	Grant	Granted	Grant			Annual <sup>7</sup>	One-Time <sup>8</sup>
Poppe Patricia K.	\$1,400,000	\$2,030,000	0	\$0	688,664	\$1,750,000	0	\$0	\$0	\$26		
Singh Sumeet	\$907,813	\$817,032	0	\$0	166,560	\$2,600,000	0	\$0	\$0	\$0		
Glickman Jason	\$747,720	\$560,790	0	\$0	112,109	\$1,750,000	0	\$0	\$0	\$26		
Santos Marlene	\$907,812	\$817,031	0	\$0	166,560	\$2,600,000	0	\$0	\$0	\$26		
Simon John R.	\$851,570	\$638,678	0	\$0	112,109	\$1,750,000	0	\$0	\$0	\$26		
Burke Carolyn	\$725,000	\$543,750	24,753	\$400,000	111,389	\$1,800,000	0	\$0	\$0	\$26		
Williams Stephanie	\$375,000	\$187,500	0	\$0	28,829	\$450,000	0	\$0	\$0	\$0		
Wright Adam	\$875,000	\$0	0	\$0	0	\$0	0	\$0	\$0	\$0		
Foster Christopher A.	\$661,550	\$0	0	\$0	102,500	\$1,600,000	0	\$0	\$0	\$0		
Thomason David	\$390,370	\$0	0	\$0	0	\$0	0	\$0	\$0	\$0		
Cox Julius	\$669,188	\$0	0	\$0	96,095	\$1,500,000	0	\$0	\$0	\$0		
<b>Other Officers of Pacific Gas and Electric Company</b>												
	\$700,000	\$525,000	0	\$0	64,064	\$1,000,000	0	\$0	\$0	\$26		
	\$651,000	\$488,250	0	\$0	96,095	\$1,500,000	0	\$0	\$0	\$26		
	\$580,000	\$348,000	0	\$0	64,064	\$1,000,000	0	\$0	\$0	\$26		
	\$477,057	\$0	0	\$0	0	\$0	0	\$0	\$0	\$0		
	\$377,559	\$169,902	8,328	\$130,000	12,494	\$195,000	0	\$0	\$0	\$0		
	\$349,965	\$0	6,407	\$100,000	9,611	\$150,000	0	\$0	\$0	\$561,648		
	\$305,000	\$137,250	5,125	\$80,000	7,689	\$120,000	0	\$0	\$0	\$0		
	\$400,000	\$200,000	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$26		
	\$356,226	\$0	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$210		
	\$350,000	\$157,500	6,274	\$100,000	9,412	\$150,000	0	\$0	\$0	\$0		
	\$312,000	\$140,400	5,125	\$80,000	7,689	\$120,000	0	\$0	\$0	\$0		
	\$371,315	\$167,092	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$0		
	\$448,050	\$268,830	0	\$0	28,829	\$450,000	0	\$0	\$0	\$0		
	\$316,100	\$142,245	5,125	\$80,000	7,689	\$120,000	0	\$0	\$0	\$0		
	\$340,000	\$153,000	8,328	\$130,000	4,022	\$70,000	0	\$0	\$0	\$27,726		
	\$365,650	\$164,542	6,407	\$100,000	9,611	\$150,000	0	\$0	\$0	\$0		
	\$375,000	\$168,750	8,521	\$133,000	9,765	\$170,000	0	\$0	\$0	\$0		
	\$388,125	\$174,656	6,407	\$100,000	9,611	\$150,000	0	\$0	\$0	\$26		
	\$433,675	\$216,838	40,511	\$680,000	17,299	\$270,000	0	\$0	\$0	\$26		
	\$377,775	\$169,999	5,125	\$80,000	7,689	\$120,000	0	\$0	\$0	\$0		
	\$320,000	\$144,000	7,086	\$113,000	2,460	\$42,000	0	\$0	\$0	\$15,400		
	\$385,075	\$173,284	5,125	\$80,000	7,689	\$120,000	0	\$0	\$0	\$0		
	\$442,000	\$198,900	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$26		
	\$457,532	\$205,889	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$26		
	\$317,200	\$142,740	5,125	\$80,000	7,689	\$120,000	0	\$0	\$0	\$0		
	\$324,450	\$146,003	6,407	\$100,000	9,611	\$150,000	0	\$0	\$0	\$0		
	\$428,900	\$235,895	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$26		
	\$300,000	\$135,000	13,379	\$210,000	7,689	\$120,000	0	\$0	\$0	\$1,607		
	\$351,750	\$158,288	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$26		
	\$362,215	\$162,997	5,766	\$90,000	8,650	\$135,000	0	\$0	\$0	\$87,526		
	\$388,850	\$174,983	6,407	\$100,000	9,611	\$150,000	0	\$0	\$0	\$26		
	\$363,863	\$181,932	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$50		
	\$450,000	\$270,000	7,688	\$120,000	20,179	\$330,000	0	\$0	\$0	\$26		
	\$408,800	\$224,840	8,328	\$130,000	12,494	\$195,000	0	\$0	\$0	\$0		
	\$475,000	\$285,000	0	\$0	64,064	\$1,000,000	0	\$0	\$0	\$0		
	\$340,673	\$153,303	5,125	\$80,000	7,689	\$120,000	0	\$0	\$0	\$0		
	\$410,700	\$225,885	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$0		
	\$370,367	\$0	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$0		
	\$372,504	\$167,627	19,398	\$320,000	11,533	\$180,000	0	\$0	\$0	\$0		
	\$312,000	\$0	5,125	\$80,000	7,689	\$120,000	0	\$0	\$0	\$0		
	\$450,000	\$270,000	7,688	\$120,000	20,993	\$330,000	0	\$0	\$0	\$0		
	\$354,621	\$159,579	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$0		
	\$380,000	\$171,000	30,752	\$500,000	11,071	\$180,000	0	\$0	\$0	\$60,000		
	\$342,000	\$153,900	16,554	\$260,000	11,500	\$180,000	0	\$0	\$0	\$26		
	\$382,174	\$171,978	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$26		
	\$414,487	\$207,243	10,250	\$160,000	15,376	\$240,000	0	\$0	\$0	\$0		

**2023 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 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>		Other	Other		
			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>			
VP	\$391,002	\$0	8,328	\$130,000	12,494	\$195,000	0	\$0	\$0	\$0	\$600,593	
SVP	\$501,044	\$300,626	0	\$0	64,064	\$1,000,000	0	\$0	\$0	\$0	\$26	
SVP	\$575,384	\$345,230	0	\$0	28,829	\$450,000	0	\$0	\$0	\$0	\$26	
SVP	\$602,550	\$361,530	0	\$0	64,064	\$1,000,000	0	\$0	\$0	\$0	\$26	
VP	\$371,315	\$167,092	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$0	\$0	
VP	\$350,000	\$0	0	\$0	0	\$0	0	\$0	\$0	\$0	\$546,983	
VP	\$363,475	\$163,564	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$0	\$0	
SVP	\$486,700	\$267,685	10,250	\$160,000	15,376	\$240,000	0	\$0	\$0	\$0	\$26	
VP	\$363,475	\$163,564	6,407	\$100,000	9,611	\$150,000	0	\$0	\$0	\$0	\$0	
VP	\$390,000	\$175,500	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$0	\$350,000	
VP	\$400,000	\$180,000	7,688	\$120,000	11,533	\$180,000	0	\$0	\$0	\$0	\$240,000	
VP	\$330,000	\$148,500	12,924	\$225,000	8,617	\$150,000	0	\$0	\$0	\$0	\$50,000	
VP	\$325,000	\$146,250	4,652	\$80,000	6,977	\$120,000	0	\$0	\$0	\$0	\$26	
<b>Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more</b>												
Chief Counsel	\$264,963	\$52,993	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$1,000	
Chief Counsel	\$262,987	\$0	0	\$0	0	\$0	0	\$0	\$0	\$0	\$280,219	
Chief Counsel	\$334,789	\$66,958	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$1,000	
Chief Counsel	\$332,085	\$66,417	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$200	
Senior Director	\$315,408	\$94,622	9,610	\$150,000	0	\$0	0	\$0	\$0	\$0	\$10,477	
Director	\$263,081	\$52,616	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$24,000	
Director	\$275,235	\$55,047	5,766	\$90,000	0	\$0	0	\$0	\$0	\$0	\$2,500	
Director	\$261,237	\$52,247	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$5,000	
Senior Director	\$284,962	\$0	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$259,200	\$77,760	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$2,000	
Senior Director	\$293,234	\$87,970	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$21,000	
Senior Director	\$312,000	\$93,600	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$0	
Chief Counsel	\$254,226	\$50,845	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$1,500	
Senior Director	\$271,500	\$81,450	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$7,200	
Senior Director	\$286,987	\$86,096	6,407	\$100,000	0	\$0	0	\$0	\$0	\$0	\$15,033	
Senior Director	\$268,981	\$80,694	8,969	\$140,000	0	\$0	0	\$0	\$0	\$0	\$14,400	
Senior Director	\$316,830	\$95,049	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$8,012	
Senior Director	\$278,250	\$83,475	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$7,200	
Senior Director	\$255,150	\$76,545	5,766	\$90,000	0	\$0	0	\$0	\$0	\$0	\$2,000	
Senior Director	\$284,000	\$85,200	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$7,500	
Senior Director	\$260,345	\$78,103	9,610	\$150,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$329,600	\$98,880	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$0	
Chief Counsel	\$324,172	\$64,834	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$200	
Chief Counsel	\$291,085	\$0	0	\$0	0	\$0	0	\$0	\$0	\$0	\$351,085	
Senior Director	\$307,152	\$92,146	8,649	\$135,000	0	\$0	0	\$0	\$0	\$0	\$2,000	
Director	\$254,050	\$0	3,524	\$55,000	0	\$0	0	\$0	\$0	\$0	\$0	
Director	\$287,441	\$57,488	6,086	\$95,000	0	\$0	0	\$0	\$0	\$0	\$20,528	
Chief	\$256,076	\$51,215	6,727	\$105,000	0	\$0	0	\$0	\$0	\$0	\$18,000	
Senior Director	\$292,600	\$87,780	8,969	\$140,000	0	\$0	0	\$0	\$0	\$0	\$6,600	
Senior Director	\$320,354	\$96,106	9,033	\$141,000	0	\$0	0	\$0	\$0	\$0	\$25,500	
Director	\$255,400	\$0	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$300	
Director	\$250,344	\$50,069	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$6,000	
Director	\$284,043	\$0	0	\$0	0	\$0	0	\$0	\$0	\$0	\$357,502	
Director	\$260,760	\$52,152	3,204	\$50,000	0	\$0	0	\$0	\$0	\$0	\$12,200	
Director	\$254,221	\$50,844	5,766	\$90,000	0	\$0	0	\$0	\$0	\$0	\$3,632	
Senior Director	\$287,955	\$0	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$17,400	
Manager	\$250,816	\$37,622	2,243	\$35,000	0	\$0	0	\$0	\$0	\$0	\$12,283	
Chief Counsel	\$281,538	\$56,308	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$500	
Senior Director	\$306,319	\$91,896	8,649	\$135,000	0	\$0	0	\$0	\$0	\$0	\$4,000	
Senior Director	\$271,440	\$81,432	7,368	\$115,000	0	\$0	0	\$0	\$0	\$0	\$15,600	
Managing Counsel	\$303,444	\$91,033	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$750	
Senior Director	\$285,000	\$85,500	6,727	\$105,000	0	\$0	0	\$0	\$0	\$0	\$9,900	
Senior Director	\$268,018	\$80,405	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$14,650	
Director	\$252,212	\$50,442	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$9,400	
Managing Counsel	\$309,862	\$92,959	7,944	\$124,000	0	\$0	0	\$0	\$0	\$0	\$3,750	
Chief Counsel	\$299,119	\$59,824	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$1,000	



**2023 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 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>			
	Salary <sup>2</sup>	Target Value <sup>3</sup>	Shares Granted	Value at Grant	Shares Granted	Value at Grant	Shares Granted	Value at Grant	Other Annual <sup>7</sup>	Other One-Time <sup>8</sup>
Senior Director	\$267,750	\$80,325	9,289	\$145,000	0	\$0	0	\$0	\$0	\$0
Interim Lead	\$272,000	\$81,600	9,610	\$150,000	0	\$0	0	\$0	\$0	\$34,400
Director	\$252,368	\$50,474	3,204	\$50,000	0	\$0	0	\$0	\$0	\$9,773
Senior Director	\$322,930	\$96,879	8,328	\$130,000	0	\$0	0	\$0	\$0	\$4,200
Director	\$260,925	\$52,185	5,766	\$90,000	0	\$0	0	\$0	\$0	\$55,784
Senior Director	\$265,200	\$79,560	9,289	\$145,000	0	\$0	0	\$0	\$0	\$7,300
Senior Director	\$288,220	\$86,466	9,289	\$145,000	0	\$0	0	\$0	\$0	\$8,100
Senior Director	\$300,150	\$90,045	9,033	\$141,000	0	\$0	0	\$0	\$0	\$25,000
Senior Director	\$258,336	\$77,501	9,289	\$145,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$275,243	\$82,573	8,328	\$130,000	0	\$0	0	\$0	\$0	\$10,800
Senior Director	\$251,505	\$75,452	6,727	\$105,000	0	\$0	0	\$0	\$0	\$0
Managing Counsel	\$322,528	\$96,758	8,328	\$130,000	0	\$0	0	\$0	\$0	\$3,000
Director	\$256,500	\$51,300	6,407	\$100,000	0	\$0	0	\$0	\$0	\$5,000
Senior Director	\$324,907	\$97,472	8,328	\$130,000	0	\$0	0	\$0	\$0	\$1,700
Senior Director	\$330,779	\$99,234	6,407	\$100,000	0	\$0	0	\$0	\$0	\$3,606
Senior Director	\$267,015	\$80,105	8,328	\$130,000	0	\$0	0	\$0	\$0	\$4,600
Senior Director	\$280,000	\$84,000	6,086	\$95,000	0	\$0	0	\$0	\$0	\$0
Chief Counsel	\$266,201	\$53,240	5,446	\$85,000	0	\$0	0	\$0	\$0	\$1,000
Senior Director	\$291,200	\$87,360	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$260,962	\$78,289	6,727	\$105,000	0	\$0	0	\$0	\$0	\$2,000
Director	\$257,141	\$51,428	6,407	\$100,000	0	\$0	0	\$0	\$0	\$10,693
Senior Director	\$275,000	\$82,500	6,407	\$100,000	0	\$0	0	\$0	\$0	\$0
Director	\$254,073	\$50,815	6,086	\$95,000	0	\$0	0	\$0	\$0	\$13,400
Chief Counsel	\$259,106	\$51,821	5,125	\$80,000	0	\$0	0	\$0	\$0	\$1,000
Senior Director	\$300,000	\$90,000	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0
Director	\$251,593	\$50,319	5,446	\$85,000	0	\$0	0	\$0	\$0	\$4,050
Senior Director	\$344,194	\$0	7,816	\$122,000	0	\$0	0	\$0	\$0	\$474,429
Senior Director	\$258,513	\$77,554	9,289	\$145,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$265,000	\$79,500	8,328	\$130,000	0	\$0	0	\$0	\$0	\$8,700
Senior Director	\$324,475	\$97,343	8,328	\$130,000	0	\$0	0	\$0	\$0	\$4,725
Director	\$254,187	\$50,837	5,766	\$90,000	0	\$0	0	\$0	\$0	\$30,000
Senior Director	\$270,000	\$81,000	5,446	\$85,000	0	\$0	0	\$0	\$0	\$16,998
Senior Director	\$271,000	\$81,300	7,368	\$115,000	0	\$0	0	\$0	\$0	\$19,116
Senior Director	\$257,310	\$77,193	9,289	\$145,000	0	\$0	0	\$0	\$0	\$11,800
Chief Counsel	\$270,792	\$54,158	5,125	\$80,000	0	\$0	0	\$0	\$0	\$400
Senior Director	\$306,774	\$92,032	8,969	\$140,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$258,517	\$77,555	9,289	\$145,000	0	\$0	0	\$0	\$0	\$20
Director	\$272,888	\$54,578	5,446	\$85,000	0	\$0	0	\$0	\$0	\$4,000
Managing Counsel and Senior Director	\$302,000	\$90,600	8,328	\$130,000	0	\$0	0	\$0	\$0	\$750
Chief Counsel	\$257,336	\$51,467	5,125	\$80,000	0	\$0	0	\$0	\$0	\$2,250
Director	\$268,336	\$53,667	5,766	\$90,000	0	\$0	0	\$0	\$0	\$8,600
Managing Counsel	\$283,247	\$84,974	8,328	\$130,000	0	\$0	0	\$0	\$0	\$750
Chief Counsel	\$272,176	\$54,435	5,446	\$85,000	0	\$0	0	\$0	\$0	\$20,550
Director	\$275,106	\$55,021	5,446	\$85,000	0	\$0	0	\$0	\$0	\$4,026
Senior Director	\$291,500	\$87,450	8,328	\$130,000	0	\$0	0	\$0	\$0	\$5,671
Senior Director	\$275,000	\$82,500	8,328	\$130,000	0	\$0	0	\$0	\$0	\$21,225
Director	\$280,350	\$56,070	7,368	\$115,000	0	\$0	0	\$0	\$0	\$52,218
Senior Director	\$298,338	\$89,502	10,891	\$170,000	0	\$0	0	\$0	\$0	\$4,800
Senior Director	\$288,000	\$86,400	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0
Director	\$262,946	\$52,589	6,407	\$100,000	0	\$0	0	\$0	\$0	\$2,400
Senior Director	\$270,000	\$81,000	6,407	\$100,000	0	\$0	0	\$0	\$0	\$0
Managing Counsel	\$304,038	\$91,211	7,944	\$124,000	0	\$0	0	\$0	\$0	\$750
Director	\$251,655	\$50,331	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$297,350	\$89,205	7,368	\$115,000	0	\$0	0	\$0	\$0	\$5,885
Director	\$288,759	\$57,752	5,446	\$85,000	0	\$0	0	\$0	\$0	\$4,331
Senior Director	\$261,000	\$78,300	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0
Director	\$272,777	\$54,555	7,368	\$115,000	0	\$0	0	\$0	\$0	\$4,175
Senior Director	\$280,223	\$84,067	9,610	\$150,000	0	\$0	0	\$0	\$0	\$6,100
Senior Director	\$255,000	\$76,500	6,727	\$105,000	0	\$0	0	\$0	\$0	\$3,800
Director	\$279,886	\$55,977	5,446	\$85,000	0	\$0	0	\$0	\$0	\$4,828
Chief Counsel	\$269,671	\$53,934	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0

**2023 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 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>		Other	Other		
			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	\$257,400	\$77,220	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$266,000	\$79,800	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$2,400	
Senior Director	\$312,125	\$93,637	11,211	\$175,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$274,732	\$82,420	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$1,500	
Senior Director	\$270,919	\$81,276	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$8,800	
Senior Director	\$271,440	\$81,432	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$27,200	
Chief Counsel	\$277,633	\$55,527	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$1,000	
Director	\$277,924	\$55,585	7,368	\$115,000	0	\$0	0	\$0	\$0	\$0	\$20,000	
Director	\$250,576	\$50,115	4,485	\$70,000	0	\$0	0	\$0	\$0	\$0	\$15,100	
Senior Director	\$266,000	\$79,800	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$277,400	\$83,220	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$8,950	
Senior Director	\$270,000	\$81,000	4,485	\$70,000	0	\$0	0	\$0	\$0	\$0	\$4,800	
Chief Counsel	\$260,445	\$52,089	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$1,500	
Senior Director	\$289,265	\$86,779	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$273,392	\$82,018	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$0	
Director	\$250,461	\$50,092	6,407	\$100,000	0	\$0	0	\$0	\$0	\$0	\$7,581	
Senior Director	\$288,922	\$86,676	11,019	\$172,000	0	\$0	0	\$0	\$0	\$0	\$1,600	
Senior Director	\$275,006	\$82,502	6,407	\$100,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$322,496	\$96,749	7,047	\$110,000	0	\$0	0	\$0	\$0	\$0	\$0	
Director	\$267,000	\$53,400	2,454	\$40,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$258,508	\$77,552	16,249	\$265,000	0	\$0	0	\$0	\$0	\$0	\$4,100	
Director	\$256,981	\$51,396	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$4,200	
Senior Director	\$300,000	\$90,000	6,407	\$100,000	0	\$0	0	\$0	\$0	\$0	\$3,000	
Director	\$265,819	\$53,164	5,766	\$90,000	0	\$0	0	\$0	\$0	\$0	\$21,000	
Senior Director	\$261,032	\$78,309	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$7,439	
Chief Counsel	\$274,642	\$54,928	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$1,250	
Senior Director	\$282,889	\$84,867	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$25,300	
Director	\$256,365	\$51,273	6,086	\$95,000	0	\$0	0	\$0	\$0	\$0	\$17,430	
Senior Director	\$285,420	\$85,626	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$2,400	
Senior Director	\$294,920	\$88,476	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$4,900	
Director	\$255,112	\$51,022	5,766	\$90,000	0	\$0	0	\$0	\$0	\$0	\$32,000	
Senior Director	\$275,000	\$82,500	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$8,300	
Senior Director	\$312,361	\$93,708	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$0	
Director	\$255,358	\$51,072	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$6,800	
Senior Director	\$336,558	\$100,967	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$13,648	
Senior Director	\$256,000	\$76,800	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$10,500	
Senior Director	\$265,000	\$79,500	7,368	\$115,000	0	\$0	0	\$0	\$0	\$0	\$9,700	
Senior Director	\$285,000	\$85,500	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$3,000	
Director	\$271,086	\$54,217	5,125	\$80,000	0	\$0	0	\$0	\$0	\$0	\$5,020	
Director	\$271,896	\$54,379	4,485	\$70,000	0	\$0	0	\$0	\$0	\$0	\$500	
Chief	\$262,000	\$52,400	0	\$0	0	\$0	0	\$0	\$0	\$0	\$20,000	
Senior Director	\$258,795	\$77,639	10,250	\$160,000	0	\$0	0	\$0	\$0	\$0	\$8,300	
Director	\$255,510	\$51,102	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$3,600	
Senior Director	\$275,000	\$82,500	4,883	\$85,000	0	\$0	0	\$0	\$0	\$0	\$0	
Chief	\$258,463	\$51,693	3,524	\$55,000	0	\$0	0	\$0	\$0	\$0	\$4,222	
Senior Director	\$342,179	\$102,654	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$282,000	\$84,600	5,766	\$90,000	0	\$0	0	\$0	\$0	\$0	\$25,500	
Managing Counsel	\$286,092	\$85,827	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$800	
Director	\$263,737	\$0	0	\$0	0	\$0	0	\$0	\$0	\$0	\$215,366	
Director	\$260,000	\$52,000	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$285,134	\$85,540	8,649	\$135,000	0	\$0	0	\$0	\$0	\$0	\$830	
Senior Director	\$256,000	\$76,800	11,211	\$175,000	0	\$0	0	\$0	\$0	\$0	\$4,000	
Senior Director	\$292,319	\$87,696	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$7,800	
Director	\$282,921	\$56,584	4,805	\$75,000	0	\$0	0	\$0	\$0	\$0	\$0	
Director	\$263,870	\$52,774	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0	\$5,099	
Director	\$269,439	\$53,888	6,727	\$105,000	0	\$0	0	\$0	\$0	\$0	\$37,421	
Chief	\$250,566	\$50,113	3,524	\$55,000	0	\$0	0	\$0	\$0	\$0	\$7,517	
Senior Director	\$277,000	\$83,100	7,368	\$115,000	0	\$0	0	\$0	\$0	\$0	\$9,000	
Director	\$255,000	\$51,000	3,332	\$52,000	0	\$0	0	\$0	\$0	\$0	\$0	
Senior Director	\$266,000	\$79,800	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0	\$8,200	
Director	\$253,000	\$50,600	3,332	\$52,000	0	\$0	0	\$0	\$0	\$0	\$0	

**2023 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 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>	
Director	\$256,600	\$51,320	5,766	\$90,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$280,000	\$84,000	8,328	\$130,000	0	\$0	0	\$0	\$0	\$6,500
Senior Director	\$315,023	\$94,507	8,328	\$130,000	0	\$0	0	\$0	\$0	\$4,200
Director	\$260,097	\$52,019	7,368	\$115,000	0	\$0	0	\$0	\$0	\$32,002
Director	\$256,500	\$51,300	6,407	\$100,000	0	\$0	0	\$0	\$0	\$5,000
Director	\$257,788	\$51,558	5,446	\$85,000	0	\$0	0	\$0	\$0	\$7,734
Director	\$267,817	\$53,563	4,805	\$75,000	0	\$0	0	\$0	\$0	\$9,500
Chief Counsel	\$251,908	\$50,382	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0
Director	\$281,401	\$56,280	3,524	\$55,000	0	\$0	0	\$0	\$0	\$4,800
Senior Director	\$333,212	\$99,964	8,328	\$130,000	0	\$0	0	\$0	\$0	\$13,734
Senior Director	\$305,000	\$91,500	5,446	\$85,000	0	\$0	0	\$0	\$0	\$6,500
Senior Director	\$268,000	\$80,400	6,407	\$100,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$341,005	\$102,301	8,328	\$130,000	0	\$0	0	\$0	\$0	\$3,376
Managing Counsel	\$292,663	\$87,799	8,328	\$130,000	0	\$0	0	\$0	\$0	\$750
Chief Counsel	\$281,226	\$56,245	5,446	\$85,000	0	\$0	0	\$0	\$0	\$1,750
Chief Counsel	\$252,113	\$50,423	12,632	\$205,000	0	\$0	0	\$0	\$0	\$5,000
Senior Director	\$272,705	\$81,811	8,328	\$130,000	0	\$0	0	\$0	\$0	\$0
Chief Counsel	\$254,847	\$50,969	5,125	\$80,000	0	\$0	0	\$0	\$0	\$1,500
Senior Director	\$299,000	\$89,700	9,289	\$145,000	0	\$0	0	\$0	\$0	\$2,000
Senior Director	\$307,500	\$0	5,446	\$85,000	0	\$0	0	\$0	\$0	\$0
Chief Counsel	\$250,594	\$50,119	5,125	\$80,000	0	\$0	0	\$0	\$0	\$10,600
Chief Counsel	\$258,592	\$51,718	5,446	\$85,000	0	\$0	0	\$0	\$0	\$1,000
Director	\$271,134	\$0	3,524	\$55,000	0	\$0	0	\$0	\$0	\$9,600
Director	\$265,225	\$53,045	5,125	\$80,000	0	\$0	0	\$0	\$0	\$1,288
Senior Director	\$268,000	\$80,400	5,766	\$90,000	0	\$0	0	\$0	\$0	\$6,500
Director	\$277,173	\$0	5,766	\$90,000	0	\$0	0	\$0	\$0	\$6,800
Director	\$285,000	\$57,000	3,844	\$60,000	0	\$0	0	\$0	\$0	\$6,020
Senior Director	\$290,000	\$87,000	2,840	\$50,000	0	\$0	0	\$0	\$0	\$50,000
Managing Counsel	\$285,000	\$85,500	7,467	\$130,000	0	\$0	0	\$0	\$0	\$25,750
Senior Director	\$270,996	\$81,299	0	\$0	0	\$0	0	\$0	\$0	\$15,000
Managing Counsel	\$330,000	\$99,000	12,270	\$200,000	0	\$0	0	\$0	\$0	\$165,000
Director	\$260,004	\$52,001	0	\$0	0	\$0	0	\$0	\$0	\$30,000

2023 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>	Incentive Payout <sup>10</sup>				Other Annual <sup>13</sup>	Other One-Time <sup>14</sup>	Total Received or Deferred

**Officers Name in Publicly Disclosed Proxy Statement**

Poppe Patricia K.	CEO PG&E Corporation	\$1,400,000	\$2,207,520	24,423,286	0	0	\$26	\$28,030,833
Singh Sumeeet	EVP, Operations & COO	\$869,011	\$597,213	101,746	1,568,721	0	\$0	\$3,136,691
Glickman Jason	EVP, Engineering, Planning & Strategy	\$743,100	\$630,392	0	0	0	\$26	\$1,373,518
Santos Marlene	EVP and Chief Customer Officer	\$902,344	\$993,034	1,682,001	0	0	\$26	\$3,577,404
Simon John R.	EVP, Gen Cnsl & Chf Ethics & Compl Ofc	\$846,308	\$725,760	249,026	4,223,491	0	\$26	\$6,044,612
Burke Carolyn	EVP & Chief Financial Officer	\$580,525	\$0	0	0	0	\$26	\$580,552
Williams Stephanie	VP, Controller, Utility CFO	\$373,996	\$162,935	121,383	724,017	0	\$0	\$1,382,331
Wright Adam	EVP, Operations & COO	\$149,004	\$911,040	1,138,375	0	0	\$0	\$2,198,419
Foster Christopher A.	EVP & Chief Financial Officer	\$229,013	\$454,352	205,981	724,017	0	\$0	\$1,613,363
Thomason David	VP, Controller, Utility CFO	\$52,049	\$202,868	0	1,689,409	0	\$0	\$1,944,327
Cox Julius	EVP, People, Shared Svcs, & Supply Chain	\$487,237	\$559,910	412,666	0	0	\$0	\$1,459,813

**Other Officers of Pacific Gas and Electric Company**

EVP		\$680,667	\$466,032	101,746	1,220,113	0	0	\$26	\$2,468,584
EVP		\$645,833	\$582,452	402,988	0	0	0	\$26	\$1,631,300
SVP		\$570,833	\$397,354	56,914	724,017	0	0	\$26	\$1,749,144
VP		\$0	\$324,035	92,489	1,568,721	0	0	\$0	\$1,985,246
VP		\$375,139	\$197,383	112,173	422,360	0	0	\$0	\$1,107,056
VP		\$129,335	\$127,627	70,729	724,033	0	0	\$561,648	\$1,613,371
VP		\$292,750	\$134,491	89,492	337,891	0	0	\$0	\$854,625
VP		\$379,160	\$201,949	223,785	422,360	0	0	\$26	\$1,227,280
VP		\$232,582	\$169,424	152,643	422,360	0	0	\$210	\$977,219
VP		\$338,922	\$163,337	135,089	337,891	0	0	\$0	\$975,240
VP		\$310,000	\$161,905	91,397	337,891	0	0	\$0	\$901,193
VP		\$369,513	\$181,628	110,469	0	0	0	\$0	\$661,609
SVP		\$445,875	\$249,191	117,871	724,017	0	0	\$0	\$1,536,954
VP		\$311,750	\$158,666	91,397	337,891	0	0	\$0	\$899,703
VP		\$324,457	\$110,029	146,224	337,891	0	0	\$27,726	\$946,328
VP		\$363,875	\$137,472	143,799	422,360	0	0	\$0	\$1,067,507
VP		\$349,214	\$97,317	142,878	337,891	0	0	\$0	\$927,301
VP		\$288,906	\$157,429	120,735	422,360	0	0	\$26	\$989,457
VP		\$430,996	\$276,001	310,783	965,377	0	0	\$26	\$1,983,183
VP		\$375,646	\$148,582	166,030	422,360	0	0	\$0	\$1,112,618
VP		\$276,004	\$64,900	96,002	337,891	0	0	\$15,400	\$790,197
VP		\$381,729	\$137,652	147,483	422,360	0	0	\$0	\$1,089,225
VP		\$439,167	\$228,497	345,249	724,033	0	0	\$26	\$1,736,972
VP		\$454,775	\$229,066	166,092	724,033	0	0	\$26	\$1,573,992
VP		\$315,167	\$126,541	152,088	337,891	0	0	\$0	\$931,687
VP		\$322,875	\$164,250	91,397	337,891	0	0	\$0	\$916,413
SVP		\$410,802	\$199,918	117,871	724,033	0	0	\$26	\$1,452,650
VP		\$300,000	\$59,946	98,296	337,891	0	0	\$1,607	\$797,741
VP		\$348,958	\$178,012	126,410	422,360	0	0	\$26	\$1,075,766
VP		\$360,179	\$174,762	124,459	422,360	0	0	\$87,526	\$1,169,286
VP		\$388,209	\$140,147	107,569	724,033	0	0	\$26	\$1,359,983
VP		\$361,728	\$212,602	0	470,610	0	0	\$50	\$1,044,989
SVP		\$404,325	\$193,257	112,173	422,360	0	0	\$26	\$1,132,142
SVP		\$390,668	\$198,848	214,416	422,360	0	0	\$0	\$1,226,293
SVP		\$465,833	\$299,316	62,612	724,017	0	0	\$0	\$1,551,778
VP		\$339,019	\$166,014	109,894	265,485	0	0	\$0	\$880,412
SVP		\$391,293	\$207,943	112,173	422,360	0	0	\$0	\$1,133,770
VP		\$182,810	\$190,504	117,871	422,360	0	0	\$0	\$913,545
VP		\$369,774	\$194,203	112,173	422,360	0	0	\$0	\$1,098,511
VP		\$103,130	\$132,294	110,519	337,891	0	0	\$0	\$683,834
SVP		\$434,541	\$201,568	93,207	337,891	0	0	\$0	\$1,067,207

**2023 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
			Short-Term Incentive Payout <sup>10</sup>	Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>			
VP	\$352,348	\$189,428	95,049	724,033	0	0	\$0	\$1,360,858
VP	\$123,651	\$0	0	0	0	0	\$60,000	\$183,651
VP	\$334,580	\$98,941	107,506	337,891	0	0	\$26	\$878,945
VP	\$378,853	\$204,455	144,192	422,360	0	0	\$26	\$1,149,887
VP	\$411,830	\$236,971	0	965,377	0	0	\$0	\$1,614,178
VP	\$324,816	\$195,348	254,474	0	0	0	\$600,593	\$1,375,231
SVP	\$498,611	\$336,647	354,834	0	0	0	\$26	\$1,190,118
SVP	\$572,591	\$387,557	254,830	0	0	0	\$26	\$1,215,004
SVP	\$599,625	\$414,402	337,847	0	0	0	\$26	\$1,351,900
VP	\$369,513	\$181,628	220,802	0	0	0	\$0	\$771,943
VP	\$29,167	\$127,852	127,633	0	0	0	\$546,983	\$831,635
VP	\$361,229	\$183,960	129,527	0	0	0	\$0	\$674,716
SVP	\$466,171	\$240,232	287,796	0	0	0	\$26	\$994,226
VP	\$361,229	\$105,220	92,492	0	0	0	\$0	\$558,941
VP	\$390,000	\$0	0	0	0	0	\$350,000	\$740,000
VP	\$400,000	\$0	91,683	0	0	0	\$240,000	\$731,682
VP	\$247,500	\$0	0	0	0	0	\$50,000	\$297,500
VP	\$124,819	\$0	0	0	0	0	\$26	\$124,845
<b>Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more</b>								
Chief Counsel	\$263,366	\$59,334	93,691	337,891	0	0	\$1,000	\$755,283
Chief Counsel	\$65,747	\$57,899	100,606	337,891	0	0	\$280,219	\$842,363
Chief Counsel	\$332,643	\$74,804	98,296	337,891	0	0	\$1,000	\$844,635
Chief Counsel	\$330,213	\$74,471	98,296	337,891	0	0	\$200	\$841,072
Senior Director	\$314,377	\$118,932	126,410	422,360	0	0	\$10,477	\$992,556
Director	\$261,395	\$52,904	39,134	0	0	0	\$24,000	\$377,433
Director	\$273,050	\$62,690	93,691	337,891	0	0	\$2,500	\$769,823
Director	\$259,562	\$53,934	91,397	337,891	0	0	\$5,000	\$747,784
Senior Director	\$189,060	\$104,465	147,483	422,360	0	0	\$0	\$863,369
Senior Director	\$259,200	\$63,376	36,840	0	0	0	\$2,000	\$361,416
Senior Director	\$290,036	\$114,318	114,421	337,891	0	0	\$21,000	\$877,667
Senior Director	\$310,000	\$87,234	100,606	337,891	0	0	\$0	\$835,732
Chief Counsel	\$251,828	\$56,026	89,555	337,891	0	0	\$1,500	\$736,800
Senior Director	\$256,406	\$57,740	93,691	337,891	0	0	\$7,200	\$752,928
Senior Director	\$281,937	\$69,782	105,211	337,891	0	0	\$15,033	\$809,855
Senior Director	\$266,846	\$91,040	114,421	337,891	0	0	\$14,400	\$824,599
Senior Director	\$315,795	\$108,143	147,483	422,360	0	0	\$8,012	\$1,001,793
Senior Director	\$276,042	\$84,378	0	0	0	0	\$7,200	\$367,620
Senior Director	\$248,742	\$56,273	93,691	0	0	0	\$2,000	\$400,706
Senior Director	\$274,710	\$63,891	86,573	337,891	0	0	\$7,500	\$770,566
Senior Director	\$257,411	\$74,356	105,211	337,891	0	0	\$0	\$774,871
Senior Director	\$328,000	\$34,403	55,699	0	0	0	\$0	\$418,102
Chief Counsel	\$322,345	\$72,782	93,691	337,891	0	0	\$200	\$826,909
Chief Counsel	\$24,257	\$67,641	98,296	337,891	0	0	\$351,085	\$879,170
Senior Director	\$304,715	\$106,772	130,016	422,360	0	0	\$2,000	\$965,863
Director	\$171,766	\$57,044	63,267	337,891	0	0	\$0	\$629,968
Director	\$285,598	\$71,394	107,506	337,891	0	0	\$20,528	\$822,918
Chief	\$254,435	\$65,485	72,134	0	0	0	\$18,000	\$410,053
Senior Director	\$292,600	\$71,866	96,002	337,891	0	0	\$6,600	\$804,959
Senior Director	\$318,301	\$107,935	116,513	337,891	0	0	\$25,500	\$906,140
Director	\$156,682	\$57,347	74,788	337,891	0	0	\$300	\$627,008
Director	\$248,547	\$55,603	79,455	337,891	0	0	\$6,000	\$727,496
Director	\$4,304	\$68,353	91,972	337,891	0	0	\$357,502	\$860,021
Director	\$243,803	\$41,036	37,261	0	0	0	\$12,200	\$334,300
Director	\$252,203	\$56,284	86,573	337,891	0	0	\$3,632	\$736,583

2023 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
			Short-Term Incentive Payout <sup>10</sup>	Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>			
Senior Director	\$213,681	\$105,150	142,878	422,360	0	0	\$17,400	\$901,469
Manager	\$250,816	\$44,640	11,505	0	0	0	\$12,283	\$319,243
Chief Counsel	\$279,952	\$63,210	93,691	337,891	0	0	\$500	\$775,244
Senior Director	\$303,888	\$106,729	114,421	337,891	0	0	\$4,000	\$866,930
Senior Director	\$257,391	\$56,087	51,216	0	0	0	\$15,600	\$380,294
Managing Counsel	\$301,382	\$103,446	142,878	422,360	0	0	\$750	\$970,817
Senior Director	\$256,637	\$82,789	113,500	337,891	0	0	\$9,900	\$800,717
Senior Director	\$268,018	\$74,391	100,388	337,891	0	0	\$14,650	\$795,338
Director	\$250,988	\$57,575	84,481	337,891	0	0	\$9,400	\$740,335
Managing Counsel	\$307,996	\$104,102	142,878	422,360	0	0	\$3,750	\$981,086
Chief Counsel	\$297,064	\$66,513	93,691	337,891	0	0	\$1,000	\$796,159
Senior Director	\$265,625	\$93,661	114,421	337,891	0	0	\$0	\$811,599
Interim Lead	\$272,000	\$98,031	114,421	265,485	0	0	\$34,400	\$784,337
Director	\$231,400	\$41,609	34,077	0	0	0	\$9,773	\$316,858
Senior Director	\$320,860	\$108,544	142,878	422,360	0	0	\$4,200	\$998,843
Director	\$258,271	\$52,076	0	0	0	0	\$55,784	\$366,131
Senior Director	\$263,500	\$97,943	109,192	337,891	0	0	\$7,300	\$815,826
Senior Director	\$285,932	\$103,337	152,088	422,360	0	0	\$8,100	\$971,818
Senior Director	\$298,458	\$89,206	100,606	337,891	0	0	\$25,000	\$851,162
Senior Director	\$256,680	\$86,549	121,524	0	0	0	\$0	\$464,753
Senior Director	\$273,585	\$97,446	142,878	422,360	0	0	\$10,800	\$947,070
Senior Director	\$228,407	\$52,281	107,506	0	0	0	\$0	\$388,194
Managing Counsel	\$320,585	\$108,929	121,524	422,360	0	0	\$3,000	\$976,398
Director	\$251,526	\$65,607	79,736	337,891	0	0	\$5,000	\$739,760
Senior Director	\$322,329	\$113,118	142,878	422,360	0	0	\$1,700	\$1,002,385
Senior Director	\$329,174	\$106,054	156,693	422,360	0	0	\$3,606	\$1,017,887
Senior Director	\$265,176	\$73,365	39,134	0	0	0	\$4,600	\$382,275
Senior Director	\$246,106	\$54,203	93,691	337,891	0	0	\$0	\$731,892
Chief Counsel	\$264,494	\$59,364	98,296	337,891	0	0	\$1,000	\$761,046
Senior Director	\$289,333	\$78,248	93,691	337,891	0	0	\$0	\$799,164
Senior Director	\$258,308	\$75,815	93,488	337,891	0	0	\$2,000	\$767,503
Director	\$255,493	\$57,388	86,573	337,891	0	0	\$10,693	\$748,038
Senior Director	\$195,129	\$58,863	93,691	337,891	0	0	\$0	\$685,574
Director	\$251,303	\$60,648	88,743	337,891	0	0	\$13,400	\$751,985
Chief Counsel	\$257,545	\$57,051	93,691	337,891	0	0	\$1,000	\$747,179
Senior Director	\$300,000	\$73,444	86,573	337,891	0	0	\$0	\$797,909
Director	\$250,771	\$56,767	100,606	337,891	0	0	\$4,050	\$750,085
Senior Director	\$121,245	\$120,212	142,878	422,360	0	0	\$474,429	\$1,281,124
Senior Director	\$255,884	\$71,054	100,606	337,891	0	0	\$0	\$765,435
Senior Director	\$265,000	\$93,206	105,211	337,891	0	0	\$8,700	\$810,009
Senior Director	\$322,900	\$112,201	130,028	337,891	0	0	\$4,725	\$907,745
Director	\$252,656	\$46,948	37,402	0	0	0	\$30,000	\$367,005
Senior Director	\$260,001	\$77,197	100,606	337,891	0	0	\$16,998	\$792,694
Senior Director	\$265,463	\$69,697	71,931	0	0	0	\$19,116	\$426,207
Senior Director	\$254,883	\$72,562	95,861	337,891	0	0	\$11,800	\$772,997
Chief Counsel	\$269,160	\$58,562	96,002	337,891	0	0	\$400	\$762,015
Senior Director	\$304,808	\$102,777	142,878	337,891	0	0	\$0	\$888,354
Senior Director	\$255,887	\$72,689	100,606	337,891	0	0	\$20	\$767,094
Director	\$271,139	\$64,047	74,788	337,891	0	0	\$4,000	\$751,865
Managing Counsel and Senior Director	\$297,760	\$99,061	142,878	422,360	0	0	\$750	\$962,810
Chief Counsel	\$255,686	\$57,476	89,555	337,891	0	0	\$2,250	\$742,858
Director	\$266,206	\$62,139	107,506	337,891	0	0	\$8,600	\$782,342
Managing Counsel	\$281,323	\$96,411	100,606	337,891	0	0	\$750	\$816,981
Chief Counsel	\$270,181	\$62,762	96,002	337,891	0	0	\$20,550	\$787,386
Director	\$273,988	\$76,873	93,691	337,891	0	0	\$4,026	\$786,469
Senior Director	\$288,750	\$97,098	114,421	337,891	0	0	\$5,671	\$843,832

**2023 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
			Short-Term Incentive Payout <sup>10</sup>	Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>			
Senior Director	\$270,967	\$95,659	114,421	337,891	0	0	\$21,225	\$840,164
Director	\$278,125	\$67,117	58,116	0	0	0	\$52,218	\$455,576
Senior Director	\$295,304	\$101,647	163,593	337,891	0	0	\$4,800	\$903,235
Senior Director	\$285,214	\$98,328	163,593	422,360	0	0	\$0	\$969,495
Director	\$224,620	\$63,839	107,506	337,891	0	0	\$2,400	\$735,256
Senior Director	\$251,892	\$57,852	158,067	337,891	0	0	\$0	\$805,702
Managing Counsel	\$302,206	\$102,106	142,878	422,360	0	0	\$750	\$970,300
Director	\$250,139	\$53,567	93,691	337,891	0	0	\$0	\$735,289
Senior Director	\$273,139	\$58,558	100,606	337,891	0	0	\$5,885	\$776,080
Director	\$288,759	\$69,815	93,488	337,891	0	0	\$4,331	\$794,285
Senior Director	\$230,017	\$56,222	121,302	265,485	0	0	\$0	\$673,025
Director	\$266,513	\$61,350	107,506	337,891	0	0	\$4,175	\$777,435
Senior Director	\$280,223	\$69,046	96,002	337,891	0	0	\$6,100	\$789,262
Senior Director	\$242,257	\$57,470	107,506	337,891	0	0	\$3,800	\$748,925
Director	\$278,972	\$63,031	93,691	337,891	0	0	\$4,828	\$778,414
Chief Counsel	\$267,531	\$59,565	98,296	337,891	0	0	\$0	\$763,284
Senior Director	\$255,750	\$72,920	93,488	265,485	0	0	\$0	\$687,643
Senior Director	\$240,459	\$56,142	102,901	337,891	0	0	\$2,400	\$739,794
Senior Director	\$309,413	\$112,958	151,729	422,360	0	0	\$0	\$996,460
Senior Director	\$272,448	\$76,598	107,506	337,891	0	0	\$1,500	\$795,944
Senior Director	\$268,363	\$93,504	140,365	337,891	0	0	\$8,800	\$848,924
Senior Director	\$260,240	\$59,588	41,445	0	0	0	\$27,200	\$388,473
Chief Counsel	\$248,268	\$54,822	96,002	337,891	0	0	\$1,000	\$737,983
Director	\$275,097	\$66,525	100,606	337,891	0	0	\$20,000	\$800,120
Director	\$249,164	\$46,456	55,946	0	0	0	\$15,100	\$366,666
Senior Director	\$246,461	\$52,583	93,691	265,485	0	0	\$0	\$658,220
Senior Director	\$260,462	\$57,456	93,488	0	0	0	\$8,950	\$420,357
Senior Director	\$246,021	\$49,020	28,051	0	0	0	\$4,800	\$327,892
Chief Counsel	\$257,988	\$57,396	93,691	265,485	0	0	\$1,500	\$676,061
Senior Director	\$287,411	\$96,987	107,444	337,891	0	0	\$0	\$829,732
Senior Director	\$270,611	\$96,246	114,421	337,891	0	0	\$0	\$819,170
Director	\$248,099	\$60,234	88,946	337,891	0	0	\$7,581	\$742,751
Senior Director	\$285,355	\$97,720	119,526	337,891	0	0	\$1,600	\$842,091
Senior Director	\$272,908	\$55,172	107,506	337,891	0	0	\$0	\$773,477
Senior Director	\$320,553	\$108,220	128,642	422,360	0	0	\$0	\$979,775
Director	\$51,580	\$0	0	0	0	0	\$0	\$51,580
Senior Director	\$255,904	\$61,397	91,178	337,891	0	0	\$4,100	\$750,470
Director	\$255,235	\$57,241	93,691	337,891	0	0	\$4,200	\$748,259
Senior Director	\$293,855	\$64,728	86,573	337,891	0	0	\$3,000	\$786,047
Director	\$264,115	\$59,100	107,506	337,891	0	0	\$21,000	\$789,612
Senior Director	\$258,376	\$63,519	23,836	0	0	0	\$7,439	\$353,171
Chief Counsel	\$272,988	\$61,254	93,691	337,891	0	0	\$1,250	\$767,075
Senior Director	\$272,313	\$58,867	67,529	0	0	0	\$25,300	\$424,010
Director	\$254,138	\$50,301	0	0	0	0	\$17,430	\$321,868
Senior Director	\$282,517	\$98,603	114,421	337,891	0	0	\$2,400	\$835,832
Senior Director	\$292,803	\$101,362	112,111	337,891	0	0	\$4,900	\$849,068
Director	\$253,477	\$59,155	57,913	0	0	0	\$32,000	\$402,545
Senior Director	\$258,405	\$54,521	100,606	337,891	0	0	\$8,300	\$759,723
Senior Director	\$310,359	\$104,527	128,564	422,360	0	0	\$0	\$965,810
Director	\$253,998	\$57,288	96,922	337,891	0	0	\$6,800	\$752,900
Senior Director	\$335,729	\$121,628	135,620	422,360	0	0	\$13,648	\$1,028,985
Senior Director	\$256,000	\$74,779	93,691	337,891	0	0	\$10,500	\$772,862
Senior Director	\$256,053	\$62,483	59,361	0	0	0	\$9,700	\$387,598
Senior Director	\$285,000	\$70,042	86,573	337,891	0	0	\$3,000	\$782,506
Director	\$269,558	\$61,184	77,082	337,891	0	0	\$5,020	\$750,736
Director	\$271,448	\$48,344	89,086	337,891	0	0	\$500	\$747,269

2023 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
			Short-Term Incentive Payout <sup>10</sup>	Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>			
Chief	\$160,428	\$0	0	0	0	0	\$20,000	\$180,428
Senior Director	\$256,163	\$93,210	107,506	337,891	0	0	\$8,300	\$803,070
Director	\$253,873	\$56,893	86,573	337,891	0	0	\$3,600	\$738,830
Senior Director	\$186,993	\$54,622	93,488	337,891	0	0	\$0	\$672,994
Chief	\$154,822	\$36,219	72,415	168,938	0	0	\$4,222	\$436,616
Senior Director	\$338,698	\$117,273	142,878	422,360	0	0	\$0	\$1,021,209
Senior Director	\$266,233	\$47,019	28,114	0	0	0	\$25,500	\$366,866
Managing Counsel	\$284,038	\$95,168	142,878	337,891	0	0	\$800	\$860,776
Director	\$197,803	\$58,199	93,691	337,891	0	0	\$215,366	\$902,950
Director	\$235,039	\$50,889	50,998	0	0	0	\$0	\$336,926
Senior Director	\$283,306	\$100,753	158,988	422,360	0	0	\$830	\$966,237
Senior Director	\$256,000	\$90,136	107,506	265,485	0	0	\$4,000	\$723,127
Senior Director	\$289,999	\$103,791	142,878	337,891	0	0	\$7,800	\$882,361
Director	\$281,548	\$63,854	86,573	337,891	0	0	\$0	\$769,866
Director	\$262,383	\$62,734	93,691	337,891	0	0	\$5,099	\$761,798
Director	\$266,897	\$64,923	74,428	0	0	0	\$37,421	\$443,669
Chief	\$250,566	\$57,628	72,758	337,891	0	0	\$7,517	\$726,360
Senior Director	\$268,665	\$63,511	107,506	337,891	0	0	\$9,000	\$786,574
Director	\$193,169	\$41,348	52,262	0	0	0	\$0	\$286,779
Senior Director	\$264,717	\$89,251	93,691	337,891	0	0	\$8,200	\$793,750
Director	\$240,085	\$41,689	51,794	0	0	0	\$0	\$333,568
Director	\$251,489	\$58,317	102,901	337,891	0	0	\$0	\$750,598
Senior Director	\$280,000	\$73,792	107,506	337,891	0	0	\$6,500	\$805,690
Senior Director	\$311,818	\$115,089	142,878	422,360	0	0	\$4,200	\$996,346
Director	\$258,430	\$62,501	50,998	0	0	0	\$32,002	\$403,930
Director	\$251,086	\$59,925	88,946	337,891	0	0	\$5,000	\$742,848
Director	\$257,788	\$60,785	93,691	337,891	0	0	\$7,734	\$757,889
Director	\$266,100	\$62,857	98,296	337,891	0	0	\$9,500	\$774,645
Chief Counsel	\$250,293	\$56,263	96,002	337,891	0	0	\$0	\$740,449
Director	\$279,597	\$64,945	77,160	337,891	0	0	\$4,800	\$764,394
Senior Director	\$332,123	\$119,829	135,620	422,360	0	0	\$13,734	\$1,023,666
Senior Director	\$260,596	\$60,833	141,130	0	0	0	\$6,500	\$469,060
Senior Director	\$260,251	\$70,198	93,691	337,891	0	0	\$0	\$762,032
Senior Director	\$345,558	\$117,638	129,063	422,360	0	0	\$3,376	\$1,017,996
Managing Counsel	\$290,562	\$102,300	114,421	337,891	0	0	\$750	\$845,925
Chief Counsel	\$274,085	\$60,738	93,691	337,891	0	0	\$1,750	\$768,155
Chief Counsel	\$250,303	\$56,357	79,455	0	0	0	\$5,000	\$391,115
Senior Director	\$269,931	\$73,444	86,573	265,485	0	0	\$0	\$695,433
Chief Counsel	\$253,736	\$52,147	79,455	0	0	0	\$1,500	\$386,839
Senior Director	\$292,500	\$100,214	107,303	265,485	0	0	\$2,000	\$767,503
Senior Director	\$82,031	\$92,479	95,642	422,360	0	0	\$0	\$692,513
Chief Counsel	\$248,988	\$54,600	75,318	0	0	0	\$10,600	\$389,506
Chief Counsel	\$256,835	\$56,403	39,134	0	0	0	\$1,000	\$353,372
Director	\$124,850	\$46,786	85,353	0	0	0	\$9,600	\$266,589
Director	\$263,937	\$59,860	39,134	0	0	0	\$1,288	\$364,219
Senior Director	\$261,777	\$62,056	39,134	0	0	0	\$6,500	\$369,467
Director	\$212,617	\$62,255	39,134	0	0	0	\$6,800	\$320,806
Director	\$285,000	\$0	31,321	0	0	0	\$6,020	\$322,341
Senior Director	\$127,738	\$0	0	0	0	0	\$50,000	\$177,738
Managing Counsel	\$207,813	\$0	0	0	0	0	\$25,750	\$233,563
Senior Director	\$57,484	\$0	0	0	0	0	\$15,000	\$72,484
Managing Counsel	\$66,250	\$0	0	0	0	0	\$165,000	\$231,250
Director	\$40,379	\$0	0	0	0	0	\$30,000	\$70,379



**2023 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**

**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 Physical <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.		CEO PG&E Corporation	\$23,100	\$336,526	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$21,192	\$402,172
Singh	Sumeet		EVP, Operations & COO	\$631,942	\$141,741	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$795,038
Glickman	Jason		EVP, Engineering, Planning & Strategy	\$19,800	\$140,730	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$16,915	\$0	\$0	\$198,799
Santos	Marlene		EVP and Chief Customer Officer	\$26,400	\$186,817	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$7,700	\$6,381	\$0	\$248,651
Simon	John R.		EVP, Gen Cnsl & Chf Ethics & Compl Ofr	\$677,561	\$38,084	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$736,999
Burke	Carolyn		EVP & Chief Financial Officer	\$23,100	\$75,469	\$35	\$86	\$14,950	\$916	\$95	\$55	\$9,215	\$700	\$242,583	\$367,083
Williams	Stephanic		VP, Controller, Utility CFO	\$231,417	\$54,415	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$5,769	\$312,955
Wright	Adam		EVP, Operations & COO	\$10,430	\$83,143	\$12	\$29	\$4,983	\$305	\$32	\$19	\$7,700	\$0	\$53,912	\$160,524
Foster	Christopher A.		EVP & Chief Financial Officer	\$294,530	\$58,142	\$20	\$48	\$8,306	\$509	\$53	\$31	\$0	\$0	\$217,803	\$579,374
Thomason	David		VP, Controller, Utility CFO	\$109,870	\$20,186	\$8	\$19	\$3,322	\$203	\$21	\$12	\$0	\$0	\$91,583	\$225,197
Cox	Julius		EVP, People, Shared Svcs, & Supply Chain	\$23,100	\$102,534	\$35	\$86	\$14,950	\$916	\$95	\$55	\$7,700	\$0	\$66,025	\$215,375
<b>Other Officers of Pacific Gas and Electric Company</b>															
				\$26,400	\$121,109	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$168,863
				\$19,800	\$124,730	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$165,884
				\$417,289	\$93,460	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$30,287	\$562,390
				\$139,659	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$139,659
				\$246,757	\$56,958	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$19,024	\$344,093
				\$110,751	\$23,807	\$16	\$38	\$6,644	\$407	\$42	\$24	\$0	\$0	\$71,338	\$213,013
				\$184,141	\$43,081	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$10,577	\$259,153
				\$250,458	\$57,740	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$1,432	\$330,984
				\$173,264	\$38,606	\$31	\$76	\$13,289	\$814	\$85	\$48	\$0	\$5,429	\$60,212	\$291,747
				\$216,474	\$50,410	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$288,237
				\$203,391	\$46,983	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$4,500	\$276,228
				\$29,700	\$60,751	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$111,805
				\$299,573	\$68,719	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$3,446	\$393,093
				\$202,749	\$46,958	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$271,061
				\$29,201	\$49,881	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$654	\$101,090
				\$216,081	\$51,468	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$288,903
				\$192,455	\$46,972	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$665	\$1,082	\$262,527
				\$192,370	\$44,244	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$257,968
				\$304,716	\$19,395	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$6,672	\$352,136
				\$225,942	\$53,600	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$300,896
				\$146,930	\$36,283	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,433	\$0	\$206,999
				\$223,853	\$53,535	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$762	\$0	\$299,505
				\$287,763	\$66,498	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$2,125	\$377,740
				\$294,736	\$20,465	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$336,555
				\$190,376	\$45,102	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$732	\$1,220	\$258,785
				\$209,951	\$48,628	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$279,933
				\$263,220	\$61,236	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,790	\$0	\$348,600
				\$155,137	\$38,696	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$168	\$0	\$215,355
				\$227,124	\$52,591	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$149	\$3,994	\$305,212
				\$230,560	\$53,654	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$2,403	\$307,970
				\$227,721	\$54,454	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,327	\$1,869	\$307,726
				\$247,536	\$56,481	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$1,399	\$326,770
				\$257,558	\$60,026	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$338,938
				\$254,081	\$58,846	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$334,281
				\$329,779	\$74,522	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$83	\$3,654	\$429,393
				\$217,669	\$50,608	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$289,631
				\$29,700	\$65,425	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$116,479
				\$12,797	\$37,101	\$24	\$57	\$9,967	\$610	\$64	\$36	\$0	\$0	\$45,230	\$105,805
				\$26,400	\$61,664	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$716	\$110,135
				\$7,219	\$22,668	\$16	\$38	\$6,644	\$407	\$42	\$24	\$0	\$0	\$10,445	\$47,449
				\$26,400	\$70,600	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$3,461	\$121,816
				\$26,400	\$59,065	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$106,819
				\$8,656	\$16,075	\$16	\$38	\$6,644	\$407	\$42	\$24	\$0	\$0	\$0	\$31,848
				\$23,100	\$50,421	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$193,365	\$288,240
				\$23,100	\$63,563	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$434	\$0	\$108,451
				\$26,400	\$70,126	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$117,880

**2023 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**

**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 Physical <sup>20</sup>	Fitness <sup>21</sup>	Other Benefits <sup>22</sup>	Benefits Total
	VP	\$19,489	\$55,900	\$39	\$95	\$16,611	\$1,017	\$106	\$61	\$0	\$0	\$9,876	\$103,060
	SVP	\$26,400	\$88,385	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$464	\$0	\$136,603
	SVP	\$26,400	\$101,565	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$1,802	\$0	\$151,122
	SVP	\$23,100	\$106,960	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$21,726	\$173,140
	VP	\$23,100	\$60,751	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$105,205
	VP	\$2,042	\$12,741	\$4	\$10	\$1,661	\$102	\$11	\$7	\$0	\$0	\$42,725	\$59,289
	VP	\$26,400	\$59,837	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$6,368	\$0	\$113,958
	SVP	\$23,100	\$77,418	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$141,758	\$263,631
	VP	\$26,400	\$54,325	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$133,008	\$235,086
	VP	\$23,100	\$50,700	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,747	\$0	\$97,901
	VP	\$23,100	\$52,000	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$96,454
	VP	\$14,850	\$32,175	\$35	\$86	\$14,950	\$916	\$95	\$55	\$0	\$478	\$184,387	\$247,906
	VP	\$7,489	\$16,226	\$20	\$48	\$8,306	\$509	\$53	\$31	\$0	\$0	\$87,426	\$120,040
<b>Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more</b>													
	Chief Counsel	\$139,084	\$11,851	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$172,289
	Chief Counsel	\$53,291	\$2,959	\$12	\$29	\$4,983	\$305	\$32	\$19	\$0	\$0	\$53,786	\$115,375
	Chief Counsel	\$175,610	\$14,969	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$211,933
	Chief Counsel	\$174,419	\$14,860	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$1,641	\$0	\$212,273
	Senior Director	\$186,756	\$14,147	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$222,257
	Director	\$135,463	\$11,763	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$168,579
	Director	\$144,704	\$12,287	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$178,345
	Director	\$135,117	\$11,680	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$168,151
	Senior Director	\$126,509	\$8,508	\$31	\$76	\$13,289	\$814	\$85	\$48	\$0	\$0	\$40,166	\$189,419
	Senior Director	\$25,920	\$15,552	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$731	\$0	\$63,557
	Senior Director	\$174,277	\$13,052	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$208,682
	Senior Director	\$171,208	\$13,950	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$206,512
	Chief Counsel	\$132,685	\$11,332	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$165,371
	Senior Director	\$135,397	\$11,538	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$168,289
	Senior Director	\$151,591	\$12,687	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$185,632
	Senior Director	\$154,249	\$12,008	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$206	\$0	\$187,817
	Senior Director	\$182,717	\$14,211	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$3,087	\$0	\$221,369
	Senior Director	\$27,604	\$16,562	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$55	\$0	\$65,576
	Senior Director	\$131,461	\$11,193	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$164,009
	Senior Director	\$145,937	\$12,362	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$179,653
	Senior Director	\$142,992	\$34,808	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$199,153
	Senior Director	\$26,240	\$45,048	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$4,730	\$0	\$97,372
	Chief Counsel	\$170,300	\$14,506	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$206,159
	Chief Counsel	\$39,608	\$1,092	\$4	\$10	\$1,661	\$102	\$11	\$7	\$0	\$0	\$35,587	\$78,067
	Senior Director	\$177,351	\$13,712	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$591	\$213,008
	Director	\$98,617	\$7,729	\$31	\$76	\$13,289	\$814	\$85	\$48	\$0	\$699	\$5,305	\$126,586
	Director	\$153,864	\$12,852	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$188,070
	Chief	\$137,885	\$11,450	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$168	\$4,735	\$175,592
	Senior Director	\$157,085	\$13,167	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$191,606
	Senior Director	\$183,707	\$14,324	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$5,924	\$225,309
	Director	\$92,247	\$7,051	\$28	\$67	\$11,628	\$712	\$74	\$43	\$0	\$0	\$54,851	\$166,605
	Director	\$131,089	\$11,185	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$163,627
	Director	\$31,315	\$194	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$48,743	\$80,252
	Director	\$122,766	\$10,971	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$155,091
	Director	\$132,958	\$11,349	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$975	\$0	\$166,636
	Senior Director	\$137,416	\$9,616	\$35	\$86	\$14,950	\$916	\$95	\$55	\$0	\$0	\$8,280	\$171,328
	Manager	\$127,341	\$11,287	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$159,982
	Chief Counsel	\$147,903	\$12,598	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$181,855
	Senior Director	\$176,976	\$13,675	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$212,005
	Senior Director	\$135,109	\$11,583	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$168,045
	Managing Counsel	\$174,481	\$13,562	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$209,397
	Senior Director	\$146,292	\$11,549	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$179,195
	Senior Director	\$147,578	\$12,061	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$180,993
	Director	\$132,991	\$11,294	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$165,639
	Managing Counsel	\$177,614	\$13,860	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$212,828
	Chief Counsel	\$156,701	\$13,368	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$191,423

**2023 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**

**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 Physical <sup>20</sup>	Fitness <sup>21</sup>	Other Benefits <sup>22</sup>	Benefits Total
Senior Director	\$154,852	\$11,953	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$188,160
Interim Lead	\$159,483	\$12,240	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$193,077
Director	\$117,667	\$10,413	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$149,434
Senior Director	\$185,073	\$14,439	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$3,823	\$0	\$224,689
Director	\$133,760	\$11,622	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$166,736
Senior Director	\$155,782	\$11,858	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$23	\$0	\$189,016
Senior Director	\$167,775	\$12,867	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$175	\$554	\$202,725
Senior Director	\$167,083	\$13,431	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$201,868
Senior Director	\$147,932	\$11,551	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$621	\$181,457
Senior Director	\$159,915	\$12,311	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$193,580
Senior Director	\$120,977	\$10,278	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$152,609
Managing Counsel	\$185,120	\$14,426	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$220,901
Director	\$136,684	\$11,319	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$169,357
Senior Director	\$187,677	\$14,505	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$223,536
Senior Director	\$187,583	\$14,813	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$700	\$0	\$224,450
Senior Director	\$21,214	\$15,911	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$706	\$0	\$59,185
Senior Director	\$129,433	\$11,075	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$161,862
Chief Counsel	\$139,583	\$11,902	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$180	\$0	\$173,019
Senior Director	\$158,428	\$13,020	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$139	\$0	\$192,940
Senior Director	\$144,007	\$11,624	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$973	\$177,958
Director	\$134,852	\$11,497	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$167,703
Senior Director	\$109,470	\$8,781	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$507	\$0	\$140,112
Director	\$134,451	\$11,309	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$167,114
Chief Counsel	\$135,591	\$11,590	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$168,535
Senior Director	\$160,954	\$13,500	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$195,808
Director	\$132,549	\$11,285	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$165,187
Senior Director	\$104,068	\$5,456	\$16	\$38	\$6,644	\$407	\$42	\$24	\$0	\$0	\$22,623	\$139,264
Senior Director	\$140,910	\$11,515	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$626	\$0	\$174,405
Senior Director	\$154,387	\$11,925	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$187,666
Senior Director	\$187,529	\$14,531	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$223,413
Director	\$129,129	\$11,370	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$17	\$0	\$161,870
Senior Director	\$145,332	\$11,700	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$178,386
Senior Director	\$144,454	\$11,946	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$177,753
Senior Director	\$141,128	\$11,470	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$3,307	\$0	\$177,259
Chief Counsel	\$24,224	\$16,150	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$61,728
Senior Director	\$175,669	\$13,716	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$210,739
Senior Director	\$141,616	\$11,515	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$220	\$0	\$174,705
Director	\$144,465	\$12,201	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$178,020
Managing Counsel and Senior Director	\$171,030	\$13,399	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$205,783
Chief Counsel	\$134,973	\$11,506	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$1,903	\$0	\$169,735
Director	\$141,517	\$11,979	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$548	\$0	\$175,398
Managing Counsel	\$162,803	\$12,660	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$619	\$0	\$197,435
Chief Counsel	\$143,498	\$12,158	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$203	\$0	\$177,214
Director	\$151,221	\$12,329	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,326	\$0	\$187,230
Senior Director	\$166,301	\$12,994	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$200,648
Senior Director	\$158,016	\$12,194	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$191,563
Director	\$148,799	\$12,516	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$2,054	\$184,723
Senior Director	\$171,086	\$13,289	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$160	\$0	\$205,888
Senior Director	\$165,307	\$12,835	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$199,495
Director	\$124,325	\$10,108	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$155,787
Senior Director	\$17,632	\$15,114	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$1,196	\$0	\$55,296
Managing Counsel	\$174,258	\$13,599	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,646	\$0	\$211,858
Director	\$130,897	\$11,256	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$484	\$0	\$163,992
Senior Director	\$142,961	\$12,291	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$176,607
Director	\$154,546	\$12,994	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$188,894
Senior Director	\$123,369	\$10,351	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$1,100	\$156,174
Director	\$141,309	\$11,993	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$525	\$175,181
Senior Director	\$150,535	\$12,610	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$184,499
Senior Director	\$129,183	\$10,902	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$250	\$0	\$161,688
Director	\$147,403	\$12,554	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$3,364	\$184,675
Chief Counsel	\$140,978	\$12,039	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$174,371

**2023 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**

**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 Physical <sup>20</sup>	Fitness <sup>21</sup>	Other Benefits <sup>22</sup>	Total
Senior Director	\$141,657	\$11,509	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$174,519
Senior Director	\$127,835	\$10,821	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$160,010
Senior Director	\$182,042	\$13,924	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$217,319
Senior Director	\$19,071	\$16,347	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,573	\$0	\$59,344
Senior Director	\$155,965	\$12,076	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$379	\$0	\$189,775
Senior Director	\$137,846	\$11,711	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$170,911
Chief Counsel	\$130,632	\$11,172	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$333	\$0	\$163,490
Director	\$147,239	\$12,379	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$180,972
Director	\$127,412	\$11,212	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$159,978
Senior Director	\$128,888	\$11,091	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$161,333
Senior Director	\$137,023	\$11,721	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$170,098
Senior Director	\$127,162	\$11,071	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$949	\$160,536
Chief Counsel	\$135,931	\$11,609	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$640	\$0	\$169,534
Senior Director	\$165,675	\$12,933	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$199,963
Senior Director	\$158,116	\$12,177	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$191,647
Director	\$132,891	\$11,164	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$165,410
Senior Director	\$165,105	\$12,841	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$199,300
Senior Director	\$141,402	\$12,281	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$627	\$1,058	\$176,722
Senior Director	\$184,801	\$14,425	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$346	\$0	\$220,926
Director	\$3,095	\$3,095	\$8	\$19	\$3,322	\$203	\$21	\$12	\$0	\$0	\$0	\$9,748
Senior Director	\$17,913	\$15,354	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$858	\$0	\$55,479
Director	\$17,866	\$15,314	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$494	\$55,028
Senior Director	\$154,549	\$13,223	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,462	\$577	\$192,166
Director	\$139,306	\$11,885	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$983	\$173,528
Senior Director	\$138,737	\$11,627	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$171,718
Chief Counsel	\$144,058	\$12,284	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$177,697
Senior Director	\$142,739	\$12,254	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$176,347
Director	\$17,790	\$15,248	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,234	\$0	\$56,627
Senior Director	\$19,776	\$16,951	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$665	\$0	\$58,746
Senior Director	\$20,496	\$17,568	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$5,525	\$64,943
Director	\$134,744	\$11,406	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$146	\$0	\$167,650
Senior Director	\$15,504	\$15,504	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$2,014	\$0	\$54,377
Senior Director	\$178,816	\$13,966	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$214,136
Director	\$20,320	\$15,240	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$52	\$0	\$56,966
Senior Director	\$197,121	\$15,108	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$836	\$0	\$234,419
Senior Director	\$142,566	\$11,520	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$175,440
Senior Director	\$137,289	\$11,522	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$170,166
Senior Director	\$153,023	\$12,825	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$187,202
Director	\$24,260	\$16,173	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$61,787
Director	\$24,430	\$16,287	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$134,130	\$196,201
Chief	\$14,438	\$9,626	\$28	\$67	\$11,628	\$712	\$74	\$43	\$0	\$0	\$0	\$36,521
Senior Director	\$17,931	\$15,370	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$54,655
Director	\$20,310	\$15,232	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$56,896
Senior Director	\$104,136	\$8,415	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$133,904
Chief	\$82,339	\$6,967	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$110,660
Senior Director	\$196,523	\$15,241	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$233,119
Senior Director	\$18,636	\$15,974	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$410	\$0	\$56,373
Managing Counsel	\$19,883	\$17,042	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$58,279
Director	\$110,337	\$8,901	\$35	\$86	\$14,950	\$916	\$95	\$55	\$0	\$897	\$53,774	\$189,924
Director	\$16,453	\$14,102	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$51,909
Senior Director	\$19,831	\$16,998	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$58,183
Senior Director	\$17,920	\$15,360	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$662	\$0	\$55,296
Senior Director	\$23,200	\$17,400	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$1,071	\$63,025
Director	\$28,155	\$16,893	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$66,402
Director	\$20,991	\$15,743	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$58,088
Director	\$18,683	\$16,014	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$56,051
Chief	\$25,057	\$15,034	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$394	\$0	\$61,839
Senior Director	\$24,180	\$16,120	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$61,654
Director	\$13,522	\$11,590	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$46,466
Senior Director	\$18,530	\$15,883	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$55,767
Director	\$16,806	\$14,405	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$52,565

**2023 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**

**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 Physical <sup>20</sup>	Fitness <sup>21</sup>	Other Benefits <sup>22</sup>	Benefits Total
Director	\$15,089	\$15,089	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$51,532
Senior Director	\$22,400	\$16,800	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$60,554
Senior Director	\$21,827	\$18,709	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$77	\$0	\$61,967
Director	\$15,506	\$15,506	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$1,000	\$53,366
Director	\$17,576	\$15,065	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$53,995
Director	\$23,201	\$15,467	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$60,022
Director	\$21,288	\$15,966	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$108	\$0	\$58,716
Chief Counsel	\$20,023	\$15,018	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$56,395
Director	\$25,164	\$16,776	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$63,294
Senior Director	\$26,400	\$19,927	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$1,282	\$68,963
Senior Director	\$18,242	\$15,636	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$185	\$13,436	\$68,852
Senior Director	\$20,820	\$15,615	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$57,789
Senior Director	\$29,700	\$20,733	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$3,701	\$0	\$75,489
Managing Counsel	\$23,245	\$17,434	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$4,079	\$0	\$66,112
Chief Counsel	\$21,927	\$16,445	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$59,726
Chief Counsel	\$17,521	\$15,018	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$53,893
Senior Director	\$16,196	\$16,196	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$694	\$0	\$54,440
Chief Counsel	\$17,762	\$15,224	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$478	\$0	\$54,818
Senior Director	\$20,475	\$17,550	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$4,190	\$0	\$63,569
Senior Director	\$6,563	\$4,922	\$12	\$29	\$4,983	\$305	\$32	\$19	\$0	\$0	\$20,788	\$37,612
Chief Counsel	\$17,429	\$14,939	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$1,625	\$0	\$55,347
Chief Counsel	\$17,978	\$15,410	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$54,742
Director	\$8,739	\$7,491	\$24	\$57	\$9,967	\$610	\$64	\$36	\$0	\$0	\$20,024	\$46,931
Director	\$21,115	\$15,836	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$0	\$58,305
Senior Director	\$15,707	\$15,707	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$5,000	\$57,768
Director	\$14,883	\$12,757	\$35	\$86	\$14,950	\$916	\$95	\$55	\$0	\$0	\$11,973	\$55,629
Director	\$19,950	\$17,100	\$47	\$115	\$19,933	\$1,221	\$127	\$73	\$0	\$0	\$105,685	\$164,089
Senior Director	\$7,664	\$7,664	\$20	\$48	\$8,306	\$509	\$53	\$31	\$0	\$280	\$106,218	\$130,726
Managing Counsel	\$14,547	\$12,469	\$35	\$86	\$14,950	\$916	\$95	\$55	\$0	\$0	\$0	\$43,032
Senior Director	\$3,449	\$3,449	\$12	\$29	\$4,983	\$305	\$32	\$19	\$0	\$0	\$0	\$12,237
Managing Counsel	\$3,975	\$3,975	\$8	\$19	\$3,322	\$203	\$21	\$12	\$0	\$0	\$0	\$11,508
Director	\$2,827	\$2,423	\$8	\$19	\$3,322	\$203	\$21	\$12	\$0	\$0	\$0	\$8,808

**2023 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>
<b><u>Officers Name in Publicly Disclosed Proxy Statement</u></b>						
Poppe	Patricia K.	CEO PG&E Corporation	\$28,030,833	\$402,172	\$445,751	\$28,433,005
Singh	Sumeet	EVP, Operations & COO	\$3,136,691	\$795,038	\$46,172	\$3,931,729
Glickman	Jason	EVP, Engineering, Planning & Strategy	\$1,373,518	\$198,799	\$33,626	\$1,572,317
Santos	Marlene	EVP and Chief Customer Officer	\$3,577,404	\$248,651	\$39,507	\$3,826,056
Simon	John R.	EVP, Gen Cnsl & Chf Ethics & Compl Ofr	\$6,044,612	\$736,999	\$25,799	\$6,781,612
Burke	Carolyn	EVP & Chief Financial Officer	\$580,552	\$367,083	\$38,969	\$947,634
Williams	Stephanie	VP, Controller, Utility CFO	\$1,382,331	\$312,955	\$37,486	\$1,695,286
Wright	Adam	EVP, Operations & COO	\$2,198,419	\$160,524	\$6,428	\$2,358,943
Foster	Christopher A.	EVP & Chief Financial Officer	\$1,613,363	\$579,374	\$28,201	\$2,192,736
Thomason	David	VP, Controller, Utility CFO	\$1,944,327	\$225,197	\$740	\$2,169,524
Cox	Julius	EVP, People, Shared Svcs, & Supply Chain	\$1,459,813	\$215,375	\$17,988	\$1,675,188
<b><u>Other Officers of Pacific Gas and Electric Company</u></b>						
			\$2,468,584	\$168,863	\$78,597	\$2,637,447
			\$1,631,300	\$165,884	\$54,385	\$1,797,184
			\$1,749,144	\$562,390	\$14,596	\$2,311,534
			\$1,985,246	\$139,659	\$0	\$2,124,905
			\$1,107,056	\$344,093	\$38,843	\$1,451,149
			\$1,613,371	\$213,013	\$23,386	\$1,826,384
			\$854,625	\$259,153	\$61,439	\$1,113,777
			\$1,227,280	\$330,984	\$8,825	\$1,558,264
			\$977,219	\$291,747	\$13,470	\$1,268,966
			\$975,240	\$288,237	\$43,369	\$1,263,477
			\$901,193	\$276,228	\$44,226	\$1,177,420
			\$661,609	\$111,805	\$18,892	\$773,414
			\$1,536,954	\$393,093	\$36,979	\$1,930,047
			\$899,703	\$271,061	\$14,871	\$1,170,764
			\$946,328	\$101,090	\$7,264	\$1,047,419
			\$1,067,507	\$288,903	\$4,530	\$1,356,410
			\$927,301	\$262,527	\$19,800	\$1,189,828
			\$989,457	\$257,968	\$10,541	\$1,247,425
			\$1,983,183	\$352,136	\$49,199	\$2,335,319
			\$1,112,618	\$300,896	\$6,210	\$1,413,515
			\$790,197	\$206,999	\$11,768	\$997,197
			\$1,089,225	\$299,505	\$14,561	\$1,388,729
			\$1,736,972	\$377,740	\$14,580	\$2,114,712
			\$1,573,992	\$336,555	\$6,342	\$1,910,547
			\$931,687	\$258,785	\$17,294	\$1,190,472
			\$916,413	\$279,933	\$25,954	\$1,196,346

**2023 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>
[REDACTED]	SVP	\$1,452,650	\$348,600	\$9,798	\$1,801,250
[REDACTED]	VP	\$797,741	\$215,355	\$34,750	\$1,013,096
[REDACTED]	VP	\$1,075,766	\$305,212	\$23,343	\$1,380,978
[REDACTED]	VP	\$1,169,286	\$307,970	\$22,371	\$1,477,257
[REDACTED]	VP	\$1,359,983	\$307,726	\$7,494	\$1,667,709
[REDACTED]	VP	\$1,044,989	\$326,770	\$9,599	\$1,371,760
[REDACTED]	SVP	\$1,132,142	\$338,938	\$27,237	\$1,471,080
[REDACTED]	SVP	\$1,226,293	\$334,281	\$4,076	\$1,560,574
[REDACTED]	SVP	\$1,551,778	\$429,393	\$41,101	\$1,981,171
[REDACTED]	VP	\$880,412	\$289,631	\$33,967	\$1,170,043
[REDACTED]	SVP	\$1,133,770	\$116,479	\$26,837	\$1,250,249
[REDACTED]	VP	\$913,545	\$105,805	\$5,607	\$1,019,350
[REDACTED]	VP	\$1,098,511	\$110,135	\$30,053	\$1,208,645
[REDACTED]	VP	\$683,834	\$47,449	\$4,879	\$731,283
[REDACTED]	SVP	\$1,067,207	\$121,816	\$13,927	\$1,189,023
[REDACTED]	VP	\$1,360,858	\$106,819	\$15,694	\$1,467,677
[REDACTED]	VP	\$183,651	\$31,848	\$621	\$215,499
[REDACTED]	VP	\$878,945	\$288,240	\$34,860	\$1,167,185
[REDACTED]	VP	\$1,149,887	\$108,451	\$30,089	\$1,258,338
[REDACTED]	VP	\$1,614,178	\$117,880	\$6,009	\$1,732,058
[REDACTED]	VP	\$1,375,231	\$103,060	\$20,261	\$1,478,291
[REDACTED]	SVP	\$1,190,118	\$136,603	\$26,857	\$1,326,721
[REDACTED]	SVP	\$1,215,004	\$151,122	\$27,192	\$1,366,125
[REDACTED]	SVP	\$1,351,900	\$173,140	\$63,244	\$1,525,039
[REDACTED]	VP	\$771,943	\$105,205	\$26,883	\$877,147
[REDACTED]	VP	\$831,635	\$59,289	\$0	\$890,924
[REDACTED]	VP	\$674,716	\$113,958	\$13,945	\$788,674
[REDACTED]	SVP	\$994,226	\$263,631	\$16,605	\$1,257,857
[REDACTED]	VP	\$558,941	\$235,086	\$11,921	\$794,028
[REDACTED]	VP	\$740,000	\$97,901	\$64,667	\$837,901
[REDACTED]	VP	\$731,682	\$96,454	\$10,793	\$828,136
[REDACTED]	VP	\$297,500	\$247,906	\$14,303	\$545,406
[REDACTED]	VP	\$124,845	\$120,040	\$23,338	\$244,885
<b>Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more</b>					
[REDACTED]	Chief Counsel	\$755,283	\$172,289	\$7,287	\$927,572
[REDACTED]	Chief Counsel	\$842,363	\$115,375	\$628	\$957,737
[REDACTED]	Chief Counsel	\$844,635	\$211,933	\$6,637	\$1,056,568
[REDACTED]	Chief Counsel	\$841,072	\$212,273	\$2,014	\$1,053,345
[REDACTED]	Senior Director	\$992,556	\$222,257	\$9,965	\$1,214,813
[REDACTED]	Director	\$377,433	\$168,579	\$6,195	\$546,012

2023 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

		Total Compensation Received or Deferred <sup>23</sup>	Total Benefits <sup>24</sup>	Expense Reimbursements	Aggregate Compensation
Director		\$769,823	\$178,345	\$6,737	\$948,169
Director		\$747,784	\$168,151	\$7,784	\$915,936
Senior Director		\$863,369	\$189,419	\$4,705	\$1,052,787
Senior Director		\$361,416	\$63,557	\$4,821	\$424,973
Senior Director		\$877,667	\$208,682	\$8,760	\$1,086,349
Senior Director		\$835,732	\$206,512	\$10,860	\$1,042,244
Chief Counsel		\$736,800	\$165,371	\$26,421	\$902,171
Senior Director		\$752,928	\$168,289	\$12,505	\$921,218
Senior Director		\$809,855	\$185,632	\$11,809	\$995,487
Senior Director		\$824,599	\$187,817	\$41,459	\$1,012,416
Senior Director		\$1,001,793	\$221,369	\$3,107	\$1,223,162
Senior Director		\$367,620	\$65,576	\$24,247	\$433,195
Senior Director		\$400,706	\$164,009	\$25,035	\$564,715
Senior Director		\$770,566	\$179,653	\$22,781	\$950,219
Senior Director		\$774,871	\$199,153	\$13,055	\$974,024
Senior Director		\$418,102	\$97,372	\$13,210	\$515,474
Chief Counsel		\$826,909	\$206,159	\$420	\$1,033,069
Chief Counsel		\$879,170	\$78,067	\$35	\$957,237
Senior Director		\$965,863	\$213,008	\$2,746	\$1,178,870
Director		\$629,968	\$126,586	\$1,162	\$756,555
Director		\$822,918	\$188,070	\$2,096	\$1,010,987
Chief		\$410,053	\$175,592	\$4,521	\$585,645
Senior Director		\$804,959	\$191,606	\$5,708	\$996,565
Senior Director		\$906,140	\$225,309	\$14,906	\$1,131,448
Director		\$627,008	\$166,605	\$7,192	\$793,614
Director		\$727,496	\$163,627	\$8,884	\$891,124
Director		\$860,021	\$80,252	\$0	\$940,273
Director		\$334,300	\$155,091	\$7,336	\$489,391
Director		\$736,583	\$166,636	\$7,668	\$903,219
Senior Director		\$901,469	\$171,328	\$7,891	\$1,072,797
Manager		\$319,243	\$159,982	\$4,308	\$479,224
Chief Counsel		\$775,244	\$181,855	\$3,287	\$957,099
Senior Director		\$866,930	\$212,005	\$11,647	\$1,078,935
Senior Director		\$380,294	\$168,045	\$4,256	\$548,339
Managing Counsel		\$970,817	\$209,397	\$2,047	\$1,180,214
Senior Director		\$800,717	\$179,195	\$5,081	\$979,912
Senior Director		\$795,338	\$180,993	\$45,974	\$976,331
Director		\$740,335	\$165,639	\$747	\$905,974
Managing Counsel		\$981,086	\$212,828	\$4,187	\$1,193,914
Chief Counsel		\$796,159	\$191,423	\$1,494	\$987,582
Senior Director		\$811,599	\$188,160	\$12,121	\$999,759



2023 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

		Total Compensation Received or Deferred <sup>23</sup>	Total Benefits <sup>24</sup>	Expense Reimbursements	Aggregate Compensation
	Interim Lead	\$784,337	\$193,077	\$426	\$977,414
	Director	\$316,858	\$149,434	\$596	\$466,292
	Senior Director	\$998,843	\$224,689	\$4,974	\$1,223,531
	Director	\$366,131	\$166,736	\$5,801	\$532,867
	Senior Director	\$815,826	\$189,016	\$7,681	\$1,004,843
	Senior Director	\$971,818	\$202,725	\$17,300	\$1,174,543
	Senior Director	\$851,162	\$201,868	\$27,846	\$1,053,030
	Senior Director	\$464,753	\$181,457	\$2,999	\$646,210
	Senior Director	\$947,070	\$193,580	\$3,997	\$1,140,650
	Senior Director	\$388,194	\$152,609	\$16,874	\$540,803
	Managing Counsel	\$976,398	\$220,901	\$3,469	\$1,197,298
	Director	\$739,760	\$169,357	\$11,052	\$909,117
	Senior Director	\$1,002,385	\$223,536	\$2,330	\$1,225,921
	Senior Director	\$1,017,887	\$224,450	\$23,080	\$1,242,337
	Senior Director	\$382,275	\$59,185	\$23,655	\$441,460
	Senior Director	\$731,892	\$161,862	\$1,987	\$893,754
	Chief Counsel	\$761,046	\$173,019	\$1,486	\$934,065
	Senior Director	\$799,164	\$192,940	\$1,257	\$992,104
	Senior Director	\$767,503	\$177,958	\$29,826	\$945,461
	Director	\$748,038	\$167,703	\$12,514	\$915,741
	Senior Director	\$685,574	\$140,112	\$1,984	\$825,686
	Director	\$751,985	\$167,114	\$3,182	\$919,099
	Chief Counsel	\$747,179	\$168,535	\$1,903	\$915,714
	Senior Director	\$797,909	\$195,808	\$10,249	\$993,717
	Director	\$750,085	\$165,187	\$1,179	\$915,273
	Senior Director	\$1,281,124	\$139,264	\$203	\$1,420,388
	Senior Director	\$765,435	\$174,405	\$8,878	\$939,840
	Senior Director	\$810,009	\$187,666	\$3,861	\$997,674
	Senior Director	\$907,745	\$223,413	\$19,040	\$1,131,158
	Director	\$367,005	\$161,870	\$16,577	\$528,876
	Senior Director	\$792,694	\$178,386	\$2,640	\$971,080
	Senior Director	\$426,207	\$177,753	\$19,538	\$603,960
	Senior Director	\$772,997	\$177,259	\$34,860	\$950,256
	Chief Counsel	\$762,015	\$61,728	\$523	\$823,742
	Senior Director	\$888,354	\$210,739	\$3,383	\$1,099,093
	Senior Director	\$767,094	\$174,705	\$6,870	\$941,799
	Director	\$751,865	\$178,020	\$0	\$929,885
	Managing Counsel and Senior Director	\$962,810	\$205,783	\$3,962	\$1,168,593
	Chief Counsel	\$742,858	\$169,735	\$2,041	\$912,594
	Director	\$782,342	\$175,398	\$17,457	\$957,740
	Managing Counsel	\$816,981	\$197,435	\$6,928	\$1,014,417

2023 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

		Total Compensation Received or Deferred <sup>23</sup>	Total Benefits <sup>24</sup>	Expense Reimbursements	Aggregate Compensation
Chief Counsel		\$787,386	\$177,214	\$3,447	\$964,600
Director		\$786,469	\$187,230	\$2,377	\$973,699
Senior Director		\$843,832	\$200,648	\$8,683	\$1,044,480
Senior Director		\$840,164	\$191,563	\$9,572	\$1,031,727
Director		\$455,576	\$184,723	\$5,966	\$640,298
Senior Director		\$903,235	\$205,888	\$5,991	\$1,109,123
Senior Director		\$969,495	\$199,495	\$4,496	\$1,168,990
Director		\$736,256	\$155,787	\$3,093	\$892,043
Senior Director		\$805,702	\$55,296	\$4,176	\$860,998
Managing Counsel		\$970,300	\$211,858	\$5,152	\$1,182,158
Director		\$735,289	\$163,992	\$4,614	\$899,281
Senior Director		\$776,080	\$176,607	\$3,032	\$952,686
Director		\$794,285	\$188,894	\$21,994	\$983,179
Senior Director		\$673,025	\$156,174	\$0	\$829,199
Director		\$777,435	\$175,181	\$4,520	\$952,616
Senior Director		\$789,262	\$184,499	\$13,621	\$973,761
Senior Director		\$748,925	\$161,688	\$10,444	\$910,613
Director		\$778,414	\$184,675	\$0	\$963,089
Chief Counsel		\$763,284	\$174,371	\$5,504	\$937,655
Senior Director		\$687,643	\$174,519	\$33,514	\$862,163
Senior Director		\$739,794	\$160,010	\$1,742	\$899,803
Senior Director		\$996,460	\$217,319	\$12,020	\$1,213,779
Senior Director		\$795,944	\$59,344	\$5,750	\$855,288
Senior Director		\$848,924	\$189,775	\$10,030	\$1,038,699
Senior Director		\$388,473	\$170,911	\$18,955	\$559,383
Chief Counsel		\$737,983	\$163,490	\$6,445	\$901,473
Director		\$800,120	\$180,972	\$3,582	\$981,092
Director		\$366,666	\$159,978	\$1,598	\$526,644
Senior Director		\$658,220	\$161,333	\$9,333	\$819,553
Senior Director		\$420,357	\$170,098	\$16,252	\$590,454
Senior Director		\$327,892	\$160,536	\$28,267	\$488,428
Chief Counsel		\$676,061	\$169,534	\$1,081	\$845,595
Senior Director		\$829,732	\$199,963	\$3,042	\$1,029,695
Senior Director		\$819,170	\$191,647	\$13,357	\$1,010,817
Director		\$742,751	\$165,410	\$14,281	\$908,161
Senior Director		\$842,091	\$199,300	\$8,643	\$1,041,391
Senior Director		\$773,477	\$176,722	\$892	\$950,198
Senior Director		\$979,775	\$220,926	\$10,109	\$1,200,701
Director		\$51,580	\$9,748	\$28	\$61,327
Senior Director		\$750,470	\$55,479	\$13,839	\$805,949
Director		\$748,259	\$55,028	\$10,914	\$803,287

2023 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

	Total Compensation Received or Deferred <sup>23</sup>	Total Benefits <sup>24</sup>	Expense Reimbursements	Aggregate Compensation
Senior Director	\$786,047	\$192,166	\$6,289	\$978,213
Director	\$789,612	\$173,528	\$11,529	\$963,140
Senior Director	\$353,171	\$171,718	\$28,121	\$524,888
Chief Counsel	\$767,075	\$177,697	\$733	\$944,772
Senior Director	\$424,010	\$176,347	\$2,746	\$600,357
Director	\$321,868	\$56,627	\$18,163	\$378,495
Senior Director	\$835,832	\$58,746	\$9,791	\$894,578
Senior Director	\$849,068	\$64,943	\$5,085	\$914,011
Director	\$402,545	\$167,650	\$1,121	\$570,195
Senior Director	\$759,723	\$54,377	\$4,968	\$814,100
Senior Director	\$965,810	\$214,136	\$15,522	\$1,179,946
Director	\$752,900	\$56,966	\$4,879	\$809,866
Senior Director	\$1,028,985	\$234,419	\$6,153	\$1,263,403
Senior Director	\$772,862	\$175,440	\$6,593	\$948,302
Senior Director	\$387,598	\$170,166	\$15,790	\$557,764
Senior Director	\$782,506	\$187,202	\$5,923	\$969,708
Director	\$750,736	\$61,787	\$3,167	\$812,524
Director	\$747,269	\$196,201	\$945	\$943,470
Chief	\$180,428	\$36,521	\$4,615	\$216,948
Senior Director	\$803,070	\$54,655	\$19,565	\$857,724
Director	\$738,830	\$56,896	\$3,994	\$795,726
Senior Director	\$672,994	\$133,904	\$4,444	\$806,898
Chief	\$436,616	\$110,660	\$26,676	\$547,276
Senior Director	\$1,021,209	\$233,119	\$1,941	\$1,254,328
Senior Director	\$366,866	\$56,373	\$10,228	\$423,239
Managing Counsel	\$860,776	\$58,279	\$11,652	\$919,055
Director	\$902,950	\$189,924	\$4,697	\$1,092,874
Director	\$336,926	\$51,909	\$4,640	\$388,835
Senior Director	\$966,237	\$58,183	\$7,070	\$1,024,421
Senior Director	\$723,127	\$55,296	\$10,937	\$778,424
Senior Director	\$882,361	\$63,025	\$14,083	\$945,385
Director	\$769,866	\$66,402	\$13,834	\$836,268
Director	\$761,798	\$58,088	\$7,697	\$819,886
Director	\$443,669	\$56,051	\$22,773	\$499,719
Chief	\$726,360	\$61,839	\$1,036	\$788,199
Senior Director	\$786,574	\$61,654	\$7,592	\$848,228
Director	\$286,779	\$46,466	\$781	\$333,246
Senior Director	\$793,750	\$55,767	\$3,163	\$849,517
Director	\$333,568	\$52,565	\$9,110	\$386,133
Director	\$750,598	\$51,532	\$2,621	\$802,130
Senior Director	\$805,690	\$60,554	\$11,130	\$866,243

2023 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

		Total Compensation Received or Deferred <sup>23</sup>	Total Benefits <sup>24</sup>	Expense Reimbursements	Aggregate Compensation
	Senior Director	\$996,346	\$61,967	\$5,524	\$1,058,313
	Director	\$403,930	\$53,366	\$1,429	\$457,297
	Director	\$742,848	\$53,995	\$14,532	\$796,843
	Director	\$757,889	\$60,022	\$7,185	\$817,911
	Director	\$774,645	\$58,716	\$11,027	\$833,361
	Chief Counsel	\$740,449	\$56,395	\$741	\$796,844
	Director	\$764,394	\$63,294	\$10,746	\$827,688
	Senior Director	\$1,023,666	\$68,963	\$16,175	\$1,092,629
	Senior Director	\$469,060	\$68,852	\$18,736	\$537,912
	Senior Director	\$762,032	\$57,789	\$2,686	\$819,821
	Senior Director	\$1,017,996	\$75,489	\$10,835	\$1,093,485
	Managing Counsel	\$845,925	\$66,112	\$8,041	\$912,037
	Chief Counsel	\$768,155	\$59,726	\$1,185	\$827,881
	Chief Counsel	\$391,115	\$53,893	\$510	\$445,009
	Senior Director	\$695,433	\$54,440	\$27,151	\$749,872
	Chief Counsel	\$386,839	\$54,818	\$3,581	\$441,657
	Senior Director	\$767,503	\$63,569	\$8,644	\$831,071
	Senior Director	\$692,513	\$37,612	\$1,418	\$730,125
	Chief Counsel	\$389,506	\$55,347	\$867	\$444,853
	Chief Counsel	\$353,372	\$54,742	\$1,036	\$408,114
	Director	\$266,589	\$46,931	\$11,858	\$313,520
	Director	\$364,219	\$58,305	\$22,089	\$422,524
	Senior Director	\$369,467	\$57,768	\$10,877	\$427,235
	Director	\$320,806	\$55,629	\$1,916	\$376,434
	Director	\$322,341	\$164,089	\$18,586	\$486,430
	Senior Director	\$177,738	\$130,726	\$821	\$308,464
	Managing Counsel	\$233,563	\$43,032	\$3,889	\$276,594
	Senior Director	\$72,484	\$12,237	\$275	\$84,721
	Managing Counsel	\$231,250	\$11,508	\$630	\$242,758
	Director	\$70,379	\$8,808	\$6,454	\$79,187

## 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, 2023 and had a base salary of \$250,000 or more and any Officers or b.) employed during 2023 but departed prior to December 31, 2023 and received \$250,000 or more in base salary during the year.
2. Reflects the annual base salary approved for March 1, 2023, or upon hire/promotion/other increase.
3. Represents target Short-Term Incentive Plan award based on annual salary at March 1, 2023, or upon hire/promotion/other increase. Target awards range from 15% to 145% 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. 2023 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 2024 based on final 2023 year-end results; the results-based company score was 1.701.
4. Restricted stock units (RSUs) granted in 2023. The value of RSUs is based on the grant date closing price of PG&E Corporation common stock. RSUs from annual awards granted in 2023 generally vest in 33% increments over the first three years following the grant; RSUs from non-annual awards granted in 2023 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 2023. Generally, these performance shares vest, if at all, at the end of a performance period beginning on January 1, 2023 and ending on December 31, 2025. 2023 performance objectives were based 25% on Customer Experience metrics, 40% on Public Safety metrics, and 35% on Financial Stability metrics. The value of 85% PSUs (21.3% Customer Experience, 34.0% Public Safety, and 29.8% Financial Stability) granted in 2023 and the value of the remaining 15% Financial Stability PSUs for Total Shareholder Return (TSR) granted in 2023 are based on the on the grant date closing price of PG&E Corporation common stock.
6. No stock options were granted in 2023.
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 2023.
8. "Other One Time" includes significant payments of a non-recurring nature. The following entered retention arrangements in 2022 and/or 2023 calling for cash payments to be made in 2022 and 2023: Chief Counsel, █████ \$50,000, VP █████ \$25,000, Chief Counsel, \$20,000 █████ VP, █████ \$87,500, Director, █████ \$25,000, Chief Counsel, \$10,000, The following were granted Reward and Recognition awards, signing bonus, temp living expenses, severance, military pay, and other incentive payments : CEO PG&E Corporation, \$26, EVP, Operations & COO, \$0, EVP, Engineering, Planning & Strategy, \$26, EVP and Chief Customer Officer, \$26, EVP, Gen Cnsl & Chf Ethics & Compl Ofr, \$26, EVP & Chief Financial Officer, \$26, VP, Controller, Utility CFO, \$0, EVP, Operations & COO, \$0, EVP & Chief Financial Officer, \$0, VP, Controller, Utility CFO, \$0, EVP, People, Shared Svcs, & Supply Chain, \$0, EVP █████ \$26, EVP, █████ \$26, SVP █████ \$26, Sr. VP, █████

\$0, VP, \$0, Vice President, \$561,648, VP,  
\$0, VP, \$26, VP, \$210, VP,  
\$0, VP, \$0, VP, \$0, SVP, \$0, VP,  
\$0, VP, \$0, VP, \$27,726, Sr Director, \$0, VP,  
\$0, VP, \$0, VP, \$26, VP, \$26, VP,  
\$0, VP, \$15,400, VP, \$0, VP, \$26, Senior Director,  
\$0, VP, \$26, VP, \$0, VP, \$0, SVP,  
\$87,526, VP, \$1,607, VP, \$26, VP,  
\$26, Vice President, \$50, SVP, \$26, SVP,  
\$0, SVP, \$0, VP, \$0, SVP,  
\$0, VP, \$0, VP, \$0, VP, \$0, SVP,  
\$26, VP, \$60,000, VP,  
\$600,593, SVP, \$26, SVP, \$26, VP, \$0,  
VP, \$546,983, VP, \$0, SVP, \$26, VP,  
\$0, VP, \$350,000, VP, \$240,000, VP,  
\$50,000, VP, \$26, Chief Counsel, \$1,000, Chief Counsel,  
\$280,219, Chief Counsel, \$1,000, Chief Counsel, \$200, Sr Director, \$10,477, Director,  
\$24,000, Director, \$2,500, Director, \$5,000, Sr Director,  
\$0, Sr Director, \$2,000, Sr. Director, \$21,000, Sr. Dir.,  
\$0, Chief Counsel, \$1,500, Sr Director, \$7,200, Sr. Director, \$15,033,  
Sr. Dir, \$14,400, Senior Director, \$8,012, Sr. Director, \$7,200,  
Sr. Dir, \$2,000, Sr Director, \$7,500, Chief Counsel, \$200, Chief  
Counsel, \$351,085, Sr Dir, \$2,000, Director, \$0, Director,  
\$20,528, Chief, \$18,000, Sr. Director, \$6,600, Sr Director,  
\$25,500, Director, \$300, Director, \$6,000, Director,  
\$357,502, Director, \$12,200, Director, \$3,632, Sr Director,  
\$17,400, Manager, \$12,283, Chief Counsel, \$500, Sr Director,  
\$4,000, Sr Director, \$15,600, Managing Counsel, \$750, Sr. Director, \$9,900, Sr Dir,  
\$14,650, Director, \$9,400, Managing Counsel, \$3,750, Chief Counsel,  
\$1,000, Sr Dir, \$0, Lead, \$34,400, Director,  
\$9,773, Sr Dir, \$4,200, Director, \$55,784, Sr. Dir,  
\$7,300, Sr Dir, \$8,100, Sr Dir, \$25,000, Sr Director,  
\$0, Sr Dir, \$10,800, Sr Director, \$0, Managing  
Counsel, \$3,000, Director, \$5,000, Senior Director, \$1,700, Sr. Director,  
\$3,606, Sr. Director, \$4,600, Sr Director, \$0, Chief Counsel, \$1,000, Sr. Dir,  
\$0, Sr Director, \$2,000, Director, \$10,693, Sr. Director,  
\$0, Director, \$13,400, Chief Counsel, \$1,000, Sr. Director, \$0,  
Director, \$4,050, Sr Dir, \$474,429, Sr Dir,  
\$0, Sr Director, \$8,700, Senior Director, \$4,725, Director, \$30,000, Sr

Director, [REDACTED], \$16,998, Sr. Dir. [REDACTED], \$19,116, Sr Dir, [REDACTED],  
 \$11,800, Chief Counsel, \$400, Sr Dir, [REDACTED], \$0, Sr Dir, [REDACTED], \$20, Director, [REDACTED],  
 \$4,000, Managing Counsel [REDACTED], \$750, Chief Counsel, \$2,250, Director, [REDACTED], \$8,600, Managing Counsel,  
 \$750, Chief Counsel, \$20,550, Director, [REDACTED], \$4,026, Sr. Director, [REDACTED], \$5,671, Sr. Director  
 [REDACTED], \$21,225, Director, [REDACTED], \$52,218, Sr. Director, [REDACTED], \$4,800, Sr. Dir, [REDACTED], \$0,  
 Director, [REDACTED], \$2,400, Sr Dir, [REDACTED], \$0, Managing Counsel, \$750, Director, [REDACTED], \$0, Sr Director, [REDACTED], \$5,885,  
 Director, [REDACTED], \$4,331, Sr. Director, [REDACTED], \$0, Director, [REDACTED], \$4,175, Sr  
 Director, [REDACTED], \$6,100, Sr Dir, [REDACTED], \$3,800, Director, [REDACTED], \$4,828, Chief  
 Counsel, \$0, Sr Dir, [REDACTED], \$0, Sr Director, [REDACTED], \$2,400, Sr Director, [REDACTED], \$0, Sr.  
 Director - [REDACTED], \$1,500, Senior Director, [REDACTED], \$8,800, Sr Director, [REDACTED],  
 \$27,200, Chief Counsel, \$1,000, Director [REDACTED], \$20,000, Director, [REDACTED], \$15,100, Sr Dir, [REDACTED],  
 [REDACTED], \$0, Senior Director [REDACTED], \$8,950, Sr. Director, [REDACTED], \$4,800, Chief Counsel, \$1,500, Sr. Director,  
 [REDACTED], \$0, Senior Director, [REDACTED], \$0, Director, [REDACTED], \$7,581, Sr. Director, [REDACTED],  
 \$1,600, Senior Director, [REDACTED], \$0, Senior Director, [REDACTED], \$0, Director, [REDACTED], \$0, Senior Director,  
 [REDACTED], \$4,100, Director, [REDACTED], \$4,200, Sr. Dir, [REDACTED], \$3,000, Director,  
 [REDACTED], \$21,000, Sr Director, [REDACTED], \$7,439, Chief Counsel, \$1,250, Sr Dir, [REDACTED],  
 [REDACTED], \$25,300, Director [REDACTED], \$17,430, Senior Director, [REDACTED], \$2,400, Senior Director,  
 \$4,900, Director, [REDACTED], \$32,000, Senior Director, [REDACTED], \$8,300, Sr Dir, [REDACTED],  
 [REDACTED], \$0, Director, [REDACTED], \$6,800, Senior Director, [REDACTED], \$13,648, Sr. Dir, [REDACTED],  
 [REDACTED], \$10,500, Sr. Director, [REDACTED], \$9,700, Sr. Director, [REDACTED], \$3,000, Dir, [REDACTED],  
 \$5,020, Director, [REDACTED], \$500, [REDACTED], Chief, \$20,000, Sr. Director, [REDACTED],  
 \$8,300, Director, [REDACTED], \$3,600, Senior Director, [REDACTED], \$0, [REDACTED], Chief, \$4,222, Sr Dir,  
 [REDACTED], \$0, Sr Director [REDACTED], \$25,500, Managing Counsel, \$800, Director, [REDACTED],  
 [REDACTED], \$215,366, Director, FERC and ISO Relations, \$0, Senior Director, [REDACTED], \$830, Sr. Director [REDACTED], \$4,000, Sr. Dir, [REDACTED],  
 [REDACTED], \$7,800, Dir, [REDACTED], \$0, Director, [REDACTED], \$5,099, Director, [REDACTED],  
 \$37,421, [REDACTED], Chief, \$7,517, Senior Director, [REDACTED], \$9,000, Dir, [REDACTED], \$0, Sr. Director,  
 [REDACTED], \$8,200, Director, [REDACTED], \$0, Director, [REDACTED], \$0, Senior Director, [REDACTED],  
 [REDACTED], \$6,500, Sr. Director, [REDACTED], \$4,200, Director, [REDACTED], \$32,002, Director, [REDACTED],  
 [REDACTED], \$5,000, Director, [REDACTED], \$7,734, Director, [REDACTED], \$9,500, Chief Counsel, \$0, Director, [REDACTED],  
 \$4,800, Sr. Director- [REDACTED], \$13,734, Sr Dir, [REDACTED], \$6,500, Senior Director, [REDACTED], \$0, Sr  
 Director, [REDACTED], \$3,376, Managing Counsel [REDACTED], \$750, Chief Counsel, \$1,750, Chief Counsel, \$5,000, Senior  
 Director, [REDACTED], \$0, Chief Counsel, \$1,500, Senior Director, [REDACTED], \$2,000, Sr Dir, [REDACTED], \$0, Chief Counsel,  
 \$10,600, Chief Counsel, \$1,000, Director, [REDACTED], \$9,600, Director, [REDACTED], \$1,288, Senior Director, [REDACTED], \$6,500,  
 Director, [REDACTED], \$6,800, Director, [REDACTED], \$6,020, Senior Director, [REDACTED], \$50,000, Managing  
 Counsel [REDACTED], \$25,750, Senior Director, [REDACTED], \$15,000, Managing Counsel, \$165,000, Director, [REDACTED],  
 \$30,000.

9. Represents actual base salary received or deferred during 2023.

10. Represents STIP payments received or deferred in 2023 for achievement of corporate or organizational objectives in 2022. Payments for STIP based on the achievement of performance objectives in 2022 were paid in March 2023 based on final year-end results. Target awards ranged from 15% to 145% 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 final year-end STIP scores for 2022, used for payments in March 2023, was .775 (Safety), .143 (Customer, and .250 (Financial). The People and Compensation Committee certified the 2022 STIP score for the PG&E Corporation CEO and Direct Reports to receive a STIP score of 1.168. In addition, to assess company performance relative to the scorecard, the People and Compensation Committee can apply a modifier to reflect individual performance during the year via the IPM. This can modify awards to as low as zero and by up to 120 percent, subject to an overall cap of 200 percent when combined to the company score.
11. Represents the value realized from restricted stock units upon vesting in 2023. 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 2023. Annual perquisite allowance has been discontinued and no annual perquisite allowance were paid in 2023.
14. "Other One Time" includes significant payments of a non-recurring nature. The following entered retention arrangements in 2022 and/or 2023 calling for cash payments to be made in 2022 and 2023: Chief Counsel, ██████ \$50,000, VP, ██████, \$25,000, Chief Counsel, \$20,000 ██████ VP, ██████ \$87,500, Director, ██████ \$25,000, Chief Counsel, \$10,000., The following were granted Reward and Recognition awards, signing bonus, temp living expenses, severance, military pay, and other incentive payments: CEO PG&E Corporation, \$26, EVP, Operations & COO, \$0, EVP, Engineering, Planning & Strategy, \$26, EVP and Chief Customer Officer, \$26, EVP, Gen Cnsl & Chf Ethics & Compl Ofr, \$26, EVP & Chief Financial Officer, \$26, VP, Controller, Utility CFO, \$0, EVP, Operations & COO, \$0, EVP & Chief Financial Officer, \$0, VP, Controller, Utility CFO, \$0, EVP, People, Shared Svcs, & Supply Chain, \$0, EVP ██████ \$26, EVP, ██████, \$26, SVP ██████ \$26, Sr. VP, ██████ \$0, VP, ██████, \$0, Vice President, ██████, \$561,648, VP, ██████, \$0, VP, ██████, \$26, VP, ██████, \$210, VP, ██████, \$0, VP, ██████, \$0, VP, ██████, \$0, SVP, ██████, \$0, VP, ██████, \$27,726, Sr Director, ██████, \$0, VP, ██████, \$0, VP, ██████, \$26, VP, ██████, \$26, VP, ██████, \$0, VP, ██████, \$15,400, VP, ██████, \$0, VP, ██████, \$26, Senior Director, ██████, \$0, VP, ██████, \$26, VP, ██████, \$0, VP, ██████, \$0, SVP, ██████, \$26, VP, ██████, \$26, VP, ██████, \$1,607, VP ██████, \$26, VP, ██████, \$26, SVP, ██████, \$26, SVP, ██████, \$87,526, VP, ██████, \$0, SVP, ██████, \$0, VP, ██████, \$0, SVP, ██████, \$0, VP, ██████, \$0, VP, ██████, \$0, VP, ██████, \$0, SVP, ██████, \$0, SVP, ██████, \$0, VP, ██████, \$0, VP, ██████, \$0, VP, ██████, \$60,000, VP, ██████, \$26, VP, ██████, \$26, SVP, ██████, \$26, SVP, ██████, \$26, VP, ██████, \$600,593, SVP, ██████, \$26, SVP, ██████, \$26, SVP, ██████, \$26, VP, ██████, \$0, VP, ██████



\$546,983, VP, \$0, SVP, \$26, VP, \$0, VP, \$350,000, VP, \$240,000, VP, \$50,000, VP, \$26, Chief Counsel, \$1,000, Chief Counsel, \$280,219, Chief Counsel, \$1,000, Chief Counsel, \$200, Sr Director, \$10,477, Director, \$24,000, Director, \$2,500, Director, \$5,000, Sr Director, \$0, Sr Director, \$2,000, Sr. Director, \$21,000, Sr. Dir, \$0, Chief Counsel, \$1,500, Sr Director, \$7,200, Sr. Director, \$15,033, Sr. Dir, \$14,400, Senior Director, \$8,012, Sr. Director, \$7,200, Sr. Dir, \$2,000, Sr Director, \$7,500, Chief Counsel, \$200, Chief Counsel, \$351,085, Sr Dir, \$2,000, Director, \$0, Director, \$20,528, Chief, \$18,000, Sr. Director, \$6,600, Sr Director, \$25,500, Director, \$300, Director, \$6,000, Director, \$357,502, Director, \$12,200, Director, \$3,632, Sr Director, \$17,400, Manager, \$12,283, Chief Counsel, \$500, Sr Director, \$4,000, Sr Director, \$15,600, Managing Counsel, \$750, Sr. Director, \$9,900, Sr Dir, \$14,650, Director, \$15,600, \$9,400, Managing Counsel, \$3,750, Chief Counsel, \$1,000, Sr Dir, \$0, Lead, \$34,400, Director, \$9,773, Sr Dir, \$4,200, Director, \$55,784, Sr. Dir, \$7,300, Sr Dir, \$8,100, Sr Dir, \$25,000, Sr Director, \$0, Sr Dir, \$10,800, Sr Director, \$0, Managing Counsel, \$3,000, Director, \$5,000, Senior Director, \$1,700, Sr. Director, \$3,606, Sr. Director, \$4,600, Sr Director, \$0, Chief Counsel, \$1,000, Sr. Dir, \$0, Sr Director, \$2,000, Director, \$10,693, Sr. Director, \$0, Director, \$13,400, Chief Counsel, \$1,000, Sr. Director, \$0, Director, \$4,050, Sr Dir, \$474,429, Sr Dir, \$0, Sr Director, \$8,700, Senior Director, \$4,725, Director, \$30,000, Sr Director, \$16,998, Sr. Dir, \$19,116, Sr Dir, \$11,800, Chief Counsel, \$400, Sr Dir, \$0, Sr Dir, \$20, Director, \$4,000, Managing Counsel, \$750, Chief Counsel, \$2,250, Director, \$8,600, Managing Counsel, \$750, Chief Counsel, \$20,550, Director, \$4,026, Sr. Director, \$5,671, Sr. Director, \$21,225, Director, \$52,218, Sr. Director, \$4,800, Sr. Dir, \$0, Director, \$2,400, Sr Dir, \$0, Managing Counsel, \$750, Director, \$0, Sr Director, \$5,885, Director, \$4,331, Sr. Director, \$0, Director, \$4,175, Sr Director, \$6,100, Sr Dir, \$3,800, Director, \$4,828, Chief Counsel, \$0, Sr Dir, \$0, Sr Director, \$2,400, Sr Director, \$0, Sr. Director - \$1,500, Senior Director, \$8,800, Sr Director, \$27,200, Chief Counsel, \$1,000, Director, \$20,000, Director, \$15,100, Sr Dir, \$0, Senior Director, \$8,950, Sr. Director, \$4,800, Chief Counsel, \$1,500, Sr. Director, \$0, Senior Director, \$0, Director, \$7,581, Sr. Director, \$1,600, Senior Director, \$0, Senior Director, \$0, Director, \$0, Senior Director, \$4,100, Director, \$4,200, Sr. Dir,

[REDACTED] \$3,000, Director, [REDACTED] \$21,000, Sr Director, [REDACTED] \$7,439,  
 Chief Counsel, \$1,250, Sr Dir, [REDACTED] \$25,300, Director, [REDACTED] \$17,430, Senior Director,  
 [REDACTED] \$2,400, Senior Director, [REDACTED] \$4,900, Director, [REDACTED] \$32,000, Senior  
 Director, [REDACTED] \$8,300, Sr Dir, [REDACTED] \$0, Director, [REDACTED] \$6,800, Senior Director,  
 [REDACTED] \$13,648, Sr. Dir, [REDACTED] \$10,500, Sr. Director, [REDACTED] \$9,700, Sr. Director,  
 [REDACTED] \$3,000, Dir, [REDACTED] \$5,020, Director, [REDACTED] \$500,  
 Chief, \$20,000, Sr. Director, [REDACTED] \$8,300, Director, [REDACTED] \$3,600, Senior Director, [REDACTED] \$0,  
 [REDACTED] Chief, \$4,222, Sr Dir, [REDACTED] \$0, Sr Director [REDACTED] \$25,500, Managing  
 Counsel, \$800, Director, [REDACTED] \$215,366, Director, [REDACTED] \$0, Senior Director, [REDACTED] \$830,  
 Sr. Director, [REDACTED] \$4,000, Sr. Dir, [REDACTED] \$7,800, Dir, [REDACTED] \$0, Director,  
 \$5,099, Director, [REDACTED] \$37,421, [REDACTED] Chief, \$7,517, Senior Director, [REDACTED] \$9,000,  
 Dir, [REDACTED] \$0, Sr. Director, [REDACTED] \$8,200, Director, [REDACTED] \$0, Director,  
 [REDACTED] \$0, Senior Director, [REDACTED] \$6,500, Sr. Director, [REDACTED] \$4,200, Director,  
 [REDACTED] \$32,002, Director, [REDACTED] \$5,000, Director, [REDACTED] \$7,734, Director, [REDACTED] \$9,500,  
 Chief Counsel, \$0, Director, [REDACTED] \$4,800, Sr. Director [REDACTED] \$13,734, Sr Dir,  
 \$6,500, Senior Director, [REDACTED] \$0, Sr Director, [REDACTED] \$3,376, Managing Counsel [REDACTED] \$750, Chief Counsel,  
 \$1,750, Chief Counsel, \$5,000, Senior Director, [REDACTED] \$0, Chief Counsel, \$1,500, Senior Director, [REDACTED] \$2,000, Sr Dir,  
 [REDACTED] \$0, Chief Counsel, \$10,600, Chief Counsel, \$1,000, Director, [REDACTED] \$9,600, Director, [REDACTED]  
 \$1,288, Senior Director, [REDACTED] \$6,500, Director, [REDACTED] \$6,800, Director, [REDACTED] \$6,020, Senior Director,  
 [REDACTED] \$50,000, Managing Counsel & [REDACTED] \$25,750, Senior Director, [REDACTED] \$15,000, Managing Counsel,  
 \$165,000, Director, [REDACTED] \$30,000.

15. Represents the present value of benefits earned during 2023 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 2023 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. EVP, Engineering, Planning & Strategy, \$16,915, EVP and Chief Customer Officer, \$7,700, EVP & Chief Financial Officer, \$9,215, EVP, Operations & COO, \$7,700, EVP, People, Shared Svcs, & Supply Chain, \$7,700.
21. Represents a partial subsidy of health club dues. Health club benefits, EVP and Chief Customer Officer, \$6,381, EVP & Chief Financial Officer, \$700, VP, [REDACTED], \$5,429, VP, [REDACTED], \$665, VP, [REDACTED], \$2,433, VP, [REDACTED], \$762, Senior Director, [REDACTED], \$4,730, VP, [REDACTED], \$732, SVP, [REDACTED], \$2,790, VP, [REDACTED], \$168, VP, [REDACTED], \$149, VP, [REDACTED], \$2,327, SVP, [REDACTED], \$83, VP, [REDACTED], \$434, SVP, [REDACTED], \$464, SVP, [REDACTED], \$1,802, VP, [REDACTED], \$6,368, VP, [REDACTED], \$2,747, VP, [REDACTED], \$478, Chief Counsel, \$1,641, Sr Director, [REDACTED], \$731, Sr. Dir, [REDACTED], \$206, Senior Director, [REDACTED], \$3,087, Sr. Director [REDACTED], \$55, Director, [REDACTED], \$699, [REDACTED], Chief, \$168, Director, [REDACTED], \$975, Sr Dir, [REDACTED], \$3,823, Sr. Dir, [REDACTED], \$23, Sr Dir, [REDACTED], \$175, Sr. Director, [REDACTED], \$700, Sr. Director, [REDACTED], \$706, Chief Counsel, \$180, Sr. Dir, [REDACTED], \$139, Sr. Director, [REDACTED], \$507, Sr Dir, [REDACTED], \$626, Director, [REDACTED], \$17, Sr Dir, [REDACTED], \$3,307, Sr Dir, [REDACTED], \$220, Chief Counsel, \$1,903, Director, [REDACTED], \$548, Managing Counsel, \$619, Chief Counsel, \$203, Director, [REDACTED], \$2,326, Sr. Director, [REDACTED], \$160, Sr Dir, [REDACTED], \$1,196, Managing Counsel, \$2,646, Director, [REDACTED], \$484, Sr Dir, [REDACTED], \$250, Sr. Director - [REDACTED], \$2,573, Senior Director, [REDACTED], \$379, Chief Counsel, \$333, Chief Counsel, \$640, Senior Director, [REDACTED], \$627, Senior Director, [REDACTED], \$346, Senior Director, [REDACTED], \$858, Sr. Dir, [REDACTED], \$2,462, Director, [REDACTED], \$2,234, Senior Director, [REDACTED], \$665, Director, [REDACTED], \$146, Senior Director, [REDACTED], \$2,014, Director, [REDACTED], \$52, Senior Director, [REDACTED], \$836, Sr Director [REDACTED], \$410, Director, [REDACTED], \$897, Sr. Director, [REDACTED], \$662, [REDACTED], Chief \$394, Sr. Director, [REDACTED], \$77, Director, [REDACTED], \$108, Sr Dir, [REDACTED], \$185, Sr Director, [REDACTED], \$3,701, Managing Counsel [REDACTED], \$4,079, Senior Director, [REDACTED], \$694, Chief Counsel \$478, Senior Director, [REDACTED], \$4,190, Chief Counsel, \$1,625, Senior Director, [REDACTED], \$280.
22. Other benefits include relocation costs: CEO PG&E Corporation, \$21,192, EVP & Chief Financial Officer, \$242,583, VP, [REDACTED], \$187,106, SVP, [REDACTED], \$141,758, VP, [REDACTED], \$133,008, VP, [REDACTED], \$184,387, VP, [REDACTED], \$87,426, Director, [REDACTED], \$134,130, Senior Director, [REDACTED], \$5,000, Director, [REDACTED], \$105,685, Senior Director, [REDACTED], \$106,218.
23. Total from Compensation Received or Deferred Schedule.
24. Total from Benefits Opportunity Received Schedule.

# **ATTACHMENT B**

PACIFIC GAS AND ELECTRIC COMPANY  
PROPORTION OF COMPENSATION PAID DIRECTLY OR INDIRECTLY BY UTILITY  
CUSTOMERS FOR THE YEAR ENDED DECEMBER 31, 2023

In the 2023 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 SEC Rule 240.3b-7 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 2023 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. In addition, PG&E voluntarily excluded corporation officers identified as 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 2023 for the Short-Term Incentive Plan reflect performance in 2022. As provided in the 2023 GRC decision, PG&E’s recovery of Short-Term Incentive Plan awards for employees other than officers was reduced by \$140.5 million (63%). Assuming that the 2023 GRC and other proceedings provided for recovery of Base Salary, Total Benefits, and Expense Reimbursements, and for 37% of the Short-Term Incentive Plan payments to non-officers for 2022 performance, the proportion of “Aggregate Compensation” paid directly or indirectly by utility customers amounted to approximately 34%. Note that in computing this percentage, PG&E has not excluded the portion of “Aggregate Compensation” that is recorded below-the-line.

# **ATTACHMENT C**



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 28, 2024 ("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, 2023 ("2023 Compensation") as reported in the *PG&E Corporation 2023 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* ("2023 Compensation Supplement") prepared in accordance with the criteria specified therein. PG&E Corporation's management is responsible for the 2023 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 2023 Compensation Supplement. The elements of the accompanying 2023 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 28, 2024

# **ATTACHMENT D**



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

**PG&E Web Site:**

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

**Link to 2024 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 2024 Joint Proxy Statement**

Compensation Discussion and Analysis	Proxy Statement p. 44 - 71
Summary Compensation Table – 2023	Proxy Statement p. 72 - 73
Grants of Plan-Based Awards in 2023	Proxy Statement p. 74 - 75
Outstanding Equity Awards at Fiscal Year-End – 2023	Proxy Statement p. 75 - 76
Option Exercises and Stock Vested During 2023	Proxy Statement p. 77
Pension Benefits – 2023	Proxy Statement p. 77-78
Non-Qualified Deferred Compensation – 2023	Proxy Statement p. 78 - 80

**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 2023 10-K Report from SEC Website:**

<https://www.sec.gov/ix?doc=/Archives/edgar/data/1004980/000100498024000014/pcg-20231231.htm>

**Link to 2024 Proxy Statement from SEC Website:**

<https://www.sec.gov/ix?doc=/Archives/edgar/data/0001004980/000100498024000044/pcg-20240404.htm>

**Links to 2023 grant agreements under the PG&E Corporation 2021 Long-Term Incentive Plan:**

Name	2021 Award	Link to Grant Agreement
Form	2021 Long-Term Incentive Plan – Restricted Stock Unit Award – Non-Employee Directors - 2023	<a href="https://www.sec.gov/Archives/edgar/data/1004980/000100498023000135/exhibit109-06302023.htm">https://www.sec.gov/Archives/edgar/data/1004980/000100498023000135/exhibit109-06302023.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/75488/00100498022000133/exhibit108-09302022.htm">https://www.sec.gov/Archives/edgar/data/75488/00100498022000133/exhibit108-09302022.htm</a>
Form	2021 Long-Term Incentive Plan - Restricted Stock Unit Award	<a href="https://www.sec.gov/Archives/edgar/data/75488/00100498022000133/exhibit109-09302022.htm">https://www.sec.gov/Archives/edgar/data/75488/00100498022000133/exhibit109-09302022.htm</a>
Form	2021 Long-Term Incentive Plan - Performance Share Unit Award	<a href="https://www.sec.gov/Archives/edgar/data/75488/00100498022000133/exhibit1010-09302022.htm">https://www.sec.gov/Archives/edgar/data/75488/00100498022000133/exhibit1010-09302022.htm</a>

**Link to Description of Short-Term Incentive Plan for Officers for 2023:**

<https://www.sec.gov/Archives/edgar/data/1004980/000100498023000135/exhibit108-06302023.htm>

**Link to Consent to Amend Award Agreement under the 2014 PG&E Corporation Long-Term Incentive Plan and/or 2021 Long-Term Incentive Plan:**

<https://www.sec.gov/Archives/edgar/data/1004980/000100498023000089/exhibit107-03312023.htm>