



March 2, 2026

Subject: Supporting Documentation for 2024 Safety Culture Assessment for Pacific Gas and Electric Company

Enclosed is the Supporting Documentation submitted by Pacific Gas and Electric Company (PG&E) for the 2024 Safety Culture Assessment (SCA) conducted by the Office of Energy Infrastructure Safety (Energy Safety) pursuant to Public Utilities Code section 8386.2(b).

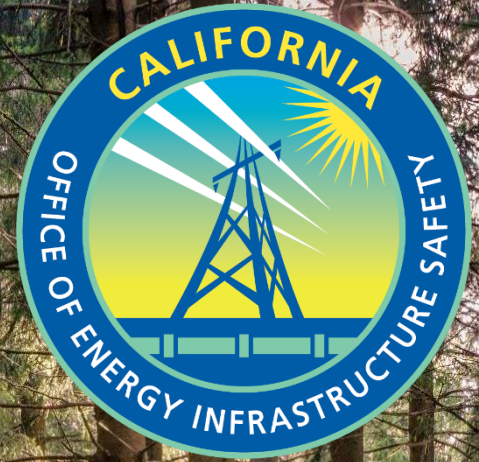
Energy Safety's resulting 2024 SCA Report for PG&E, published on December 19th, 2025,¹ may be accessed in the 2024 Safety Culture Assessments docket (Docket #2024-SCAs).²

¹ 2024 SCA Report for PG&E:

(<https://efiling.energysafety.ca.gov/eFiling/Getfile.aspx?fileid=59958&shareable=true>, accessed January 12, 2026).

² 2024 Safety Culture Assessments (SCAs) docket:

(<https://efiling.energysafety.ca.gov/EFiling/DocketInformation.aspx?docketnumber=2024-SCAs>, accessed December 15, 2025).



APPENDIX C: Supporting Documentation



OFFICE OF ENERGY
INFRASTRUCTURE
SAFETY



Supporting Documentation

January 2025

Pacific Gas and Electric Company



Section 4. Supporting Documents

The electrical corporation submitted supporting documentation for the management self-assessment. An index and the documentation follow.

Section 3.4

1. 2023 Recommendations #1 – 2024 Communications Plan
2. 2023 Recommendations #1 – 2024 Motor Vehicle Safety Week Comms Plan
3. 2023 Recommendations #1 – 2024 PSEMS Safety Week Comms Plan
4. 2023 Recommendations #1 – 2025 Survey Comms Plan
5. 2023 Recommendations #1 – Dates and Locations of Safety Summit Meetings
6. 2023 Recommendations #1 – Ergonomic System Revamp Comms Plan
7. 2023 Recommendations #1 – General Leadership Listening Sessions
8. 2023 Recommendations #1 – Human Performance Tool Comms Plan
9. 2023 Recommendations #1 – Leadership Townhall Listening Sessions
10. 2023 Recommendations #1 – Operations Safety and Security Summit
11. 2023 Recommendations #1 – Program Rollout Comms Plan
12. 2023 Recommendations #1 – Q&A Notes from the March 13, 2024 All Coworker Ops and EP&S call
13. 2023 Recommendations #1 – Q&A Notes from the May 8, 2024 All Coworker Ops and EP&S call
14. 2023 Recommendations #1 – Q&A Notes from the August 14, 2024 All Coworker Ops and EP&S call
15. 2023 Recommendations #1 – Wildfire Team Leadership Listening Sessions

16. 2023 Recommendations #3 – Peer Learning Supplemental Information

17. 2023 Recommendations #3 – Training Plan & Metrics

2023 Recommendations #1 – 2024 Communications Plan

2024 High-Level EHS Comms Calendar													DRAFT FOR DISCUSSION		
CATEGORY	SUB-CATEGORY	AUDIENCE	Q1			Q2			Q3			Q4			
			JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	
ONGOING COMMS	Safety Themes/Campaigns	●●●●●	Safety Goals & Expectations	Striking Stationery Objects	Backing into Stationery Objects/People	Distracted Driving (Roads)	Heat Awareness/Wildfire Awareness	Ergo: Slips, Trips & Falls Safety Culture Mindset	Equipment Safety Ergo: Push/Pull	Winter Prep/ Ergo: Material Handling	Fatigue Management	Line of Fire	Year in Review		
	Seasonal Safety Tailboards (Daily Digest and Snapshot)	●●●●●		Spring (3/19): Snapshot, Daily Digest				Summer (6/70): Snapshot, Daily Digest			Winter (12/21): Snapshot, Daily Digest	Holiday & Winter Safety: Snapshot, Daily Digest			
	Enterprise Safety Comms. Network (Quarterly)	●●	Plan, host, engage Network participants on safety- and health-related initiatives and communications from across the Enterprise												
	EHS Snapshot: Safety Topics 1. Transportation, 2. Coworker & Contractor, 3. Culture, 4. CAP, 5. Training 6. Occ Health (Weekly)	●●●●●	"A Message from Matt" email	"A Message from Matt" email	"A Message from Matt" email	"A Message from Matt" email	"A Message from Matt" email	"A Message from Matt" email	"A Message from Matt" email	"A Message from Matt" email	"A Message from Matt" email	"A Message from Matt" email	"A Message from Matt" email		
	EHS Safety Connections Video Series	●●●●●	CAP Success/testimonial	Stems/FDC		Distracted Driving/Roads	Heat Awareness/Wildfire Awareness	Trench Safety Stand Down Week: June 17-23: Ergo: Slips, Trips & Falls Safety Culture Mindset	Equipment Safety Ergo: Push/Pull	Winter Prep Ergo: Material Handling	Fatigue Management	Line of Fire	Year in Review		
	SIF Capacity Success Video Series (incl. HECA)	●●●●●	Awareness: Snapshot, Daily Safety Message and Daily Digest												
	Enterprise Safety Recognition Program	●●	Awareness: Snapshot and Daily Digest												
	Corrective Action Program Roadshow Events (Monthly)	●●●●●	Jan. 10: Diablo Jan. 23: East Bay Jan. 23: Stockton	Feb. 13: Livermore Feb. 15: Sacramento	Mar. 12: San Rafael Mar. 14: Santa Rosa		May 14: Chica May 16: Eureka SC	June 4: San Carlos June 6: San Jose	July 16: Yosemite July 18: Fresno July 26: Los Padres	Aug. 15: Kern Aug. 20: De Anza Aug. 22: Sierra	Sept. 10: Central Coast				
	FSS Regional Map Updates	●●	Grassroots Hub, EHS Hub, & DD updates as needed			Grassroots Hub, EHS Hub, & DD updates as needed			Grassroots Hub, EHS Hub, & DD updates as needed			Grassroots Hub, EHS Hub, & DD updates as needed			
	Lock Screens	●	Jan. 7-13: Safety Recog. Prog. Jan. 18-24: Safety Week	Feb. 26-March 1: Vehicle Safety			May 26-June 1: Heat Illness Prevention	June 23-29: Safety Week	July 14 20: Wildfire Safety Culture Survey	Aug. 4-10: HU/SIF Capacity	Sept. 8-14: MV Safety Technology				
OCC. HEALTH	New Ergo Technology	●●●●●		2024 Plan Listening Session Feb. 12 & 14								Enails: Snapshot, Daily Digest, learning sessions, office hours – User awareness, knowledge, training, readiness, implementation and post-implementation support			
	Injury Management	●●●●●		Q1 Leader Session: Injury Prevention & Mgmt	Q1 Leader Session: Injury Prevention & Mgmt		Q2 Leader Session May 6 & 15 Slips/Trips		Q3 Leader Session TBD LUL/Lowering			Leader Session TBD			
	Industrial Ergo (IE) Projects (5)	●●●●●										Success Stories in Daily Digest			
TRANSPORT SAFETY	Bundled Technology (in-cab cameras)	●●●●●					Targeted emails, Snapshot, Daily Digest, learning sessions/roadshows, office hours – User awareness, knowledge, training, readiness, implementation and post implementation support								
	Expand/Retrofit of Brigade Cameras + Roscoe sensors	●●●●●								Targeted emails, Snapshot, rollout: Daily Digest, learning sessions/roadshows, office hours – User awareness, knowledge, training, readiness, implementation and post-implementation support					
WORKFORCE SAFETY	Safety Week	●	Safety Week: Human Performance Tools Jan. 22-26 (Daily Digest, Snapshot, learning sessions, Leader Guide, videos)					Safety Week Driving Safety Jun. 24-28 (Daily Digest, Snapshot, learning sessions, Leader Guide, videos)				Safety Week Injury Prevention Oct. 7-11 (Daily Digest, Snapshot, learning sessions, Leader Guide, videos)			
	SIF Alerts/SIF Capacity Model	●●●●●	Safety Advisory, Daily Digest, Snapshot, ESN meetings												
	Human Performance Tools	●●●●●	Roll out tools and conduct an effectiveness review												
CONTRACTOR SAFETY	SIF Capacity/Human Perf. Tool	●●●●●	Rollout SIF Capacity Model to contractors (focused on human performance tools and essential controls), standardize communications and conduct audits to ensure alignment												
	Incident Management	●●●●●			Awareness of improv. made (Daily Digest, Snapshot, ISN)										
SAFETY ASSURANCE	Organizational Culture Safety Mindset	●●●●●		Awareness at Leadership Town Halls starts on 2/5				Awareness of 10 traits/expectations (behavior and mindset changes); supports TNS (Messages from Matt, Snapshot, CSO video)		Audit assessment results (Messages from Matt, Snapshot, CSO video)		Plan for 2025 Safety Week (Snapshot, learning sessions, CSO video)			
	PG&E Safety Excellence Management System (PSEMS) Gap Closure Plans	●●●●●		PSEMS Office Hours (Daily Digest)	PSEMS Elements (Monthly Daily Digest, COP & COE)	PSEMS Elements (Monthly Daily Digest, COP & COE)	PSEMS Elements (Monthly Daily Digest, COP & COE)	PSEMS Elements (Monthly Daily Digest, COP & COE)	PSEMS Elements (Monthly Daily Digest, COP & COE)	PSEMS Elements (Monthly Daily Digest, COP & COE)	PSEMS Elements (Monthly Daily Digest, COP & COE)	PSEMS Elements (Monthly Daily Digest, COP & COE)			
	PSEMS Management Review	●●●●●													



2024 High-Level EHS Comms Calendar

DRAFT FOR DISCUSSION

CATEGORY	SUB-CATEGORY	AUDIENCE	Q1			Q2			Q3			Q4		
			JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
SURVEYS	Safety Barometer Survey	●●●●●							Rollout/complete survey					
	Wildfire Safety Survey	●●●●●							Rollout/complete survey					
	Safety Culture Assessment (OIR)	●●●●●										Conduct assessment		
	Joy at Work Survey	●●										Rollout/complete survey		



2024 High-Level EHS Comms Calendar – Summit Additions

DRAFT FOR DISCUSSION

CATEGORY	Q1			Q2			Q3			Q4		
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
Campaigns					Push, pull, lift ergo campaign	Week of June 17: EO Safety Week						
	Jan. 2 – Feb. 2: Privacy Week			Records & Info Management Week				Ethics & Compliance Week (Trustworthy; Fraud Prevention)				
		PMVI Campaign	DART/Injury Campaign				End of July: Safe Driving Campaign				PMVI Campaign	
				Safety Campaign (Enrollment)				Joy at Work Survey Aug 12-26				
Events							All employee meetings					
			Mar. 4 – June 3: TAP (Training Accountability Program) trainings; all coworker WBT							Speak Up Awards		
					May 1 – Sept. 30: Annual leader led trainings for all coworkers							
				Mid-Apr: Safety Bootcamp		Early June: Safety Bootcamp						
				Driving Rodeos								
					Safety Kick-Offs							
For Awareness	Fraud Mitigation Work											
			Code of Conduct released (change to gift policy)									
								Potential new medical plan offering				
								Oct. 20 – Nov. 20: Open enrollment				
	Safety Initiatives Calendar sent to leadership team											
	PSEMS Awareness Comms											
No Touch Month	No Touch Month	No Touch Month										

AUDIENCE: ● Frontline Coworkers ● Office/Hybrid Coworkers ● Contractor Partners ● Leaders ● Executives

ATTRIBUTOR: ● Electric Ops ● Ops & E+C ● E+C ● HR: Benefits ● IT Telecomms ● CO&E ● SS ● Contact Center ● Materials

★ Safety-related items

Motor Vehicle Safety Week Planning Team Status and Deployment Readiness

June 12, 2024



Safety and Security Orientation

Assign safety roles if in person

Psychological Safety

- Practice transparency and vulnerability
- Avoid blame; learn from mistakes
- Show care and appreciation
- Invite new ideas from all
- Disagree respectfully and with curiosity
- Prioritize mental health by encouraging self-care



Fire

- Exits, escape routes, evacuation
- Fire ext.



Earthquake

- Drop, cover, hold



Medical Emergency

- First aid/CPR
- 911/share location
- AED



Security: 1-800-691-0410

- Active shooter—get out, hide out, take out, call out
- Maintain situational awareness to mitigate hazards



Ergonomics

- Proper ergo
- 30/30: move for 30 secs every 30 min

Don't report to work if testing positive for COVID-19

Energy-Based Hazard Wheel



[SIF prevention field guide](#)

On the road, off the phone



Park in a safe location

Internal: 10242023

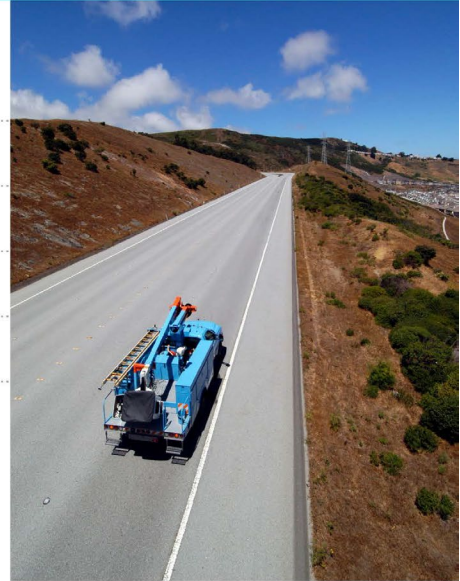
Nurse Care Line 1-888-449-7787 | Employee Assistance Program (EAP) mypgbenefits.com | Workplace Accommodations mypgbenefits.com



Agenda

Topics

- 1 Safety Week Objectives
- 2 Daily Themes, Toolkit and Daily Videos
- 3 Communications and Engagement Activities
- 4 Safety Week Champions



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Safety Week Objectives

OBJECTIVES

Inspire coworkers to take ownership of their role in protecting themselves and each other, moving from safety compliance to safety commitment.

Strengthen our connection to safety and each other by encouraging open, two-way conversations with coworkers and committing to safety.

Strengthen awareness, knowledge and action toward prevention behaviors, including requirements, best practices, STKY Hazards and Human Performance Tools.



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Daily Themes and Leader Expectations

Daily Themes

- Schedule and plan for 15 minutes each day with your team to engage in toolkit discussions and activities

Monday	Tuesday	Wednesday	Thursday	Friday
Owning Safety and Safe Driving Behaviors	Incident Prevention	Distracted Driving Awareness	Fatigue Awareness	Vehicle Breakdowns and Roadside Assistance

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Safety Week Leader Toolkit



Overview of Daily Activities

- Day 1: Ownership and Driving Risks

DAY 1: Safety Ownership and Motor Vehicle Driving Risks	
Opening Video	Activity Resources
Kick off the day's activity by watching the daily video with your team.	<ul style="list-style-type: none"> • Org. Culture & Safety Mindset Standard, SAFE-5005S • Safety Strategy and Culture • Motor Vehicle Safety Standard, SAFE-1002S • Motor Vehicle Safety - Home (sharepoint.com)
Key Messages	
<p>Driving is one of PG&E's highest risks and serious incident and fatality factors. This week, we're diving into driving safety, including prevention, distraction, fatigue and roadside assistance. The fact is, the best programs, standards, procedures and training will not ensure that everyone and everything is always safe.</p> <p>Ownership is the cornerstone to safety. Without commitment and ownership, we will continue to have incidents. We need every coworker to own safety at PG&E.</p>	
FACILITATING DAY 1	
Purpose	Ensure all coworkers engage in open and honest communication prior to starting work to ensure everyone understands their tasks, related hazards and safety precautions.
Engagement Steps	<p>As a team:</p> <ol style="list-style-type: none"> 1. Watch the video and discuss how the themes apply to you. 2. Think back to a recent driving incident (or potential incident) and share with the team the hazards that were proactively addressed and what may have been missed. 3. Discuss the characteristics of safety behaviors and ownership around driving safety, including the following: <ul style="list-style-type: none"> • An inherently questioning attitude while driving. • Attention to detail—100% focus on the task at hand. • The STKY hazards associated with driving and the essential controls for addressing them. 4. Discuss the questions below and email your team's answers as indicated in #5. <ul style="list-style-type: none"> • What did you take away from this activity? How will you apply what you learned to your everyday work? • What actions can PG&E leadership and coworkers take in the field/office to better support a culture of safe driving ownership? 5. Optional drawing entry for \$200 team lunch: Post a picture of your group on the Share My Day Gallery and include the caption #Ownership. Email a photo of your post and answer to #4 to AMessageFromSafety@collenck@bp.com.

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Safety Week Leader Toolkit

Overview of Daily Activities

- Day 2: Incident Prevention

DAY 2: Motor Vehicle Incident Prevention	
Opening Video	Activity Resources
Kick off the day's activity by watching the daily video with your team.	<ul style="list-style-type: none"> • Safe Driving Training Courses: TECH-9162WBT, TECH-9161WBT • Backing With a Spotter video • 360 Walk-around App User Guide and FAQ • Tailboard: Circle of Safety—360 Degree Walk Around
Key Messages	
<p>360 Walk Around: The 360 Walk-around App is a tool that allows users to complete and record 360o walk-arounds in minutes. The app is available on all PG&E provisioned iOS devices (company and BYOD). It supports all light-duty vehicle 360o walk-arounds including rentals and personal vehicles being operated on company business.</p> <p>Two-Minute Rule: When the job scope changes, take at least two minutes to reassess any hazards. Your goal should be to improve your situational awareness of any new STKY hazards that may be present and verify that all coworkers demonstrate and understand the upcoming task(s).</p> <p>Situational Awareness is a person's knowledge and understanding of the task conditions and hazards compared to the actual conditions and hazards, which informs their decisions and actions.</p>	
FACILITATING DAY 2	
Purpose	Demonstrate the importance of a thorough 360 Walk Around, situational awareness and the two-minute rule to identify and ensure essential controls are in place before starting work.
Engagement Steps	<p>As a team, engage in the following activities:</p> <ol style="list-style-type: none"> 1. Watch the video and discuss how the themes apply to you 2. Discuss how you can apply the two-minute rule and situational awareness to mitigate motor vehicle hazards. 3. With a partner, discuss a time when you used situational awareness while driving and what hazards you mitigated. 4. Discuss the below questions and email your team's answers as indicated in #5. <ul style="list-style-type: none"> • What hazards did you identify in the video? • Please describe a situation where you demonstrated situational awareness and applied the two-minute rule. • What did you take away from this activity? 5. Optional drawing entry for \$200 team lunch: Post a picture of your group on the Share My Day Gallery, and include #TwoMinuteRule. Email a photo of your post and answers to #4 to AMessageFromSafetyExcellence@pge.com

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Safety Week Leader Toolkit

Overview of Daily Activities

- Day 3: Distracted Driving

DAY 3: Distracted Driving	
Opening Video	Activity Resources
Kick off the day's activity by watching the daily video with your team.	<ul style="list-style-type: none"> • Distracted Driving Awareness Training: TECH-9164WBT • Distracted Driving Safety Tailboard • NSC Tip Sheet
Key Messages	
<p>Distracted driving is inattention that occurs when drivers divert their attention from driving to focus on another activity. Distractions may be from using electronic devices such as cell phones, navigation systems or other types of distractions such as eating or even talking to passengers. When your eyes, hands and mind are not focused on driving, the risk of having a serious accident increases significantly.</p> <p>There are three major types of distraction: visual (eyes), manual (hands) and cognitive (mind).</p> <p>Multitasking is a myth - People often think they are effectively accomplishing two tasks at the same time. It's possible to talk on the phone while driving and arrive at the destination without incident. Make driving your primary focus and perform cognitive tasks only when safely parked.</p>	
FACILITATING DAY 3	
Purpose	Identify steps you and your teams can take to avoid distractions and help keep our co-workers and everyone on our roads safe.
Engagement Steps	<p>As a team, engage in the following activities, including:</p> <ol style="list-style-type: none"> 1. Watch the video and discuss how the key messages above apply to your work. 2. As a group, using the Energy Wheel ask your team to identify the "stuff that kills you" (STKY) energy sources that are present when driving a motor vehicle? 3. Ask team members to share if they have ever caught themselves driving distracted, and what are some of the reasons? Convenience? Time pressure? Was just for a second? 4. Review this tip sheet and discuss the following way we can minimize distractions and commit to driving distraction free: <ul style="list-style-type: none"> • What specific actions you can take or change to avoid distractions in future. • How will you encourage family, friends and coworkers to drive distraction free? 5. Optional drawing entry for \$200 team lunch Post on the Share My Day Gallery and include the hashtag #JustDrive. Email a photo of your post and your feedback on #4 to AMessageFromSafetyExcellence@pge.com

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Safety Week Leader Toolkit

Overview of Daily Activities

- Day 4: Fatigued Awareness

DAY 4: Fatigued Driving	
Opening Video	Activity Resources
Kick off the day's activity by watching the daily video with your team.	<ul style="list-style-type: none"> • Enterprise Health & Safety Tailboards: Fatigue Awareness • NSC Fact Sheet - Drowsy Driving • NSC Fact Sheet - Sleep Health • Stop Work Safety Connections video
Key Messages	
<p>Fatigue Awareness: The term fatigue is complex with a broad definition. One sure fact is fatigue can have detrimental effects on a coworker's health and safety – both on and off the job. Fatigue awareness is critical while on the job, including when you are behind the wheel.</p> <p>Understanding the work and non-work-related factors of fatigue can help reduce the risk of incidents occurring on and off the job. Drowsy Driving is Impaired Driving. Before driving, perform a fatigue check on yourself and your coworkers. A simple measure is using a scale where 1 means you don't feel tired at all, and 10 means the worst tiredness you can imagine. Speak up when fatigue factors are identified on the job.</p> <p>The PG&E Fatigue Management Standard, SAFE-20159 is intended to provide education, tools and best practices to address the risks associated with the effects of fatigue on our coworkers. Fatigue can limit our ability to effectively identify hazards and implement controls while on the job. As owners, we all have a responsibility in identifying and managing risk. Familiarize yourself with the fatigue management standard.</p>	
FACILITATING DAY 4	
Purpose	Ensure coworkers are aware of the factors related to fatigue and understand the fatigue prevention strategy resources that are available.
Engagement Steps	<p>As a team, engage in the following activities, including:</p> <ol style="list-style-type: none"> 1. Watch the video and discuss the opportunities your work group has to improve fatigue awareness. 2. As a team, discuss the following: <ul style="list-style-type: none"> • Fatigue prevention strategies as outlined in the Fatigue Awareness tailboard • Discuss the company's Stop Work policy and how it's everyone's responsibility to stop when unsure. • Encourage coworkers to share a time when fatigue impacted their ability to effectively identify and control the Stuff That Kills You (STKY) while driving on or off the job. • Briefly review the National Safety Council's recommendations for better sleep and note the three that resonate most with your team. 3. Optional drawing entry for \$200 team lunch: Post on the Share My Day Gallery and include the hashtag #Fatigue. Email a photo of your post and your top three recommendations for better sleep to AMessageFromSafetyExcellence@pge.com.

Internal



Safety Week Leader Toolkit

Overview of Daily Activities

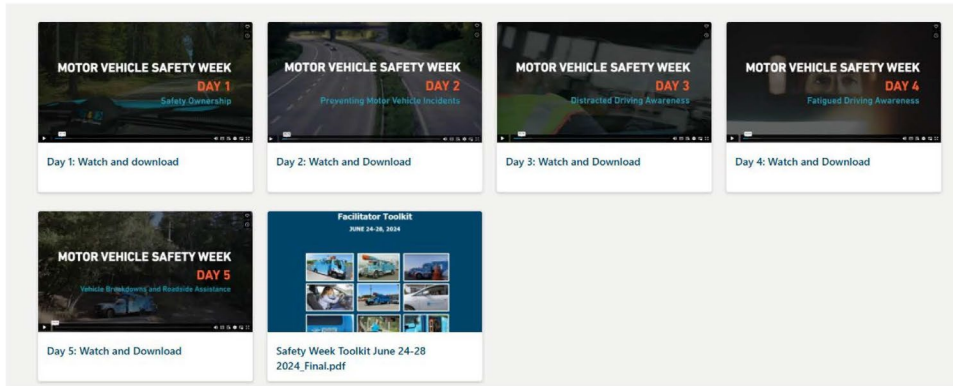
- Day 5: Vehicle Breakdowns & Roadside Assistance

DAY 5: Vehicle Breakdowns and Roadside Assistance	
Opening Video	Activity Resources
Kick off the day's activity by playing the daily video for your team.	<ul style="list-style-type: none"> • Motor Vehicle Safety Standard, SAFE-10028 • Rental Vehicle Standard, TRAN-70018 • Lone Worker Standard, SAFE-10395 • Safety Advisory: Disabled Motor Vehicle Guidance
Key Messages	
<p>On Jan. 31, 2023, Vegetation Management inspector Jakob Stockton died tragically while changing the tire of his rental vehicle on the side of a rural road in Shasta County. To improve guidance on vehicle breakdowns, PG&E has updated its Motor Vehicle Safety Standard, Rental Vehicle Standard, Lone worker Standard and motor vehicle incident reporting packet, which can be found in the glove box of company vehicles.</p> <p>After moving to a safe location, contact your supervisor. Then contact the appropriate service provider. For company owned vehicles, call 1-866 GARAGES. For rental vehicles, call 1-530-757-5959. For leased vehicles, call 1-800-227-2273. For personal vehicles, call your insurance or roadside assistance provider.</p>	
FACILITATING DAY 5	
Purpose	Ensure that team members know what to do in the event their vehicle is disabled.
Engagement Steps	<p>As a team, engage in the following activities:</p> <ol style="list-style-type: none"> 1. Watch the video and discuss how the themes apply to your work. 2. Discuss the steps to take if the company vehicle coworkers are driving on the job becomes disabled. Ensure clarity among the team. 3. AS team member to take 2 minutes to add the garage contact number to their mobile phones: PG&E Garages, 1-866 GARAGES 4. PG&E is committed to creating a culture of ownership and action to address unsafe conditions. As we wrap up Safety Week, 1) Ask each team member to share how they will commit to owning safety and 2) Ask each team member to develop a personal Safety Stand and to share it with the group. 5. What did your team take away from these activities? 6. How was the Safety Week experience? What went well and what could be improved? What would you like to see included in June's Safety Week? 7. Optional drawing entry: Post a picture of your group on the Share My Day Gallery and include #PersonalSafetyStand. Email a photo of your post and your team's feedback on questions 5 and 6 above to AMessageFromSafetyExcellence@pge.com.
Personal Safety Stand Examples	PG&E's Safety Stand: <i>Everyone and everything is always safe</i> Operations Leadership Team Safety Stand: <i>We own our safety and the safety of each other</i>

Internal



Safety Week Videos



Internal



Safety Week Communications and Engagement Plan

Communications Tactics	Date
Establish planning teams: steering committee, Planning Team and Core Team	April – May 2024
Develop content: Teaser video, daily videos (5) and leader toolkit	May – June 2024
ELT engagement sessions (3): nearly 2,000 leaders attended	May 21, May 28, May 30
Supervisor Central learning/engagement sessions (2): 200 supervisors attended	June 4, June 6
Daily Digest and EH&S Snapshot promos , including links to the SharePoint, toolkit and teaser video (numerous)	May – June 2024
Daily Safety Messages delivered to all coworkers	June 24-28, 2024
EVP/SVP email from VP, CSO Matt Hayes requesting they share attached, customizable message with all their FA coworkers	June 16, 2024
Chief Safety Officer email to all PG&E coworkers encouraging everyone to actively participate	June 16, 2024
Meeting Promotions: Safety WOR, PMVI DORs	May – June 2024

Internal



Safety Week Champions!

- Review and provide feedback on the videos asap!
- Discuss with your teams and build excitement
- Announce and discuss with your team(s): Work group, grassroots team, safety teams/councils, etc.
- Work with your leader to ensure at least 15 minutes per day is scheduled and to ensure your team is aware of the daily discussions/activities.
- Consider facilitating one or more of your team's Safety Week discussions



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2023 Recommendations #1 – 2024 PSEMS Safety Week Comms Plan

Sept 9 Week Daily Flow: Element Intro 1, 5, 7 Recap – coming up with a safety stand at the end.

Sept. 16 – Nov. 26: Wednesday learning sessions—Champion to co-facilitate their element—30 min sessions.

#	DATE	COMMS VEHICLE	DRAFT COMM	ACTIONS
1	July 22	O&D, Grassroots, Union, FSS Message from [REDACTED]	[REDACTED] OD Email July 1 2024.docx FAQs.docx	7/2: Send email to [REDACTED] and [REDACTED] for approval.
2	July 23	ELT, Grassroots, Union, FSS Overview Mtg. Invites from [REDACTED]	Campaign Overview Meeting Invite.docx	7/23: Add ELT, Grassroots, FSS, Union contacts into the meetings & send
3	July 22-26	Leader Message from O&D to people leaders	ELT Email Template.docx	7/2: attach email to msg from [REDACTED] for approval.
4	July 23, 24, 30, 31	Daily Digest / Snapshot	PSEMS Daily Digests.docx	
5	July 31	ELT Toolkit Overview Meeting	Sept 2024 PSEMS Elements Campaign Toolkit Overview July.pptx	
6	Aug. 5, 6, 12, 13	Daily Digest / Snapshot / Grassroots	Replay of July 31 session, invitation to Aug 12 and 21 session.	
7	Aug. 13	Supervisor Central	Will adjust content from line 7	
8	Aug. 13	ELT Toolkit Overview Meeting	Will adjust content from line 7	
9	Aug. 21, 22	Daily Digest / Snapshot	PSEMS Daily Digests.docx	
10	Aug. 22	ELT Toolkit Overview Meeting	Will adjust content from line 5	
11	Aug. 26, 27	Daily Digest / Snapshot	PSEMS Daily Digests.docx	
12	Sept. 8-14	Lockscreen for PSEMS Element Campaign		Draft content to include in lockscreen
12	Sept. 9-13	Daily Digest / Snapshot	(Element Intro 1, 5, 7 Recap) Daily messages focused on the daily themes	
13	Sept. 13	A message from [REDACTED] to all coworkers and union	Thank you for participating in the week of PSEMS and invitation to the weekly learning sessions	
14	Sept. 10, 12	Daily Digest / Snapshot	Promote Sept. 18 learning session (Element 2)	
15	Sept. 18	Learning Session	Element 2	Schedule sessions on [REDACTED]'s calendar and paste the Teams info into the body. 12:30-1 p.m. every

Internal

				Wednesday (except Oct. 9)
16	Sept. 17, 19	Daily Digest / Snapshot	Promote Sept. 25 learning session (Element 3 and 4)	
17	Sept. 25	Learning Session	Element 3 and Element 4	45 min. session
18	Sept. 24, 26	Daily Digest / Snapshot	Promote Oct. 2 learning session (Element 6) and replay of Sept. 18	
19	Oct. 2	Learning Session	Element 6	
20	Oct. 1, 3	Daily Digest / Snapshot	Promote (Element 8) Oct. 16 learning session replay of Sept. 25	
21	Oct. 9	NO LEARNING SESSION DURING	SAFETY WEEK	
22	Oct. 8, 10	Daily Digest / Snapshot	Promote (Element 8) Oct. 16 learning session and replay of Oct. 2	
23	Oct. 16	Learning Session	Element 8	
24	Oct. 15, 17	Daily Digest / Snapshot	Promote Oct. 22 and (Element 9) Oct. 23 learning session and replay of Oct. 2	
25	Oct. 23	Learning Session	Element 9	
26	Oct. 22, 24	Daily Digest / Snapshot	Promote Oct. 30 (Element 10) learning session and replay of Oct. 16	
27	Oct. 30	Learning Session	Element 10	
28	Oct. 29, 31	Daily Digest / Snapshot	Promote Nov. 6 learning session (Element 11) and replay of Oct. 22 and Oct. 23	
29	Nov. 6	Learning Session	Element 11	
30	Nov. 5, 7	Daily Digest / Snapshot	Promote Nov. 13 learning session (Element 12) and replay of Oct. 30	
31	Nov. 13	Learning Session	Element 12	
32	Nov. 12, 14	Daily Digest / Snapshot	Promote Nov. 20 learning session (Element 13) and replay of Nov. 6	
33	Nov. 20	Learning Session	Element 13	
34	Nov. 19, 21	Daily Digest / Snapshot	Replay of Nov. 13 learning session	
35	Nov. 26	Daily Digest / Snapshot	Replay of Nov. 20 session	

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2023 Recommendations #1 – 2025 Survey Comms Plan

Jan. 2025 Safety Week and Safety Culture Survey Plan

Get Ready for a Week of Learning About Traits of a Healthy Safety Culture

- Oct. 21 Snapshot, Daily Digest – bottom story
- Oct. 25 Daily Digest – bottom story

MSG: What you need to know about Safety Week Attend an Overview Session for Leaders (Option 1/3)

- Oct. 28 Snapshot
- Oct. 29 Daily Digest – bottom story
- Oct. 30 Email from Safety and Health Communications ELT
- Oct. 30 Meeting invitation from EHS Comms calendar
- Oct. 31 Daily Digest – bottom story
- Oct. 31 Six learning session calendar invitations to ELT, grassroots,
- Nov. 4 Viva Engage Announcement
 - Email for FA leaders to send
 - **Pocket guide**
 - FAQs
 - SharePoint
 - Teams Background
- Nov. 5, 10 a.m. Safety Week Overview Session for Leaders (Option 1/3)

MSG: Attend a Safety Week learning session on Nov. 13 Overview Session for Leaders (Option 2/3)

- Nov. 11 Snapshot
- Nov. 12 Daily Digest – bottom story
- Nov. 13 Daily Digest – bottom story
- Nov. 13, 2:30 p.m. Safety Week Overview Session for Leaders (Option 2/3)

MSG: Attend a Safety Week learning session on Nov. 21 (Option 3/3)

- Nov. 18 Snapshot
- Nov. 18 Meeting invitation from EHS Comms calendar
- Nov. 19 Daily Digest top story
- Nov. 21 Daily Digest bottom story
- ~~Nov. 21 Presentation and Teams Learning Session (Option 3/3)~~

MSG: Attend a Learning Session Dec. 19, Jan. 6, Jan. 8

- Dec. 2 Snapshot
- Dec. 3 Daily Digest top story
- Dec. 5 Daily Digest bottom story

MSG: Attend a Safety Week learning session to review the EHS toolkit on Dec. 19 (Option 1/3)

- Dec. 16 Snapshot
- Dec. 16 Email to Contractors (with the toolkit) How to lead Safety Week for Supervisors
- Dec. 17 Daily Digest bottom story
- Dec. 17 Supervisor Central
- Dec. 19 Daily Digest bottom story
- Dec. 19 Presentation and Teams Learning Session (Option 1/3)

MSG: Survey is coming. Your support needed for a successful implementation (ELT, FSS, Grassroots Leads, Contractors)

- Dec. 16 Email from Matt to ELT, FSS, Grassroots Leads, EH&S, COS
- Dec. 16 Email from Enterprise Contractor Safety to Contractors (contact Anthony and Ashley)
- Week of Dec. 16 Announcement on Viva Engage to ELT (request from Jeff)
- Week of Dec. 17 Daily Digest top story ELT, FSS, Grassroots Leads
- Dec. 23 Snapshot to ELT, FSS, Grassroots Leads

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- Week of Dec. 23 Daily Digest bottom story ELT, FSS, Grassroots Leads
- Week of Dec. 23 Email from Safety and Health comms to COS
- Dec. 30 Email from leaders to their teams asking them to participate once they receive the link on Jan. 6
- Dec. 30 Email from Enterprise Contractor Safety to Contractors

MSG: Attend a Safety Week learning session to review the EHS toolkit on Jan. 6, 10:30 a.m.

- Dec. 30 Snapshot
- Jan. 2 Email from Safety and Health Communications ELT
- Jan. 2 Daily Digest top story
- Jan. 3 Daily Digest bottom story
- Jan. 6 Snapshot
- Jan. 6 Viva Engage
- Jan. 6 Presentation and Teams Learning Session

MSG: The survey is live (Jan. – 16), click the link or scan the QR Code (ELT, FSS, Grassroots Leads, Contractors)

- Jan. 6 Email from A Message from Matt to ELT, FSS, Grassroots Leads, EH&S, COS
- Jan. 6 Email from Enterprise Contractor Safety to Contractors
- Jan. 6, Jan 13 Announcement on Viva Engage to ELT, FSS, Grassroots Leads
- Jan. 6 Snapshot to ELT, FSS, Grassroots Leads
- Jan. 6 Daily Digest top story ELT, FSS, Grassroots Leads

MSG: Watch the learning session a replay from Dec. 12.

- Jan. 6 Snapshot
- Jan. 7 Daily Digest top story
- Jan. 8 Daily Digest bottom story

MSG: Survey reminder and results by functional area (ELT, FSS, Grassroots Leads, Contractors)

- Jan. 7, 9, 13, 16 10 functional area emails
- Jan. 8, 15 ELT email w/ Enterprise Chart comparing all FAs
- Jan. 13 One week left email from COS—FA Leader
- Jan. 14 Daily Safety Update message
- Jan. 6, 14 Daily Digest top story day one of the survey, day six of the survey and the last day of the survey
- Jan. 9, 16 Daily Digest bottom story.

MSG: Watch today's Safety Week video and participate in today's activities with your team

- Jan. 13 A Message from Safety and Health Communications ELT
- Jan. 13 Viva Engage
- Jan. 13-17 Lock Screen
- Jan. 13 Snapshot and Daily Digest – Top Story
- Jan. 14 Daily Digest – Top Story
- Jan. 15 Daily Digest – Top Story
- Jan. 16 Daily Digest – Top Story
- Jan. 17 Daily Digest – Top Story

MSG: Thank you for your participation. These are the winners from the random drawing. This is what we learned from the survey. Next Safety Week info.

- Feb. 3 Email from Safety and Health Communications
- Feb. 3 EHS Snapshot
- Feb. 4 Daily Digest - Top story

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2023 Recommendations #1 – Dates and Locations of Safety Summit Meetings

Operations 2024 Safety Summit Schedules					
Date	Org	Location	IBEW Invited?	Invited IBEW Leaders	Contact
4-Nov	GO - Quarterly Grassroots-Led Safety Council	D CPP	Yes		
5-Nov	GO - East Bay Safety Culture Guidance Team - Monthly Meeting	Oakland Bull Room	Yes		
7-Nov	GO Led - PG&E Grassroots Alignment	TEAMs meeting	Yes		
11-Nov	Pgen Safety Council	Auburn and virtual	Yes		
12-Nov	GO - GPOM SCGT	Various locations	Future Invite		
16-Nov	GO - Safety Culture Meeting	5555 Florin Perkins Rd.	Yes		
18-Nov	GO - Emergency Drill	San Jose	Future Invite		
18-Nov	GO - Gas Safety Council	CR3355	Yes		
21-Nov	GO - SCGT Training (Damage Prevention)	Sacramento SC Division Office	Yes		
21-Nov	DCPP - Safety Champions - Monthly Grassroots Safety Team Meeting	DCPP	Yes		
2-Dec	GO - Quarterly Safety Culture Team Leader/Facilitator Roundtable	SRVCC	Yes		
3-Dec	GO - East Bay Safety Culture Guidance Team - Monthly Meeting	Richmond Bull Room	Yes		
4-Dec	GO - Safety Culture Meeting	5555 Florin Perkins Rd.	Yes		
5-Dec	GO Led - PG&E Grassroots Alignment	TEAMs meeting	Yes		
9-Dec	GO - Emergency Drill	Kern	Future Invite		
9-Dec	GO - PG&E & IBEW Safety Meeting	Vacaville	Yes		
10-Dec	GO - GPOM SCGT	Various locations	Future Invite		
16-Dec	GO - Gas Safety Council	TEAMs meeting	Yes		
19-Dec	GO - SCGT Training (Damage Prevention)	Sacramento SC Division Office	Yes		
19-Dec	DCPP - Safety Champions - Monthly Grassroots Safety Team Meeting	DCPP	Yes		

2023 Recommendations #1 – General Leadership Listening Sessions

2024 Operations All Coworker Calls

Date	Region	Divisions	Location	EVP Leads
March 18	R3	Bay Region Group 2	SRVCC	Marlene Santos
April 1	R3	Bay Region Group 3	SRVCC	John Simon
April 15	R3	Bay Region Group 4	SRVCC	Carla Peterman
April 22	R5	Yosemite and Stockton	Double Tree Hilton Modesto	John Simon
May 6	R1	North Bay and Sonoma	Sheraton Petaluma	Carolyn Burke
May 20	R5	Kern and Fresno	Double Tree Hilton Fresno	Jason Glückman
June 10	R1	Humboldt	Sequoia Conference Center	Ajay Waghray
June 24	R2	Sacramento	Wyndham Sacramento	Jason Glückman
July 15	R4	Central Coast and Los Padres	Embassy Suites San Luis Obispo	Sumeet Singh
July 22	R2	Sierra	DoubleTree by Hilton Sacramento	Kaled Awada
August 5	R4/R3	San Jose, De Anza, and Bay Region Group 1	TBD	Sumeet Singh
August 12	R2	North Valley	Sheraton Redding	Sumeet Singh
August 26	All	Make Up Session + Bay Region Group 5	San Ramon Marriott	Jason Glückman
September 23	All	Make Up Session + Bay Region Group 5	SRVCC	Sumeet Singh

Date	Region	Model Yard	RVP Host
March 13	North Coast	San Rafael	Dave Canny
May 8	North Valley / Sierra	Auburn + Marysville	Joe Wilson
August 14	South Bay/Central Coast	Edenvale (SJ)	Teresa Alvarado
November 13	Bay Area	Harrison Service center	Jake Zigelman

2023 Recommendations #1 – Human Performance Tool Comms Plan

Safety Week - HU Tools

Date	Target Audience	Level	Comms	Key Messages / Purpose	Developer/Ow	Deliverer	Method/Channel	Frequency
Oct. 13, 2023	All Coworkers	All Coworkers	Create Advisory Message	10 HU tools will be used across enterprise and how haz wheel essential controls tie in and the reasons why they meet the expectation. Why it matters.	Suzanne Sullivan	Comms	EHS Template	10/31/2023
Oct. 13, 2023	Safety Leaders & Union	Safety Leaders & Union	Meeting Deck	Deck for Safety Partner meeting on Oct. 30	Suzanne Sullivan	Director or above	Teams/in-person	10/30/2023
Oct. 26, 2023	ELT	ELT	Teams Meeting	Review Safety Week Plans and share feedback	Shannon Disney	Paul Jeske	Teams	
Oct. 30, 2023	Safety Leaders & Union	Safety Leaders & Union	Safety Partner Team Meeting	Awareness	Suzanne Sullivan	Amanda Pagel	10 min. PPT presentation	
Nov. 3, 2023	ELT	ELT	Safety Week Plans Overview	Overview of Plans and how to facilitate	Comms			
Dec. 1, 2023	All Coworkers	All Coworkers	A Message from Matt	Awareness, Learning Session link, Safety Week Ordering instructions (if applicable)	Comms	Comms	A Message From	Launch Day
Dec. 1, 2023	ELT	ELT	Teams Meeting Invitation	Human Performance Tools daily activities	Comms	Director or above	A Message From Matt Calendar Invite	1-2 weeks before meeting
Dec. 5 & 6, 2023	ELT / All Coworkers	ELT / All Coworkers	Learning Session	Human Performance Tools daily activities	Comms	Comms/Program	Teams Meeting	
Dec. 12, 2023	Supervisors	Supervisors	Supervisor Central Meeting	Human Performance Tools daily activities overview	Program Support	Director or above	Teams	After learning sessions
Jan. 8, 2024	Grassroots / FSS		Learning Session	Human Performance Tools daily activities overview (responsibilities)	Comms	Comms/Program	Teams	After learning sessions
Jan. 8, 2024	Coworkers		Article	Replay of Safety Week Learning Session with overview of HU Tools	Comms	Comms	Daily Digest, EHS Snapshot, Contractor Snapshot	One week after last learning session

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Jan. 22-26, 2024		Frontline workers in the field	Road Show to Yards	FSS go to the field each day of safety week and hit all yards to ask about using HU tools	RSD	FSS	in-person	After learning sessions
Jan. 22-26, 2024	ELT/All Coworkers	ELT/All Coworkers	Videos/Activities	How to use Human Performance Tools (5 videos)	Comms/Program Support	Paul Jeske	Teams	After roadshows
Jan. 22-26, 2024		Office Coworkers	Computer Lockscreen	QR Code 10/HU Tools	Comms/Program Support	Comms	digital	
Feb. 15, 2024	All Coworkers	All Coworkers	Newsletter article or Video	Story about the HU Safety Week results	Comms	Comms/Program	Daily Digest, EHS Snapshot, Contractor Snapshot	

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Summary

2024 Leadership Town Halls

Regina Venzon

October 1, 2024



Key Messages

- Held **14 Leadership Town Halls (LTH)** in 2024 with **1,878** of 3,078 (**61%**) extended leadership team (ELT) attendees (i.e., supervisors, superintendents, managers, and senior managers).
- Overall, attendees rated the LTH a **4.38** on a 5-point scale (5 is highest) with a survey participation rate of **70.89%**. Sessions were rated: **4.36** for Leader Session, **4.37** for Speak Up Session, **4.37** for Safety Session, **4.24** for Lean Session
- While coworkers rated the **outcomes** "Owners, Together so we can be Trustworthy," above target, they felt **trust is lacking** between the **frontline and senior leaders**, and **between PG&E and customers and regulators**
- **88.4%** of coworkers felt **joy** at the LTH they attended, with supervisors making up **45%** of those feeling joy
- **Speak up and feedback** from LTH attendees were shared with relevant teams, and actions were, and are being, executed across the enterprise
- **Improvement opportunities** for LTH 2025 relate to attendance (ELT and all officers), how frontline leaders can share the LTH experience & information with teams, interactive sessions and more frontline participation
- Subject to further EOT discussion, there are calendar holds for **16 mandatory LTHs** in 2025, targeting ELT attendees across all functional areas. **Outcomes for 2025 LTH** will have regard to other coworker engagement activities (e.g., All Coworker Call, O&D meetings)

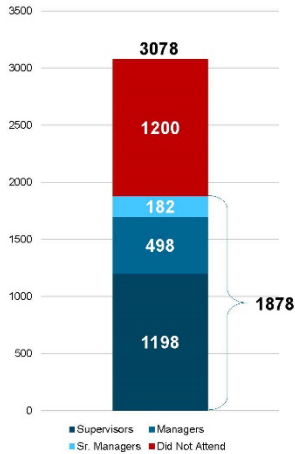
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Leadership Town Hall Attendance

Held 14 Leadership Town Halls (LTH) in 2024 with 1,878 of 3,078 (61%) extended leadership team (ELT) attendees (i.e., supervisors, superintendents, managers, and senior managers).

2024 LTH ELT Attendance



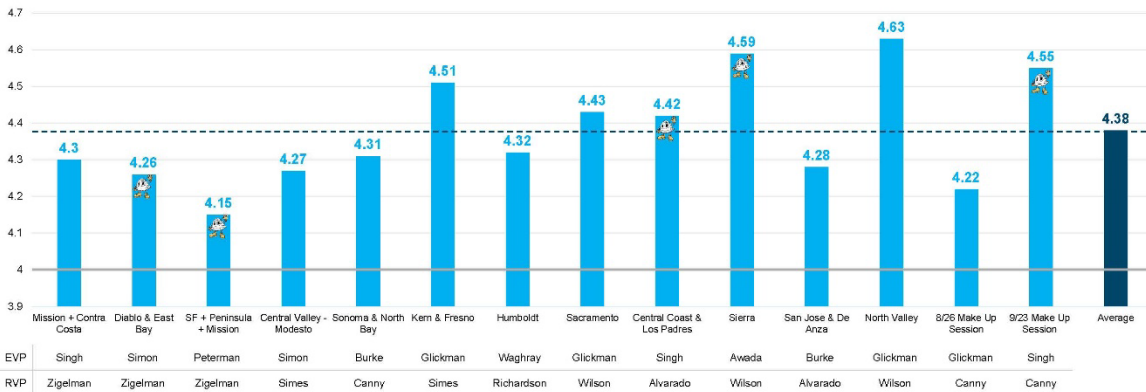
- **61%** of ELT attended the LTH in 2024 compared to 45% in the 2023 Coworker Town Hall
- ELT attendance was **mandatory** for Ops, EP&S, Customer, IT and Local Government Affairs. In 2025, as agreed with EVPs, Finance, Regulatory, GCERC and People will also be mandatory
- **Drivers of attrition** include pressing work matters/schedules, family emergency, sickness, out of office (e.g., vacation, leave), and only one venue near coworker
- Apart from not being able to engage with leaders and coworkers on the day, there were **no consequences** to not attending an LTH. For 2025, we need to consider how to address attrition rate

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LTH Survey Results

Attendees rated the LTH a 4.38 on a 5-point scale (5 is highest) with a survey participation rate of 70.89%. Sessions were rated: 4.36 for Leader Session, 4.37 for Speak Up Session, 4.37 for Safety Session, 4.24 for Lean Session



EVP	Singh	Simon	Peterman	Simon	Burke	Glickman	Waghray	Glickman	Singh	Awada	Burke	Glickman	Glickman	Singh
RVP	Zigelman	Zigelman	Zigelman	Simes	Canny	Simes	Richardson	Wilson	Alvarado	Wilson	Alvarado	Wilson	Canny	Canny

Target is a post-event survey score of 4 out of 5
 Breakthrough Target is post-event survey score of 5 out of 5



All LTHs met the score target of 4. For 2025, the target will be 4.38.

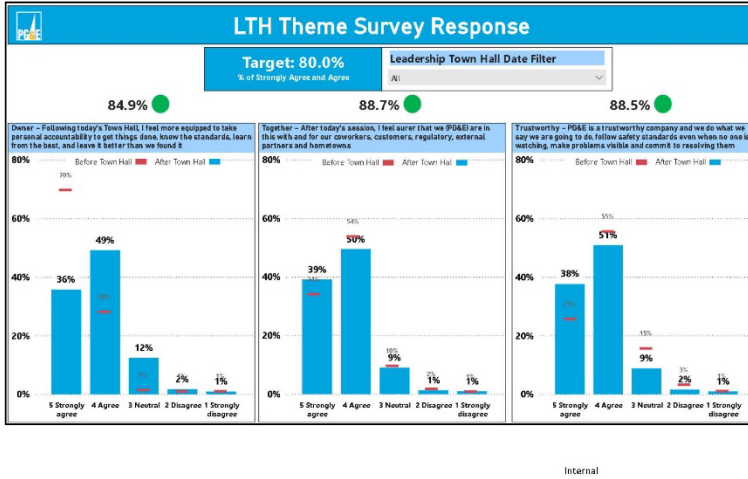
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Survey Result: Outcomes

While coworkers rated the outcomes "Owners, Together so we can be Trustworthy," above target, they felt trust is lacking between the frontline and senior leaders, and between PG&E and customers and regulators

Outcomes were consistently rated above target



Owners

- They felt "proud" to serve our customers
- They recognize it is up to them to instill the sense of ownership of their work & results in their teams
- They feel more equipped to own the work they do

Together

- They felt, while we are working together to support our customers, we also need to focus on our coworkers' needs
- They appreciated that officers were directly interacting and engaging with them

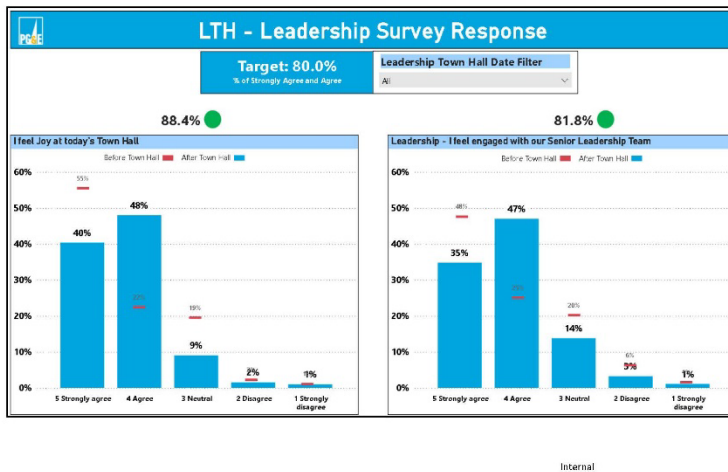
Trustworthy

- Speaking up is strong, but follow up from leadership is lacking which erodes trust
- Trust seems strong amongst frontline teams but does not translate up to trust of senior leaders
- Senior leaders need to do more to cultivate the trust from the frontline coworkers – actions and words are not always aligned
- PG&E still has a lot of work to do around building back trust with our customers and regulators



Survey Result: Joy

88.4% of coworkers felt joy at the LTH they attended, with supervisors making up 45% of those feeling joy



88.4%
of respondents agree or strongly agree they feel joy from attending an LTH

81.8%
of respondents agree or strongly agree they feel engaged with our Senior Leadership Team at the LTHs



Actions from Attendee Speak Up

Speak up and feedback from LTH attendees were shared with relevant teams, and actions were, and are being, executed across the enterprise

Examples of Issues Raised during 2024 LTHs	Actions Referred to Relevant Teams – Actions Taken
Safety of frontline coworkers especially lone workers following the Kyle Kane serious injury	Updated the Lone Worker Standard (SAFE-1039S) with a new requirement for frontline coworkers who work alone to carry GPS communication devices on their person.
Multiple break-ins across service centers	Corporate Security works closely with local law enforcement, develops partnerships to protect coworkers, intelligence sharing, ensures police reports are filed. Containment actions have included increased security guards and capital improvements (e.g., fences, cameras)
Coworkers do not have the resources and tools to talk with family, friends and neighbors about their PG&E bill and affordability challenges	Marketing/Comms developed intranet page, talking points, external PG&E Currents article that explains the bills, and developed a video to explain the PG&E bill
Trainings on the Collective Bargaining Unit Agreement (CBAs)	In Q2 2025, Labor Relations is launching a CBA training pilot for Superintendents in Sacramento and Peninsula Division. Pilot will inform enterprise strategy
Support for frontline leaders to advance Lean as part of the Lean Standard Yards	Created the Lean Standard Yard team . In 2025, the team plans to stabilize and sustain the five plays for M&C in 64 yards, establish and support cross-functional problem solving in all 19 divisions, and commence expansion to additional functional areas
Frontline coworkers requesting support organizations to be in-person to support execution of work	Return to People Steering Committee helps establish the strategy, confirm readiness of locations, consider budget implications, and develop a phased deployment of the hybrid work model
Lack of knowledge of PSEMS and no clear understanding of their role to help mature it	Launched PSEMS Safety Week in September to share information on 13 elements specifically identifying behaviors that underpin each element
Difficulty in retaining and recruiting talent in Bay Area due to high-cost of living	As part of the TNS Strategy, continued to implement multi-phase approach to attract and retain talent , especially supervisors. Over the past two years, adjusted supervisor compression three times. The enterprise is now looking at how to address compression at all levels

Internal



Improvement Opportunities for 2025

Improvement opportunities for LTH 2025 relate to attendance (ELT and all officers), how frontline leaders can share the LTH experience & information with teams, interactive sessions and more frontline participation

Issues Raised	Actions Referred to Relevant Teams – Actions Taken
High attrition rate for attendees	Consider MyLearning to track and drive attendance; LTH survey as attestation for attendance; leaders must own attendance
Officer attendance not optimal	Officers need to commit to attending the LTH and engage with ELT
LTH Toolkits were not utilized (only 20 people recorded using the LTH Toolkit)	Will not implement toolkit in 2025; will find other tools to share lessons from LTHs
Do more interactive activities , not just tabletop discussions, and focus on matters that are important for the ELT and teams	Will plan for interactive activities; Outcomes session with EOT to consider what matters are important for ELT
Continue frontline participation	Will continue with frontline participation in LTH (frontline leader interviews) and consider other ways for frontline to participate
Community giving event builds joy and trust	Will continue with giving event but in a different form as current one is expensive
More time and engagement with officers	Plan for more engagement with officers other than tabletop discussions; ensure there is more time to listen to coworkers and solicit questions

Internal



2025 LTH Schedule

Subject to further EOT discussion, there are calendar holds for **16 mandatory LTHs** in 2025, targeting ELT attendees across all functional areas. **Outcomes for 2025 LTH** will have regard to other coworker engagement activities (e.g., All Coworker Call, O&D meetings)

2025 Leadership Townhalls (*SRVCC available)					
Date	Patti Attending	EVP Host & (Backup)	RVP Emcee	Region	Divisions
March 17*		John Simon	Jake Zigelman	R3	Bay Region Group 1
March 31*		Sumeet Singh	Joe Wilson	R2	North Valley
April 14*		Jason Glickman (Kaled Awada back up)	Josh Simes	R5	Yosemite and Stockton
April 21		Jason Glickman	Teresa Alvarado	R4	San Jose & De Anza
May 5		Mariene Santos (Carolyn Burke back up)	Jake Zigelman	R3	Bay Region Group 2
May 12		John Simon (Carolyn Burke back up)	Dave Canny	R1	North Bay and Sonoma
June 2		John Simon	Joe Wilson	R2	Sacramento
June 9		Carla Peterman	Jake Zigelman	R3	Bay Region Group 3
June 23		Ajay Waghtray	Josh Simes	R5	Kern & Fresno
July 14		Carla Peterman	Teresa Alvarado	R4	Central Coast and Los Padres
July 21		Mariene Santos	Jake Zigelman	R3	Bay Region Group 4
August 4		Jason Glickman (Carolyn Burke back up)	Joe Wilson	R2	Sierra
August 11		Carla Peterman	Jake Zigelman	R3	Bay Region Group 5
August 25*		Kaled Awada	Dave Canny	R1	Humboldt
September 8		Jason Glickman	TBD	All	Make Up Session
September 22		Sumeet Singh	TBD	All	Make Up Session
October 6*		Ajay Waghtray	TBD	All	Back up only if many attendees have not attended yet
October 13		Mariene Santos (Kaled Awada back up)	TBD	All	Back up only if many attendees have not attended yet

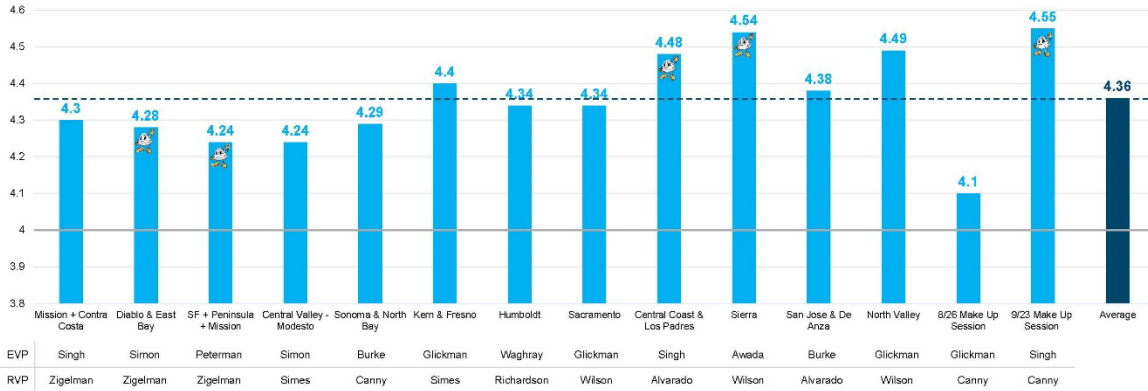
Appendix





Survey Result: Leader Session

Attendees rated the Leader Session 4.36



Target is a post-event survey score of 4 out of 5

Breakthrough Target is post-event survey score of 5 out of 5

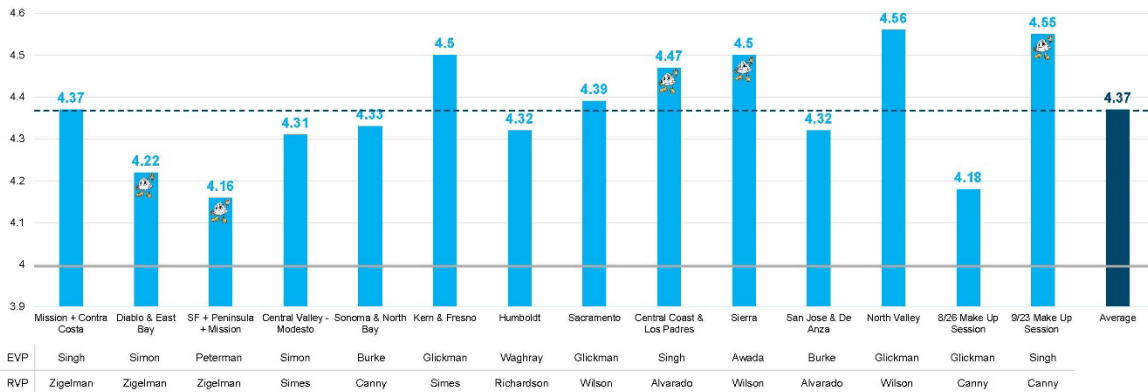


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Survey Result: Speak Up Session

Attendees rated the Speak Up Session 4.37



Target is a post-event survey score of 4 out of 5

Breakthrough Target is post-event survey score of 5 out of 5

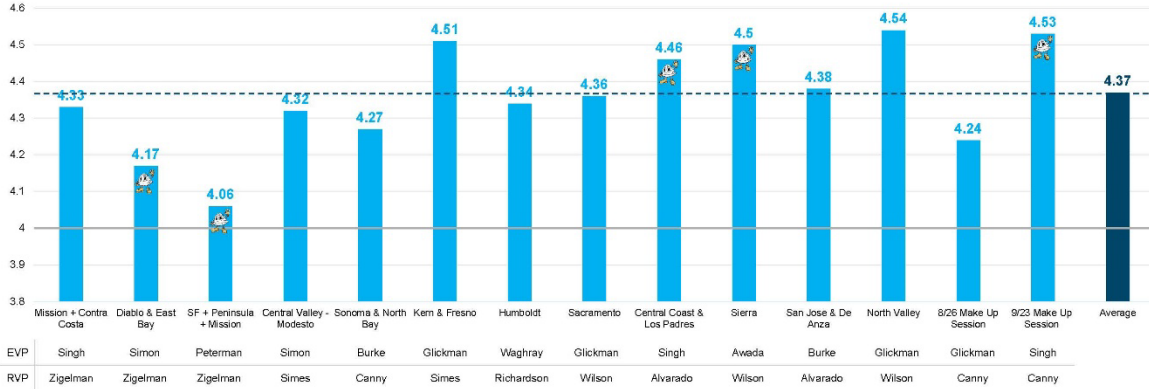


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Survey Result: Safety Session

Attendees rated the Safety Session 4.37



Target is a post-event survey score of 4 out of 5

Breakthrough Target is post-event survey score of 5 out of 5

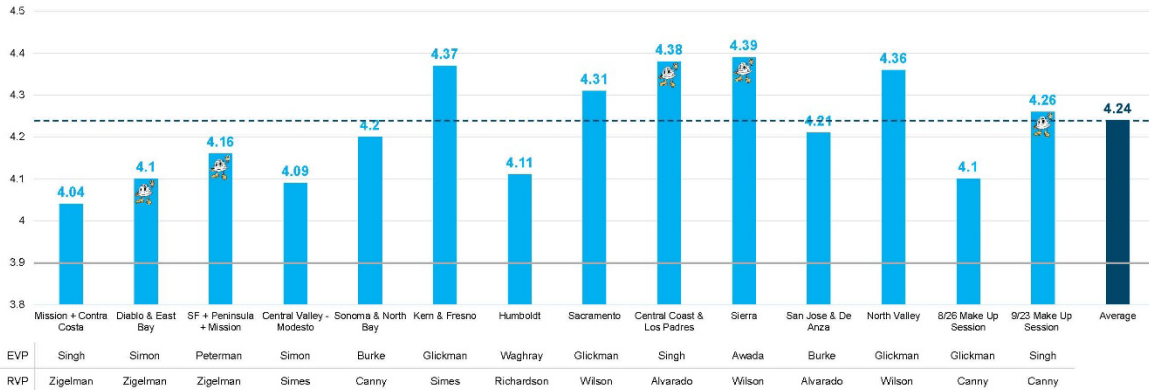


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Survey Result: Lean Session

Attendees rated the Lean Session 4.24



Target is a post-event survey score of 4 out of 5

Breakthrough Target is post-event survey score of 5 out of 5



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LTH 2024 Schedule

There were 14 LTHs in 2024, two were rescheduled due to weather events, and the rest were held in accordance with the schedule

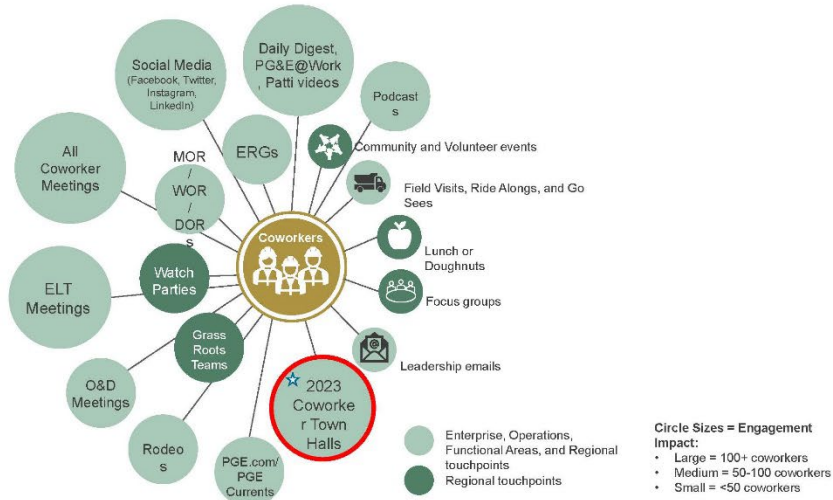
2024 Leadership Townhalls							
Date	Patti Attended	EVP Host	RVP Emcee	Region	Divisions	Location	Notes
February 5			Josh Simes	R5	Yosemite and Stockton	Modesto	Rescheduled due to winter storm
March 4			Teresa Alvarado	R4/R3	San Jose, De Anza, and Bay Region Group 1	SRVCC	Rescheduled due to winter storm
March 18			Jake Zigelman	R3	Bay Region Group 2	SRVCC	
April 1		John Simon	Jake Zigelman	R3	Bay Region Group 3	SRVCC	
April 15		Carla Peterman	Jake Zigelman	R3	Bay Region Group 4	SRVCC	
April 22		John Simon	Josh Simes	R5	Yosemite and Stockton	Modesto	
May 6		Carolyn Burke	Dave Canny	R1	North Bay and Sonoma	Petaluma	
May 20		Jason Glickman	Josh Simes	R5	Keirn and Fresno	Fresno	
June 10		Ajay Waghray	Ron Richardson	R1	Humboldt	Eureka	
June 24		Jason Glickman	Joe Wilson	R2	Sacramento	Sacramento	
July 15		Surmeet Singh	Teresa Alvarado	R4	Central Coast and Los Padres	San Luis Obispo	
July 22		Kaled Awada	Joe Wilson	R2	Sierra	Sacramento	
August 5		Carolyn Burke	Teresa Alvarado	R4/R3	San Jose, De Anza, and Bay Region Group 1	San Jose	
August 12		Joe Wilson	Joe Wilson	R2	North Valley	Redding	
August 26		Jason Glickman	Dave Canny	All	Make Up Session + Bay Region Group 5	San Ramon	
September 23		Surmeet Singh	Dave Canny	All	Make Up Session + Bay Region Group 5	SRVCC	

Internal



Ecosystem of Coworker Engagement

There were 14 LTHs in 2024, two were rescheduled due to weather events, and the rest were held in accordance with the schedule



Internal



Officer Attendance

A handful of Officers were exceptional and owned the LTHs this year

Out of 68 Officers:

- 58 (85%) Officers attended 1 or more LTH
- 32 Officers attended 2 or more LTH
- 26 Officers attended only 1 LTH
- 3 Officers attended more than 5 LTH
- 4 Officers attended more than they signed up for
- 7 Officers did not sign up for or attend an LTH
 - 4 did not sign up for any LTHs
 - 3 did not show up for the LTH they signed up for
 - 2 Officers had family emergencies and could not attend

EVP Attendance (8)

- 2 EVPs attended 4 (Jason and Sumeet)
- 2 EVPs attended 3
- Other EVPs attended once or twice

SVP Attendance (14)

- 2 SVPs attended 5 (Vincent and Joe F)
- 1 attended 4
- 1 attended 3
- The rest attended 2 or less

VP Attendance (46)

- 1 attended 5 (Ron Richardson)
- 1 attended 4
- 7 attended 3
- 29 attended once or twice
- 8 VPs did not attend any LTHs
(with two out-of-state and not expected to attend)

Internal



Senior Director and Director Attendance

Unlike 2023 when Senior Directors and Directors were attendees, they acted as table facilitators in 2024 LTH. Given the survey feedback that frontline and back-office workers want time with officers, we may need to consider pivoting to officers only as facilitators, and identify other opportunities for Senior Directors/Directors to participate in LTH

Out of 531 Directors & Senior Directors:

- 216 (41%) attended 1 or more LTH
- 51 attended 2 or more LTH
- 165 attended only 1 LTH
- 1 attended 11 LTHs – John Fiske
- 8 attended more than 5 LTH
- 39 attended more than they signed up for

315 Directors & Sr. Directors did not attend an LTH

- 285 did not sign up for any LTHs
- 30 did not show up for the LTH they signed up for

Opportunity for Improvement

On average, there was a **20% attrition rate** for Senior Directors and Directors

Internal



2024 LTH Qualitative Feedback from Survey

Themes from All Feedback

- Coworkers want more time and engagement (e.g., Q&A, discussions, activities) with officers
- Content must focus on the issues ELT think are most important to their work and teams
- Appreciated being away from their desk so they could focus on the day
- Trust is lacking between frontline coworkers and senior leaders

Speak Up (Building Trust) Session Results

- Exercise and presentation really get you thinking
- Motivational leadership – trust must be given
- Real life examples make it real
- Still more work to do, some hesitation but optimistic
- Speak up is strong, but follow up from leadership needs work
- Still have much work to do in ensuring all leaders are listening and following up... people are raising great issues but when it goes unheard and unaddressed, we are damaging trust
- Generally, trust the company to do the right thing, but still seeing quality sacrificed to meet metrics
- Not getting following with concerns I bring up
- Speakers are great but wasn't the strongest table exercise
- More time for tabletop discussions

Safety Session Results

- Psychological safety is missing
- Too many initiatives/tools
- Liked the Grassroots videos
- Use real examples to make it real
- Not a big enough focus on office safety, heavy on field safety
- Needs a more interactive exercise

Leadership Results

- With this many frontline leaders we should see more executive leaders
- Liked the Interview and Q&A, thank you for listening – more time please
- Answer more questions rather than extensive responses to few questions
- Will today's initiatives last 10 years?
- Strong focus on the customer
- Best leadership team – Patti is the best

Lean Session Results

- Liked the breakout activity but need more time for breakout
- Needed more/better directions on the activity
- Good explanation of Problem Statements – simple to understand
- Adjusted my perspective to customer focus when thinking about problems
- Examples helped understanding (sharing with others), discussions of examples help learning
- Either refresher or need more training on Lean (noticed a gap in their knowledge)

Other Comments

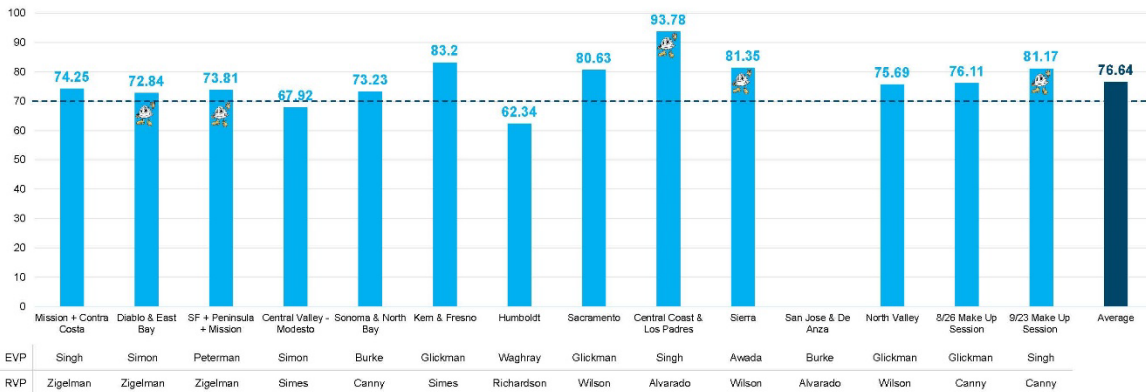
- Appreciated the direct interactions and engagement with leadership
- Discussions are useful – more time for these and less being talked to
- Offsite was nice, away from work, less distractions
- Relevant content and good messaging
- Need more of these to occur
- Worth the time
- Good timing & length

Internal



LTH Survey Participation Rate

Attendees survey participation rate of 76.64%. Exceeding the target of 70%. Only 2 LTHs did not achieve the 70% response rate.



EVP	Singh	Simon	Peterman	Simon	Burke	Glickman	Waghray	Glickman	Singh	Awada	Burke	Glickman	Glickman	Singh
RVP	Zigelman	Zigelman	Zigelman	Simes	Canny	Simes	Richardson	Wilson	Alvarado	Wilson	Alvarado	Wilson	Canny	Canny

Target is a post-event survey response rate of 70%

Breakthrough Target is post-event survey response rate of 100%

Patti Attended

*Post-event survey response data was not captured for San Jose & De Anza

Internal



Operations Safety Officer & Director Meeting

February 14, 2024



Agenda

Topic	Presenter
Safety Message	Joe Echols
Safety Reflections & Leading Differently	Sumeet Singh
Serious Incident Testimonial	
What has to be True for SIFs to Stop?	Matt Hayes & Jason Regan
Discussion Reflections & Call to Action	Jason Regan
IBEW: Our Partnership in Safety	
PG&E Operations Safety Collaboration Center	
Closing & Action Reminder	Sumeet Singh





Safety First

Director, Vegetation Management Execution

Safety and Security Orientation

Everyone and everything is always safe

Assign safety roles if in person

Psychological Safety

- Practice transparency and vulnerability
- Avoid blame; learn from mistakes
- Show care and appreciation
- Invite new ideas from all
- Disagree respectfully and with curiosity
- Prioritize mental health by encouraging self-care



Fire

- Exits, escape routes, evacuation
- Fire ext.



Earthquake

- Drop, cover, hold



Medical Emergency

- 911/share location
- First aid/CPR
- AED



Security: 1-800-691-0410

- Active shooter—get out, hide out, take out, call out
- Maintain situational awareness to mitigate hazards



Ergonomics

- Proper ergo
- 30/30: move 30 secs every 30 min



Start When Safe

- Are you physically and mentally able to work?

Don't report to work if testing positive for COVID-19 or have cold/flu-like symptoms

Energy-Based Hazard Wheel



[SIF prevention field guide](#)

On the road, off the phone



Park in a safe location



Nurse Care Line 1-888-449-7787 | Employee Assistance Program (EAP) myqgebenefits.com | Workplace Accommodations myqgebenefits.com



Ground Rules

Trustworthy

- Act with genuine humility
- Vulnerability is encouraged
- It's okay to say "I don't know"

Empathetic

- Listen for understanding
- Assume positive intent
- Encourage/provide space for all to participate

Curious

- Seek alternative perspectives
- Explore unintended consequences

Tenacious

- Think big
- Have fun!

Nimble

- Accept/learn from mistakes
- At closing, review MOLOSA and action items

Owners

- Own decisions and outcomes
- Stop and regroup if off-course
- Clarify desired outcomes and decision-making process



Which are most relevant today? Others to add?

Internal



Safety Reflections & Leading Differently

Sumeet Singh

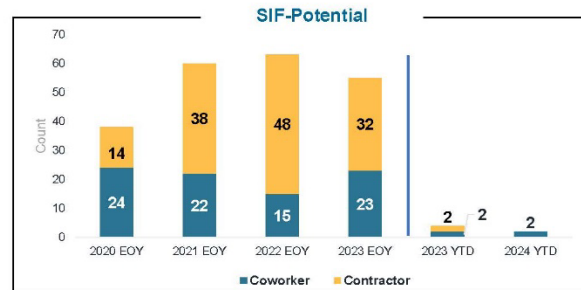


15 lives lost in support of PG&E work in the last 5 years

7



Serious Injury and Fatalities (SIF) Data as of 1/31/2024



Performance:

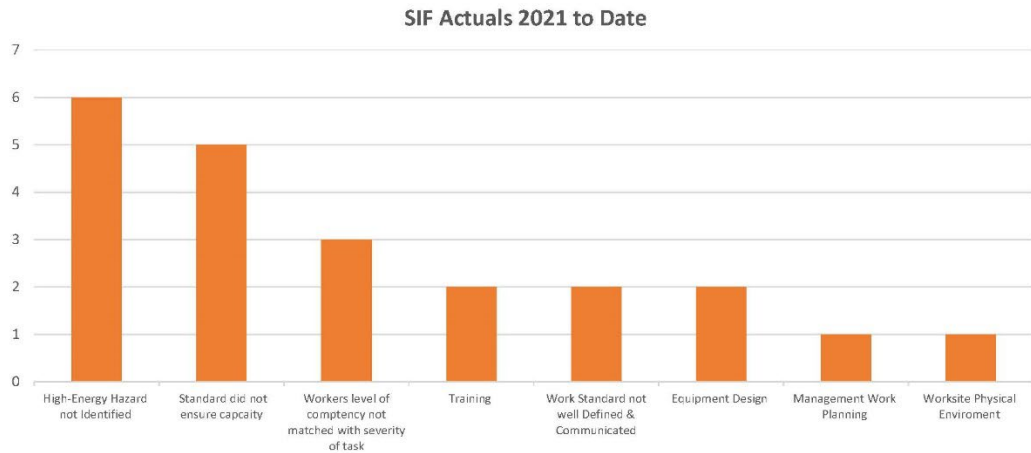
- SIF-A incidents YTD: 1 coworker serious injury.
- SIF-P incidents YTD: 2 coworkers.
- Gravity, mechanical, and motion incidents are the primary drivers for SIF actuals and potentials YTD.

In mid-2020, Contractors were required to start reporting SIF-P events.
 SIF-Actual: A life-threatening or life-altering injury, or a fatality.
 SIF-Potential: An event that reasonably could have resulted in a SIF-A.
 Lower is better.



SIF Actual Analysis

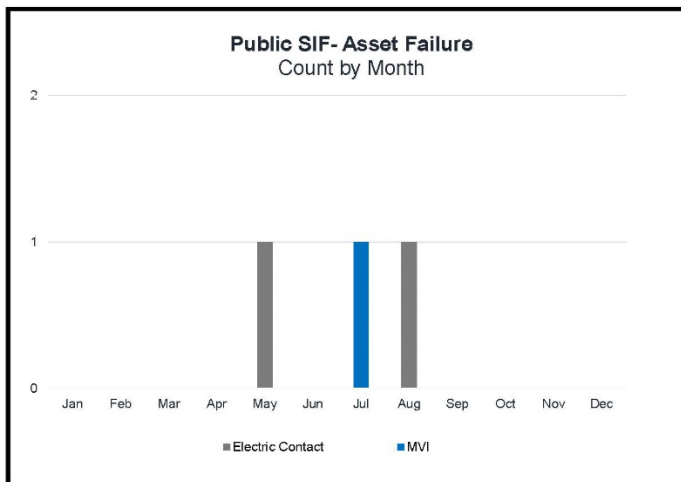
What Caused Controls to be Disabled, Fail, Not be In Place?



Note: Most of these SIF incidents have more than one failure identified



Public SIF



Public SIF Incident Definition:
A Public SIF occurs when a PG&E facility, location, asset, or vehicle, interacts with a member of the public **and** the interaction results in a serious injury or fatality to the member of the public. A serious injury to a member of the public is anything requiring in-patient hospitalization for other than medical observations



OUR Commitments Starting Now

- Serious Injuries & Fatalities will **STOP**
- We **WILL** lead differently
- We will build **TRUST** with our coworkers & their families
- We **ALL** own safety



Internal

11 11



Operations Leadership Team Personal Stands

Leaders	
Peter Kenny <i>**Jason to Present**</i>	Regina Venzon
Paula Gerfen <i>**Maureen to Present**</i>	Joe Forline
Matt Hayes	Dave Gabbard
Kim Gozelski <i>**Regina to Present**</i>	Mark Quinlan

What is your safety stand?



Internal

12 12



Serious Incident Testimonial

Former PG&E Coworker



Discussion:
What has to be true for SIFs to STOP?



Discussion Reflections & Call to Action

Jason Regan



Call to Action ~ SIF Prevention Action Plan

What needs to be done by the 2/21 Operations O&D meeting:

- Develop your own safety stand and be ready to share at the 2/21 O&D meeting
- Develop an action plan with your team and integrate into your functional area's 2024 TIP sheet for "SIF Prevention"
- Bring your action plan to the 2/21 in-person Operations O&D meeting for the Safety tabletop exercise
- Following the meeting, deliver on your commitment and actions through execution of your plan





IBEW

Our Partnership for Safety



**PG&E Operations Safety
Collaboration Center**



PG&E Operations Safety Collaboration Center



Safety Collaboration Center Core Participation



Location: Bishop Ranch, San Ramon

Executive Sponsor: Joe Forline, Senior Vice President Gas Operations & Matt Hayes, Chief Safety Officer

Facilitator: Kcammee Vreman, Gas Safety, Quality & Qualifications Sr Director

Functional Area	Supporting Officer	Functional Area SIF, Safety, Culture & Grassroots Leads
Enterprise Health & Safety (EH&S)	Matt Hayes	
Diablo Canyon Power Plant (DCPP)	Paula Gerfen	
Engineering, Planning and Strategy (EP&S)	Joe Bentley/	
Electric Operations (EO)	Ron Richardson	
Gas Operations (GO)	Joe Forline	
MID	Peter Kenny	
Power Generation (PGen)	Dave Gabbard	
WEO	Mark Quinlan	
ESC Union Leader (ESC)	TBD	
IBEW Union Leader (IBEW)		



Closing & Call to Action



Call to Action ~ SIF Prevention Action Plan

What needs to be done by the 2/21 Operations O&D meeting:

- Develop your own safety stand and be ready to share at the 2/21 O&D meeting
- Develop an action plan with your team and integrate into your functional area's 2024 TIP sheet for "SIF Prevention"
- Bring your action plan to the 2/21 in-person Operations O&D meeting for the Safety tabletop exercise
- Following the meeting, deliver on your commitment and actions through execution of your plan



2023 Recommendations #1 – Program Rollout Comms Plan

Vehicle	Title	Key Messages/Overview	Audience	Developer/ Owner	Deliverer	Send/ Launch Date	Status
Email	Program Launch Email: Drivers	Explain program launch, inform drivers their vehicles will be scheduled for install and give an approximate timeframe, share links to SharePoint & FAQs, inform that learning session invites will be coming soon	Drivers	Tracy	DI Mailbox (Tracy)	11/22/2024	Complete
Email	Program Launch Email: Supervisors	Explain program launch, inform leaders vehicles on their teams will be scheduled for install and give an approximate timeframe, share links to SharePoint & FAQs, inform that learning session invites will be coming soon	Leaders	Tracy	DI Mailbox (Tracy)	11/22/2024	Complete
Teams Meeting Invite	Invitation to Learning Session 1	Learning session agenda, please attend 1 of 3	Both	Tracy	DI Calendar (Tracy)	11/25/2024	Complete
Teams Meeting Invite	Invitation to Learning Session 2	Learning session agenda, please attend 1 of 3	Both	Tracy	DI Calendar (Tracy)	11/25/2024	Complete
Teams Meeting Invite	Invitation to Learning Session 3	Learning session agenda, please attend 1 of 3	Both	Tracy	DI Calendar (Tracy)	11/25/2024	Complete
Teams Meeting	Learning Session 1	Why safe driving, why this program, program overview, additional resources (Attend 1 of 3)	Both	Tracy	Teams (Steve-primary speaker, Tracy on logistics)	12/4/2024	Complete
Teams Meeting Fleet Comms	Learning Session 2 Ongoing Fleet Campaign	Why safe driving, why this program, program overview, additional resources (Attend 1 of 3) Your vehicle is scheduled for install, instructions	Both Drivers	Tracy Fleet	Teams (Steve-primary speaker, Tracy on logistics) Fleet	12/5/2024 12/6/2024	Complete Complete
Teams Meeting	Learning Session 3	Why safe driving, why this program, program overview, additional resources (Attend 1 of 3) Thank to those of you who attended. Share the video and links, reminder to register for your Netradyne account	Both	Tracy	Teams (Steve-primary speaker, Tracy on logistics)	12/11/2024	Complete
Email	Learning Session Thank-you	Reminder to create your account, stay logged in and use the resources. Invites to open houses coming soon.	Both	Tracy	DI Mailbox (Tracy)	12/11/2024	Complete
Email	Installs Complete	Reminder to create your account, stay logged in and use the resources. Invites to open houses coming soon, more information about training sessions for coaching coming soon	Drivers	Tracy	DI Mailbox (Tracy)	1/14/2025	Complete
Email	Installs Complete Invitation to Open House 1	Open house agenda, purpose	Leaders	Tracy	DI Mailbox (Tracy)	1/14/2025	Complete
Teams Meeting Invite	Invitation to Open House 2	Open house agenda, purpose	Both	Tracy	DI Calendar (Tracy)	1/22/2025	Not Started
Teams Meeting Invite	Invitation to Open House 3	Open house agenda, purpose	Both	Tracy	DI Calendar (Tracy)	1/22/2025	Not Started
Teams Meeting Invite	Invitation to Open House 4	Open house agenda, purpose	Both	Tracy	DI Calendar (Tracy)	1/22/2025	Not Started
Teams Meeting Invite	Invitation to Coaching Training Session 1	Coaching training session 1 agenda, purpose, please attend 1 of 2	Leaders	Tracy	DI Calendar (Tracy)	1/29/2025	Not Started
Teams Meeting Invite	Invitation to Coaching Training Session 2	Coaching training session 1 agenda, purpose, please attend 1 of 2	Leaders	Tracy	DI Calendar (Tracy)	1/29/2025	Not Started
Teams Meeting	Open House 1	Using the Driver! app, mostly feedback	Both	Tracy	Teams (Steve-primary speaker, Tracy on logistics)	2/4/2025	Not Started
Teams Meeting	Open House 2	Alerts and technology, mostly feedback	Both	Tracy	Teams (Steve-primary speaker, Tracy on logistics)	2/10/2025	Not Started
Email	Open House 1 & 2 Thank you	Thank you for those of you who attended. Reminder of resources, send survey	Both	Tracy	DI Mailbox (Tracy) Teams (Steve-primary speaker, Tracy on logistics)	2/10/2025	Not Started
Teams Meeting	Coaching Training Session 1	How to coach, what to coach on, feedback (attend 1 of 2)	Leaders	Tracy	Backups: Michael for Safety, Kristina for logistics Teams (Steve-primary speaker, Tracy on logistics)	2/18/2025	Not Started
Teams Meeting	Open House 3	Basic overview of how coaching will work, explanation that leaders are getting more detailed instructions, mostly feedback	Both	Tracy	Backups: Michael for Safety, Kristina for logistics	2/19/2025	Not Started
Email	Open House 3 Thank you	Thank you for those of you who attended. Reminder of resources, send survey	Both	Tracy	DI Mailbox (Tracy) Teams (Steve-primary speaker, Tracy on logistics)	2/20/2025	Not Started
Teams Meeting	Coaching Training Session 2	How to coach, what to coach on, feedback (attend 1 of 2)	Leaders	Tracy	Teams (Steve-primary speaker, Tracy on logistics)	2/20/2025	Not Started
Email	Coaching Training Session 2 Email	Thank you for those of you who attended. Reminder of resources, send survey	Leaders	Tracy	DI Mailbox (Tracy)	2/21/2025	Not Started

2023 Recommendations #1 – Q&A Notes from the March 13, 2024 All Coworker Ops and EP&S call



Customer and Regional Service Model

1. **Regionalization needs to match both inside and out, meaning both physically and administratively. For example, teams/depts/people are fragmented to support their hometowns, but the work that is done in office to support that is not regionalized, and it's become very convoluted and messy. Why aren't LEAN specialists appointed to all work groups to oversee and address these issues so we can be in alignment?**

Thank you for the feedback. The Regional Service Model (RSM) strives for greater accountability at the local level to deliver for our hometowns and better the local customer experience. The RSM allows for an operating structure that orients us to our hometowns through internal cross-functional coordination and key external stakeholder engagement. The regional structure leverages the Lean Operating System to improve visibility into performance, respond and solve problems more quickly and standardize operations on a regional and functional level. To measure the maturity of the RSM, the Regional Vice Presidents developed the RSM Maturity Metric. The metric measures the delivery and quality of key outcomes and capabilities for RSM including regional alignment, regional Lean, external and internal engagement and communications and hometown outcomes.

In 2023, Operations had a RSM Maturity Score of 61% with a 70% target in 2024. All in-scope Operational Functional Areas created Tactical Implementation Plans (TIPs) to help achieve the goal. If you have specific feedback on how to drive RSM Maturity, please email [REDACTED]. [REDACTED] is the RSM Maturity Lead for Operations.

If you need Lean support, please email LeanTeam@pge.com. The Lean Team also hosts Lean Open Hour Hours on Thursdays from 11 am – 12 pm. To register, click [here](#).

- Coworkers are also encouraged to sign up for training including:
- CORE-9032WBT: Introduction to Lean Operating System
 - CORE9033 Instructor Led Training: Lean 501 Training
 - [Simple Problem-Solving Course](#)

For more Lean Resources, please visit the [Lean Intranet page](#).

2. You guys are always talking about getting back to our hometowns and being there for our customers. But then you guys close all the local offices and make it extremely hard to be there for our customers. Especially the elderly. We really don't have a face for our customers now. I know this is kind of an old topic but customers are still upset about this.

The way we work and serve our hometowns has changed. The decision to close the offices was not intended as a takeaway from our hometowns, rather it was intended to service our vulnerable customers in a new and improved way. Over 90% of the transactions when the offices were open was taking payments. With our digital payment platforms, mail-in options along with our ~550 neighborhood payment centers where customers can still walk into to make a payment, there are several choices for customers to pay their bill. Repurposing our resources to create a concierge-like service for our vulnerable communities is showing up for our hometowns in ways we have never done so before. Our customer satisfaction scores for the Customer Service Outreach (CSO) team are very high. While some customers are not happy with the office closures, other customers are thanking us for the extended support we now offer. While it is true that we no longer have an office for the face-to-face transactions like we used to, the CSO team is very active in attending in-person community events to assist customers in person.

3. This past few storms have caused a lot of anger in my local community with the posted ETOR's being anywhere between 2-7 days out in some cases. I know that we are concerned about running past the ETOR but defaulting to the longest possible time of repair is not good for the public image especially with our recent and constant rate increases. Is leadership concerned about the way this looks when the public already has such a negative view about PG&E?

Thank you for the feedback. We are committed to delivering for our hometowns on both a blue sky and emergency response activation, which is the key to rebuilding trust with our customers and our local communities by delivering excellent customer experiences every day.

We recognize the hardships customers face when there is a power outage. The February 4th Storm impacted 1.98 million customers with 84% restored within 24 hours and March 1st impacted 247k customers with 98.4% restored within 24 hours.

To improve customer experience during an outage, we launched the Outage Journey Initiative and implemented two mitigations in Q4 2023:

- Leveraging meteorology data and modeling – a prediction is made if a CAT 4-5 event is forecasted on which circuits are most at risk of multi-day outage. We then send a targeted communication to those customers 2 days before the forecasted event, informing them that based on similar events in the past, there is a strong likelihood they could be without service for multiple days. We ask these customers to prepare for a multi-day outage and provide a link to resources available on our web site. These communications are on top of the blanket weather warning / resource communication efforts that are also targeted at the forecasted communities.
- Major Event Customer Communication Procedure – finalized a formal communication procedure that defines customer touch points during a major event to set expectations / keep customers informed outside ETOR push notifications, and also sets up requirements to have ETORs in Outage Management Tool and available to customers within 24 hours.

4. According to a Sacramento CBS article by Kayla Moeller(5/9/24), PG&E price hikes have homebuyers looking outside of company's territory. Article states, PG&E profited \$2+ billion profit last year yet we are increasing customer rates for the second time this year, initially \$38 per cust in January and now \$5 extra per cust. When asked, how do we explain the increased cost to customers in light of our profit?

Thank you for the question and being an owner of PG&E. Below are customer-friendly highlights to explain to family, friends, and neighbors regarding PG&E's profit and proceedings:

- [Earnings Talking Points](#)
- [Rate Proceeding Talking Points](#)
- [Patti Poppe Video Explains our Focus on Energy Prices](#)

People (Compensation, Benefits)

5. Many dentists are dropping Delta dental - will the company be searching for a new provider?

All benefit vendors are evaluated on an annual basis to ensure they're providing the best service and efficient costs for our coworkers. As it currently stands, Delta Dental continues to offer the largest network of dentists in California.

A few things to note about PG&E's Delta Dental coverage through the Health Account Plan (HAP):

- While you can use any dentist you choose, you'll save the most money by using a Delta Dental PPO or Delta Dental Premier Network dentist.
 - Visit [deltadentalins.com/pg&e](https://www1.deltadentalins.com/pg&e) and select All of the Above under network to find a dentist near you.
- Delta Dental has nearly 22,800 dentists in its network throughout California—more than 7,900 throughout the Bay Area.
- In 2023, more than 1,400 dentists were added to the Delta Dental network, while 186 dropped from the network.
- If your dentist has left the Delta Dental network, you can still receive dental care with the same dentist—you'll just need to file a claim through Delta Dental to receive partial reimbursement. Click the link to learn how to file a claim for a non-participating dentist (<https://www1.deltadentalins.com/group-sites/pge/ppo-manage-costs.html>).

6. Why are the R&R not the same across all Unions? It does not seem like the company values its workers.

Our Reward and Recognition agreements were negotiated with our unions in 2014. The unions had interest in bargaining rules around participation and limitations to discretionary dollar amounts at that time. The result of those negotiations 10 years ago were \$250/quarter for IBEW represented Coworkers and \$400/quarter for ESC represented CW limitations. Neither party has approached the other seeking to renegotiate these agreements or dollar amounts.

Internal

7. Are individual contributors paid competitive wages?

Yes. For NBU (non-bargaining unit coworkers), the People organization reviews salary ranges annually and updates them based on competitive market survey data for NBU jobs annually, and coworkers' base pay is reviewed during Annual Pay Planning process where leaders can assess the base pay of individual contributors.

8. On the topic of cutting costs, why does PG&E not allow other avenues of transportation. We should offer employees the ability to have a vehicle allowance + gas card. We pay rental companies outrageous amounts of money when we could pay have the amount and drive our own vehicles. Is there an opportunity to explore this option?

FIN-2210S provides that unless otherwise provided for in a collective bargaining agreement, mileage for personal vehicle usage is reimbursable for business travel during the workday. Mileage reimbursement is designed to compensate coworkers for the gasoline, maintenance, insurance, wear and tear on their personal vehicle that is beyond their regular daily commute. Coworkers commuting at the beginning or end of the workday to or from a work location other than their regularly assigned headquarters may only be reimbursed for mileage that exceeds their regular daily commute. PG&E reimburses mileage at the same IRS mileage rate unless otherwise determined and communicated.

9. Can you comment on the pay disparity between employees in Gas Operations vs Gas Engineering? There are equivalent positions in both orgs (asset specialist), but those in gas engineering tend to have pay bands that are 5-15% higher.

The People Organization performs job reviews to ensure consistent application of the pay ranges. It reviews salary ranges for NBU jobs annually. Some coworkers may sometimes perceive that the value of jobs are the same but based on job descriptions, the jobs may be different with different job requirements, and therefore, different pay ranges. That said, the People Organization can perform a review during the annual review of pay ranges but will need specific job codes if possible so that we are accurately comparing the right jobs. Coworkers are requested to email their HR Business Partner or contact the HR Help Line 415-973-4357 for those specific job codes.

10. During Bankruptcy our 401K's were delegated to a fiduciary who at that time limited our 401K contributions into the "PG&E Corp Stock fund" to a 20% maximum contribution of our portfolios. Can we look into lifting that 20% limit which could ultimately help our company stock and our portfolios?

PG&E hired an independent fiduciary, Gallagher Fiduciary Advisors (Gallagher), to manage the company stock fund held within PG&E's 401(k). This was done to avoid a conflict of interest in offering the stock fund to coworkers and means that PG&E does not control the decisions regarding the company stock fund. Gallagher generally advises a maximum 20% limit irrespective of a company's particular situation and does not intend to lift its 20% limit. Although this limit applies to company stock held within PG&E's 401(k), coworkers are free to purchase PG&E stock without limits outside of the 401(k) plan, subject to insider trading laws.

11. I believe hiring non-traditional supervisors in the front line roles is a contributor to safety due to lack of knowledge of our work and what we do. When are we going to get serious about compensation for traditional front line workers?

PG&E defines a job by the knowledge, skills, and abilities, as well as the education and experience needed to perform the inherent duties. Regardless of traditional vs non-traditional, Supervisors in the same job are so because they are doing the same work, and they wouldn't be in those jobs if they didn't meet the minimum requirements to satisfactorily perform the job. For those in the same job (regardless of traditional vs non-traditional background), they will have the same pay range for the same location, which represents the value of the job for the labor market and PG&E. A coworker's individual base pay should be within that pay range, and their placement within the range depends on their contributions to the company, including demonstrated skills, experience, behaviors, and performance over time, as well as equity compared to other peers in the same job (peers of similar skills, experience and performance should be similarly positioned in the pay range). As such, all else being equal, paying peers in the same job with similar contributions higher just by virtue of that traditional background could create a pay inequity which is why the company pays based on overall contribution.

12. If we are the ones doing the work. We are the face of Pge to majority of public. But yet tools and overtime are being cut to a minimum? When do the front line employees get a raise that is comparable to other utilities? If we are the face and we are all one Pge why does our ceo or vices make millions when the ones out in the public that are building the trust and relationships with customers are not recognized?

PG&E is compliant with California Wage & Hour rules when hourly (non-exempt) employees work overtime. However, the amount of OT hours is not an entitlement. In fact, companies can scale back on the amount of OT worked as a business requirement as needed. PG&E's salary ranges are competitive to the market including for its executives. PG&E pays based on market which means we purchase salary surveys every year to see what our competitors, in aggregate, are paying. Our pay philosophy is that we pay at the median which means in the middle where half of our competitors pay below that median and the other half pay above that median.

13. Thank you for addressing Supervisor level pay compression last year. When will the company address Manager/Director level pay compression? Managers are being paid less than the Supervisors and some front line employees who report to them.

There are some instances of Manager compression, but it is not widespread. PG&E is reviewing its compression pay philosophy over the next twelve months to determine the appropriate way to address Manager compression. That said, it may be appropriate for some compression to exist especially when the direct report has higher technical skills.

14. When front line supervisors are getting the same raises and those union employees they supervise it does bring down morale. We need to energize our front line and op supervisors with proper compensation especially those who are top performers. What is the incentive to be a supervisor and leader if you are going to receive the same raises as a union employee. The key to safety is your font line supervisors who are actually in the field with their teams and our contractors.

The compensation models are different for NBU (non-bargaining unit) employees vs. BU (bargaining unit) employees. For NBU employees, compensation is based on performance, which means, NBU increases are neither automatic nor based on seniority. There is an upside for higher performing employees (i.e., higher merit or STIP). Under certain circumstances, supervisors also earn OT and premiums. Furthermore, in an effort to energize Supervisors, the True North Strategy - Role of Supervisor Initiative was created to attract and retain PG&E's frontline supervisors.

15. Also how do we ensure we have the right people in our leader positions? (We can be a lot safer if we had dedicated leaders for more than a couple of months. Why are leaders not held to the same standard of staying in a position for a min of a year like individual contributors? How do we move forward in a material way when we are constantly re-aligning with a new leaders plan?)

All coworkers including those at leadership levels are held to the same hiring standards. Our mobility standard has an eligibility requirement of 12 months in current position (as of the date of the application for the posted position), with limited exceptions for critical business need for both leaders and coworkers alike. Leadership changes are sometimes accompanied by org changes, and both the company and leadership are always mindful to ensure the intended benefits or org changes outweigh the likely disruptions that come with change. Our change management team is available to support teams during changes.

16. First i want to say thank you Sumeet for you extraordinary leadership. You are a prime example of what great leadership looks like. My question is, when are we going to actually look at each position above a FL supervisor and validate we have the right people in place? We talk about speak up culture but I am here to say it dosen't exist everywhere throughout the company. The muntra is to keep things hush hush and not address concerns that are valid.

The company has a performance management process, including quarterly check-ins and yearly reviews that insures everyone, including leaders, are held accountable for their results and virtues. If there are specific issues, please reach out to HR or the next level leader. We also encourage you to report any suspected misconduct or inappropriate behavior, including retaliation, to the Ethics & Compliance Helpline at 1-888-231-2310 or through the Helpline website. You may remain anonymous if you choose.

17. Leadership keeps talking about safety is the #1 priority but yet we continue to not be able to backfill vacant positions or add additional head count to reduce the ever growing additional work load to the boots on the ground people. We are constantly having more and more work and responsibility dumped on us with zero additional resources to help do that work safe. this has been an issue for the better part of a decade and the only thing that's changed is that we just load up on more management positions to micromanage the boots on the ground employees.

Leadership teams consistently consider their headcount budget to adequately support their workplans and business needs, and are committed to the safety of all coworkers, partners and the public. If you are observing any safety concern, please Speak Up immediately via one of the channels noted below:

- Report your concerns to your leader or a member of our safety leadership teams.
- Call 911 for an emergency
- To report an ethical or conduct concern, contact the Ethics & Compliance Helpline at 1-888-231-2310 or EthicsPoint.com
- To request guidance or ask questions about the Code of Conduct, policies, standards or procedures, contact the Ethics & Compliance Department at EthicsComplianceHelp@pge.com
- Report safety issues or process improvement ideas to the Corrective Action Program (CAP) at 1-855-85-GO-CAP
- Contact Human Resources or Corporate Security

18. Why are the front-line, and lowest paid workers constantly put in the position to fix everything? Our pay, and raise % are going down year after year while the C-Suite makes millions of dollars. What accountability at the top is there?

In line with PG&E's pay philosophy (Standard HR-1240S), PG&E's salary ranges are competitive to the market including for its executives. PG&E pays based on market which means we purchase salary surveys every year to see what our competitors, in aggregate, are paying. Our pay philosophy is that we pay at the median for expected performance which means in the middle where half of our competitors pay below that median and the other half pay above that median. Lastly, the executive team is accountable for how PG&E is run and their compensation is "at risk" if certain goals are not met.

19. Why does PG&E leadership explain their compensation as industry standard? PG&E states they want to be the benchmark so it seems that this explanation is a generic way to dismiss the question. I believe most of the boots on the ground listen to this and become more infuriated at the supervisory class. I imagine you all are aware of this and see no other way to address than to dismiss but I'd like for you to try.

PG&E explains compensation as "industry standard" because PG&E's pay philosophy is to pay at the median of the talent marketplace for expected performance. The median is determined based on salary surveys and benchmarking conducted by the People Organization which is an industry standard.

Internal

20. We need to increase the candidate pool for hiring hall clerks, but new people can't get on the IBEW books unless jobs are posted to the outside. Can we keep an ongoing posting open to allow for new talent to have an opportunity to join our team?

Interested applicants may be added to IBEW Hiring Hall list online (IBEW1245.com); IBEW provides distribution of test-qualified candidates when vacancies are opened. Postings are not kept open as part of compliance and overall recruiting process.

21. Does AB 2188 apply to PG&E or is PG&E exempt from the bill that took effect on January 1st this year.

AB 2188 or Assembly Bill 2188: Discrimination in employment: use of cannabis applies to PG&E. However, we continue to test for marijuana where required by federal law (DOT, PHMSA, and NRC). Consistent with the state law, we no longer tests for marijuana in pre-employment drug screening of other employees. However, all employees must remain fit for duty and may be tested for current THC intoxication if a reasonable suspicion exists that they are intoxicated at work.

22. Why does PG&E target long term high performing employees that worked over 35+ years to get to a payband that ends up over 110% percent and exceeds target and then not give them a base pay increase especially with cost of living increases. This does not feel like love it feels like holding you down. I can say this does not make me want to extend my time here and leave when eligible. I may think differently if I thought I could improve my retirement base pay but with out that I will leave. I did not get to this pay level without the performance and impact I had over my career and now I am penalized for having seniority and performing over the length of my career. I was told it doesn't matter if you are exceeds target if over 110% the company does not allow base pay increases.

For non-bargaining unit employees, PG&E does not pay based on seniority or on cost of living which can go up or down, and we do not add or remove salary based on those ups and downs. PG&E pays based on market which means we purchase salary surveys every year to see what our competitors, in aggregate, are paying. Our pay philosophy is that we pay at the median for expected performance which means in the middle where half of our competitors pay below that median and the other half pay above that median. Furthermore, if a non-bargaining unit coworker's compa ratio is 110% or more, that indicates that they are already over the market median. The company can manage base pay by instead allowing lump sum payments. Some companies do not allow that once the coworkers have a high compa ratio, like 110%. We also remind non-bargaining unit coworkers that 1) they also receive a bonus based on performance and 2) PG&E has very competitive benefits. We encourage coworkers to understand their full total package (i.e., compensation and benefits). We also encourage leaders to develop their skills so that, if they are interested in higher pay, that they develop themselves to a higher level of leadership.

Lean

- 23. Our lean model continues to add DOR, WOR, MORs along with Command Centers and Rally rooms what is the expectation to support all of these meetings as it has become increasingly difficult to have enough time in the day. There needs to be a better balance on all of our frontline leaders time as it seems to have reversed. What are we doing to help change this pattern?**

Our operating review process should standardize and streamline how we manage our performance and drive action. Any added reviews should add value to the process. Over time, we will standardize our front-line metrics and better define where we need functional alignment and cross functional support. Our Command Centers (Rally Rooms) should be working spaces where activity is taking place. The Leadership team is in the process of rationalizing both Operating Reviews (mainly Weekly, Monthly) and Command Centers so that they are intentional, more efficient and support our coworkers. That said, your Daily Operating Review should be 15 minutes or less and drive action around the plan for the day / week.

- 24. We are creating a new Lean organization under Joe Forline. What will this group be doing and why is it separate from the other Lean organizations in the company? What is the value of pulling additional resources to implementing Lean when we have so many other needs across the company?**

In 2023, the Model Yard pilot (15 electric and gas service centers in scope) was focused on learning the best way to implement the Lean Operating System at the front line. Now, Operations is looking to standardize those learnings and implement this standard to the other 52 electric and gas service centers. A project was initiated called the Lean Standard Yard Expansion Project.

This new organization's sole focus is to (1) assess and standardize PG&E's 15 Lean Model Yards, (2) centralize support for the implementation of the five Lean Plays across Electric and Gas Operations, and (3) oversee the strategy for the East Bay Local Operation Model.

Danielle Starring has accepted the role of lead of the Lean Standard Yard Expansion Project. While her focus areas extend beyond Gas, she will join the Gas Operations Senior Leadership team effective April 15 and report to Joe Forline. She will be working in the coming weeks to build out her team and engage cross functionally across the enterprise to support our frontline coworkers.

- 25. Are we ever going to look at the redundant positions within the various organizations? Lean seems to have created a manage by metrics mentality. That has created a tremendous amount of bloat within the organizations so that each level can have data to report up. It is wasteful and in no way benefits our customers.**

We should all be responsible for identifying waste and sharing our thoughts with our leaders and lean specialists when we recognize waste. To this end, leaders should always be making hiring decision based on business need, their budget, and planned headcount. We are always reviewing to optimize our processes and efficiencies in our processes and how we do our work.

26. The LEAN DOR, WOR and MOR processes are all great, however, it also gives upper leadership a way to avoid issues by saying that issues NEED to be raised through the DOR process. It feels as though they are passing it off to the leader under them, but if we are coming to you, it's for a reason. What happened to the open door policy PG&E has always stated we have?

Thank you for the feedback. Issues do not need to be raised only through the DOR process. There are many other channels available to our coworkers including going to your leader, and—if you don't feel comfortable, here are other options:

- Call 911 for an emergency
- To report an ethical or conduct concern, contact the Ethics & Compliance Helpline at 1-888-231-2310 or [EthicsPoint.com](https://www.ethicspoint.com)
- To request guidance or ask questions about the Code of Conduct, policies, standards or procedures, contact the Ethics & Compliance Department at EthicsComplianceHelp@pge.com
- Report safety issues or process improvement ideas to the [Corrective Action Program \(CAP\)](#) at 1-855-85-GO-CAP
- Contact Human Resources or Corporate Security

Real Estate and Return to Work

27. Do you plan on giving a company-wide return to office mandate for hybrid employees? If there is a mandate, what discretion will front line supervisors have to optimize performance for their teams?

In the spirit of ownership and being trustworthy we are not issuing a company-wide mandate. However, we are empowering our leaders with both a standard and playbook that will establish a baseline in behavior for our hybrid coworkers. In the standard there is opportunity and flexibility for supervisors to optimize and customize how their teams show up while supporting them in flexing the ability to adjust with the demand of the work in support of their customers. There is also language written that establishes a baseline expectation for behavior for each coworker.

28. Will PG&E continue with hybrid/remote positions indefinitely for both represented/non-represented employees, or will everyone be required to return to office at some point?

In the spirit of ownership and being trustworthy we are not issuing a company-wide mandate. In today's work climate maintaining our hybrid positions continues to be a benefit to both internal and external candidates, allowing PG&E to attract and attain the best talent. For coworkers, it provides the much-desired flexibility to balance personal and professional commitments, leading to increased joy at work, improved mental health, and reduced burnout.

29. Why are clerks being told they will be returning to the office, and not being given a legitimate reason why? I've reached out to my leaders multiple times with no response. Especially if the company is actually concerned about safety, it makes no sense to have employees driving when not necessary.

Return to office decisions are based on business needs.

30. Do we own Oakland or is it a lease to own?

We are under contract to purchase 300 Lakeside Drive, Oakland in 2025.

31. How come a lot of accidents happen in yards? Oh wait...we never put money back into our Company (YARD) Buildings except OGO.

PG&E's investment decisions prioritize safety above any other criteria, aligning with our stand that *Everyone and Everything is Always Safe*. Our commitment to safety applies to investment decisions in our facilities, whether at our yards supporting field operations or at our office facilities such as the OGO. Over the last three years, PG&E invested \$547 million in real estate capital improvements at company service centers and yards, with another \$184 million planned in 2024. Mitigating safety/security risks and enhancing coworker comfort and well-being were critical drivers of the improvements.

CRESS regularly and proactively assesses the condition of our service center facilities to ensure that the site and building infrastructure operate safely and prioritizes safety-related repair or replacement work when identified. If you have a specific safety concern that has not been addressed, please raise it with your leader. If you need assistance from CRESS, please get in touch with us for assistance contacting the Facilities Management Office at (415) 973-9000.

Safety

32. What would it look like if we didn't have "Lone Workers"? If everyone was always paired up for Safety and accountability. My initial thought is that there would be potential for increased exposure by increasing headcount, but I'm trying to think outside the box.

We are piloting several lone-worker technologies to improve in this space. We are looking into our Dispatch Operation processes regarding following up with lone workers when dispatched to remote locations and regular locations after hours.

33. Do you feel that you are succeeding as a leader? What are you doing to make us safer? 15 deaths in 5 years is not acceptable.

Thank you for the question and agree that 15 deaths in 5-years is not acceptable. Our work to achieve our stand that *Everyone and everything is safe* is never done. We need all 27,000 coworkers to own our safety and the safety of each other. Our work on safety is never done.

34. Can we encourage psychological safety/work-life balance which will help safety ALL of our co-workers?

Thank you for the feedback. Psychological safety and work life balance is key to help make our stand *Everyone and everything is safe* a reality. We will continue to promote psychological safety, including in our meeting safety slide, as well as in Ethics and Compliance Training and in various Daily Digest articles throughout the year. As it relates to work-life balance, we also encourage coworkers to take time off (vacation) to recharge and expect leaders to support and encourage this as well.

35. Are you able to share some successes and or organizations that are experiencing a high level of safety performance, that might provide some ideas and dialogue for others to adopt actions for their safety promotion.

Yes, we will take an action to communicate this in the Daily Safety Message every week/other week.

Internal

36. Why is Truce still around with all the issues being raised from the field? Issues raised from the field are continuously ignored.

Based upon a common cause analysis of over 400 Preventable Motor Vehicle Incidents (PMVIs), 32% of Motor Vehicle Incidents (MVI) Serious Incidents and Fatality (SIF) and MVI rollover are related to driver distraction and fatigue. Supervisor investigations indicated distractions were a contributing or a direct cause in 16% of PMVIs. There are approximately 2,000 coworkers protected by TRUCE. From 6/25/22 through 3/4/24, there has been 21.1 million miles driven, 537 thousand texts suppressed, 135 thousand calls suppressed, and 1.2 million apps suppressed while driving. Those without TRUCE encounter a phone distraction once every 6 miles, those protected by TRUCE encounter a phone distraction once every 35 miles. Help guides, Device issues and Resolutions, and FAQs can be found at (<https://pge.sharepoint.com/sites/Truce>), Please submit a CAP if there are issues with the performance of TRUCE.

37. We talk about safety and motion has been identified in many SIFs and fatalities. Why are we continuing having meetings in the Bay Area and having people travel 6-8 hours round trip for 2-4 hour meetings? We can do these meetings via Teams. We are seeing more and more in person meetings. Let's reduce or eliminate the risk.

Thank you for the feedback. The COVID-19 pandemic taught us that the world has changed, how we do our work has changed, and PG&E like many other companies is navigating a path forward to drive:

- Creativity: Create breakthrough outcomes, through brainstorming discussions.
- Connection: Build affinity with our coworkers through scheduled and impromptu face-to-face meetings.
- Culture: Shape our culture, i.e., onboarding new team members, coaching, and developing direct reports.
- Collaboration: Face-to-face collaboration activities (i.e., Lean problem solving)

In some cases, Team's meetings are not as effective to drive the 4 C's. With that said, nothing is more important than your safety. The National Safety Council (NSC) recognizes that fatigue is increasingly recognized as a problem affecting the workforce. Research shows 13% of all workplace injuries can be attributed to fatigue.

Coworkers are empowered and required to speak up when there is a safety risk including fatigue. Tips to address fatigue include:

- Take time off when needed to rest, relax, and recharge.
- Work with your leader to balance work responsibilities in a sustainable way.
- Physical activity such as stretching, isometric exercises, or going for a walk.

If you need to stay overnight for safety reasons, you are encouraged to do so. Review the [Fatigue Management Standard and Resources](#) for more information.

38. If we aren't counting 360 walkarounds, then why is that the first question asked if there is an MVI?

Based upon PG&E's PMVI data, up to 18% annually could have been prevented had a 360 walkaround been performed. The Code of Safe Practices section 309 requires a walkaround to be performed prior to moving the vehicle. While conducting the walkaround, we have received reports of children playing hide and seek under the vehicle and a coworker working on a vehicle was struck when the walkaround wasn't performed. There is a new report linking walkarounds to trip data- see [Summary tab](#).

39. Many months ago, PMs in GT PMO escalated through F-1 DOR huddle a request that first aid/CPR training and recertification be brought back. It was regularly offered before the pandemic and never returned aside from far less impactful online modules. This request has sat with no apparent action. This is an easy safety add and needs action from leadership to implement for our PMs, PCAs and others in the GT PMO.

Thank you for your observation. Instructor-led First Aid/CPR/AED training for coworkers whose job classifications were not mandated by OSHA to be CPR-trained was put on pause during the pandemic. In April 2023, this instructor-led training option was reinstated for any coworker who wishes to complete the training. The reinstated training solution is the same as it was prior to the pandemic - all coworkers must first complete a WBT pre-requisite prior to the instructor-led training. The instructor-led training course code that a coworker signs up for is different for coworkers whose job roles require CPR training per OSHA (profiled coworkers) versus coworkers who elect to take the training (non-profiled coworkers). See details below about the appropriate course to sign up for.

Profiled Coworkers

Some job roles require First Aid/CPR/AED training, as mandated by OSHA. If you are profiled for (required to take) First Aid/CPR/AED training, you must enroll in and complete:

- SAFE-1506WBT: CPR & First Aid Awareness. This web-based training must be taken prior to attending the in-person practical part of the course. Enroll in and complete this course on your PG&E-issued computer or mobile device through My Learning.
- SAFE-1506P: CPR Skills Practical. Instructor-led practical component of First Aid/CPR/AED training. Only profiled learners will use the SAFE-1506P course code.

Non-Profiled Coworkers

If you are not profiled for First Aid/CPR/AED training but wish to take the course, you will complete the same prerequisite awareness course but enroll in and complete the practical part of training under a different course code.

- SAFE-1506WBT: CPR & First Aid Awareness. This web-based training must be taken prior to attending the in-person practical part of the course. Enroll in and complete this course on your PG&E issued computer or mobile device through My Learning.
- SAFE-1508P: CPR Skills Practical. Instructor-led practical component of First Aid/CPR/AED training. Only non-profiled learners will use the SAFE-1508P course code.

40. Why are our field safety specialists (FSS) not traditional workers that know the work?

FSS has a particular skill set that calls for academic degrees and board certifications. Starting this year, in partnership with PG&E Academy, we have developed Operational training for Gas and Electric FSS. This will require the Field Safety Professional to undergo a condensed version of the Academy's training, including in-class training, module learning, and hands-on skill-based training for specific critical operational tasks. Safety is also built into our internal standards, procedures, and Academy training.

41. What utility providers are safer than us and what policies and culture shifts did they implement that created a decrease in SIF incidents?

Several utilities are not experiencing the number of SIF-Actual Fatal and SIF Actual Non-Fatal incidents compared to PG&E, and they have leveraged the right level of accountability and the following three programs have systemic and culture buy-in from their co-workers: the SIF Capacity and Learning Model/Energy Wheel, Human Performance Tools, and the Organizational Culture and Safety Mindset 10 traits.

42. Last year we saw a Gas CW struck by their crews vehicle, this week we saw an electric GC CW struck by their own crew truck. These types of incidents will eventually cost someone their life. What do we have to do to get "Everyone" to always perform a 360? We share this message daily, but yet we still have a lot of room for improvement.

We have to get every single employee to VALUE the 360 Walk-around the same that they value coming to work, getting a paycheck, and eating/sleeping. The requirement to do a 360 is clear and known, so now we need to hold our coworkers accountable for meeting the requirement. This will require oversight and engagement by the functional area leaders and every coworker at PG&E.

43. We are experiencing approximately one Critical Incident per week with our coworkers. In addition to our EAP Program, we need to stand up Peer Driven Critical Incident Stress Defusing Teams (Labor & Mgmt) to address the trauma we are experiencing from these events.

This concept is on our list of things to evaluate to address critical incident trauma.

44. May we please reconsider developing and implementing a "Walking Safely" standard? Given the desire to stop the knee-jerk reactions and not publish more standards, this new proposed standard feels unnecessary.

We do not see development of a walking standard as a knee-jerk reaction. Many of our peers in the utility industry already have this standard and we have had multiple safety events that were caused by the lack of situational awareness. For instance, in December 2022 we had a contract coworker who was fatally injured when struck by a backhoe while the coworker was walking through a job site and on their phone. Last month, we had a coworker who was hit by a car in our service center parking lot when they were walking and looking at their phone. We've had multiple other safety incidents, and we are more than willing to hold on a walking standard provided if you have another idea on how we can ensure our workers are situationally aware when walking. Please share ideas with Matt Hayes [REDACTED].

45. We need a culture where leaders are trained what to do. I am betting Kyle was either enroute or onsite and I think the OEC was open. Did anyone call him and ask, What's going on? We have the technology do we have the culture?

We are piloting several lone-worker technologies to improve in this space and are looking into our Dispatch Operation processes regarding following up with lone workers when they are dispatched to remote locations and regular locations after hours.

46. What is PG&E doing to ensure we have the most up-to-date Safety resources and tools? It is my understanding Lone Worker devices have been in use in other utilities for quite some time; why wasn't PG&E using them?

An Initial Incident Report and several Daily Safety Messages were used to communicate the initial facts of the injury. As we finalize the Root Cause Evaluation (RCE), we will share the learnings, causes, and corrective actions in a Daily Digest article.

At a high-level, our coworker was responding to an Overtime (OT) call-out and became pinned between his company F550 trouble truck and a non-PG&E gate. According to vehicle telematics and personal statements provided by the 3rd party that found Kyle, his vehicle was not placed in park, the parking brake was not set, and wheel chocks were not used. We also did not check in with the coworker's wellbeing for more than 5.5 hours. There are a lot more learnings for us which will be communicated shortly.

Finally, if you and your teams are not reading the Daily Safety Message provided in the Daily Safety Update EVERY day, you are likely missing out on a lot of important information and should reach out to Safety to let us know so we can help your teams align with company expectations.

47. We talk a lot about physical safety, and not about mental health. The current environment is one of stress, quick change without a plan, quick solutions without long term sight. How are our leaders working to bring about change in this company so we can work mentally safe and keep our teams physically safe?

Thank you for your feedback. Nothing is more important than safety. If a coworker is not cut-in mentally or physically, they should stop the job. To help support coworkers, recommend to review the [Health and Wellness Corner](#).

Resources include the Employee Assistance Program (EAP), Health Coaching, Health Screenings, Hinge Health, KnovaSolutions, LiveHealth Online, Peer Volunteer Program, PG&E Benefits, PG&E Health Centers, Wellness Champion Network.

We will continue to promote to promote Mental Health as safety messages and provide resources in the Daily Digest.

Internal

48. What changes will the company implement to get us back on track with safety? The lack of holding those accountable and support from sr leadership keeps consequences at an all time low therefor not changing thoughts around safety.

We have the Safety Behavior Ownership Model that we will be implementing soon to drive ownership and accountability at all levels. The enterprise should be hyper-focused on implementing and driving to our frontline co-workers three programs: the SIF Capacity and Learning Model/Energy Wheel, Human Performance Tools, and the Organizational Culture and Safety Mindset 10 traits.

49. We spent a good amount of time talking about the troubleman [REDACTED] which is good to identify the lesson learned here. What is missing is the details on what happened. How is it that a person was pinched between a gate and a truck? Was this his own truck? Was there a safety step missed? Was the truck left in gear and the troubleman stepped in front of it? The details may have been shared with some, but many of us still don't know what created the unsafe environment. Can the details be shared so we all understand what happened?

We will learn a lot from [REDACTED]'s incidents from the Causal Evaluation and should refrain from making assumptions until we have all the details and facts to guide our decision-making.

50. We talk about Human Performance tools, but don't invest any money or time to train our employees on how to use them. New employees get a brief "hands off" demonstration of what HP tools are AND THATS IT. To be utilized uniformly and consistently requires hands on training at regular intervals for all employees regardless of experience. We can have all the tools you can give us but unless all our employees are getting trained, really trained in how to use them... employees will continue to stand in the line of fire, keep going even though they're unsure, work on the wrong components because they didn't use 3-way or CCV. HP tools will save lives. Emotional pleas don't reinforce how we are expected to operate safely... TRAINING DOES.

Hands-on human performance tool training for coworkers continues to be a priority for the PG&E Academy Team. Training is integrated into our technical training courses, both for apprentices and for journey-level coworkers.

Multiple training programs include classes that contain specific modules focused on Human Performance Tools. Whenever a training goes through updates, the Academy identifies where human performance tools should be integrated into the course, if they are not already included. For example, PSOS-9010: Introduction to Human Performance is required for all line workers and apprentice cable splicer.

SAFE-6604WBT: Human Performance Tools is also assigned to frontline employees in Electric Operations, Gas Operations, and Power Generation and is required every 3 years. While this course is not hands-on, it is intended to set a foundational understanding of human performance tools and their application.

The Academy is also partnering with Enterprise Health and Safety to determine the need for a potential standalone training solution for Human Performance tools. Part of this effort includes identifying follow-up mechanisms needed to ensure application of the tools so that the team can collect usable data and follow up in a targeted manner.

Internal

51. Why can't PG&E select a location for a headquarters that doesn't pose such a safety risk? The 1st step in addressing a safety concern is to engineer the concern, the best way to engineer the safety issues in Oakland is to not be in Oakland. Real-estate further East is less expensive and less exposure to the high crime in Oakland.

Corporate Security regularly conducts risk assessments for our sites and is testing new programs and resources to mitigate incidents that may impact our coworkers. Some of our newer resources include escorts to walk with you, a shuttle, additional onsite security personnel and guard booths. Corporate Security takes the safety of our coworkers seriously and we'll continue our mission of making sure everyone and everything is always safe.

52. What best practices can we take away from DCCP and practically implement throughout operations in the field? It seems we can learn a lot from them and their record over the years.

DCCP's best practices include:

- The use of human performance (HU) tools that have been deployed for over a decade. HU tools slow us down to reduce human errors. When used effectively, these tools can also help ensure essential controls remain in place and do not break down. Learn more about HU Tools by visiting [here](#).
- The safety culture is one of ownership. Our mission of *We own our safety and the safety of each other* exists for all 1,200 coworkers.
- DCCP has taken a stand on safety:
 - *All injuries are preventable.*
 - *Leaders are responsible for preventing injuries.*
 - *We plan safety into our work.*
 - *We look out for each other.*
 - *We are all safety coaches.*
- DCCP also publishes a [Site Standards Handbook](#). It is a pocket reference to be used when unsure of a standard or to coach one another.

53. Our price hikes are causing customers to become militant, what are we going to do when our field employees start to get assaulted due to the way the public sees us making 2 billion in profit and they are paying high prices?

Corporate Security is always working to prioritize the safety of our coworkers. Now more than ever, it's important to be aware of the ways to report an incident in the case that a serious security incident occurs. If you or a coworker is in an emergency situation, be sure to get to a safe location, call 911, make sure your supervisor is aware and then contact Corporate Security to report the incident: 800-691-0410.

54. Front line workers are struggling with believing in the word Trustworthy at PG&E. We regularly hear from upper management that the issues within our yards are similar or the same issues that other yards are speaking up about. If this is the case, how are we to trust our leaders to fix these issues when we know they have been spoken up about for years.

It's frustrating to raise an issue and feel like it's not being addressed. No leader is perfect. You can help leaders by following up, asking for status updates, scheduling check ins or escalating when needed. Be tenacious. If you have a vision for how to improve an area of your business, you can offer to come up with and own that plan. Change takes time, dedication and tenacity – and it will take all of us working together.

Internal

**55. Why should the CAP program be used if they can simply be closed without resolve?
Our vision is for CAP to be recognized as a trusted, valued and effectively used tool to identify, evaluate, trend and track the resolution of issues.**

CAP promotes accountability and builds momentum and confidence within our teams, making us a better company. It's a value-add framework that enables us to speak up and deliver for our teams, customers and hometowns. Submitters can trust that CAP is a safe place to speak up, and CAP owners are committed to managing every submission through closure. CAP also allows us to track trends across PG&E to help determine if an enterprise solution is required.

To improve success on CAPs being addressed, submit one problem/issue per CAP and issue owners, take the time to reach out to the submitter if you have questions on the issue raised.

Consider including the following when writing a CAP so that the owner has a complete understanding of the issue:

- On – discovery date of the issue
- While – describe what activity was being performed when the issue was discovered.
- Who – who was performing the activity (by organization/title, not name)
- Discovered – what was discovered/found/observed.
- That – describe what is wrong/broken/deficient.
- Which is contrary to – what is the requirement/standard that applies
- As a result – what is the consequence of the incorrect condition.

56. The actions taken recently by PGE are recognized and appreciated in Oakland. With that in mind, we should not accept this working condition long term at this location. This is why so many employees are upset in regards to the decision to setup shop in Oakland.

We thank you for your feedback, Corporate Security regularly conducts security risk assessments to better understand the security landscape of our sites. Corporate Security has been implementing new resources at the OGO to enhance the security experience of our coworkers. Some of our newer resources include escorts to walk with you, a shuttle, additional onsite security personnel and guard booths. Corporate Security takes the safety of our coworkers seriously and we'll continue our mission of making sure everyone and everything is always safe.

57. Of the 3 legs of the Playbook, I understand PSEMS the least. What does incorporating PSEMS's 13 elements in my day-to-day look like?



PG&E Safety Excellence Management System (PSEMS) is not a new way of doing our day-to-day work. It provides rigor (i.e., a systematic process) to how we plan, implement, assess, and improve how we perform our work to be safer and prevent Serious Incidents and Fatalities (SIFs) (i.e., PDCA: plan-do-check-act). PG&E coworkers already apply many aspects of all 13 elements in their work today. Is there room for improvement? Yes. Do we need to mature in areas of our safety management system requirements? Yes. But – we are not starting from ground zero.

When you use the energy wheel to assess high-energy hazards present on a job site and identify essential controls to fail safely, you have applied element 5 of PSEMS (Operational Control). Similarly, whenever coworkers do a pre-job safety briefing, JSSA, JHA, or a safety orientation before starting an in-person/virtual meeting, you have applied element 5 (Operational Control). When we have a SIF event and a cause evaluation team reviews and investigates the incident to produce corrective actions, they have applied element 8 (Incident Reporting, Investigation and Corrective Action) and element 13 (Assurance). Completing a risk register, conducting audits, and complying with regulatory requirements fulfill the requirements of element 13 (Assurance). PSEMS helps us grow in our maturity in all the 13 elements. It follows the model of Breakthrough and Lean to achieve continuous improvement.

To learn more, review the resources and training available on the [PSEMS intranet page](#).

58. As an Operating Clerk at PG&E, I appreciate your proactive approach to leveraging technology for safety. A suggestion to transform existing mobile devices like iPads into safety tools is both innovative and practical. Integrating safety applications into these devices can enhance our on-site safety protocols, provide real-time hazard alerts, and improve emergency response times. I will ensure that this proposal is thoroughly evaluated by our IT and Cybersecurity departments for feasibility and potential implementation. Our commitment to safety is paramount, and exploring such technological advancements aligns with our goal of creating a safer work environment for all employees. Thank you for bringing this forward, and I look forward to exploring this opportunity further.

Thank you for speaking up and taking ownership of safety to achieve our stand that *Everyone and everything is always safe*. The recommendation has been shared with Enterprise Health and Safety (EH&S) and Information Technology (IT).

Workplan and Budget

59. Our tools and system of record are antiquated and old. What are we doing to develop a system that is more relevant in today's needs. We see tags being created on the same asset and are asking co-workers to identify "bundling opportunities" instead of that being identified in the estimating, dependency and pre-execution phase of the project for the asset prior to resource assignment. Why are we unable to get a work plan developed in advance for known planned work (not talking about short cycle emergencies or COE/B Tag work). Getting work plans in January for the year of and having to manage dependencies such as permits upon resource assignment is very backwards.

For 2024, Electric Distribution (ED) Maintenance and Pole work plan was developed using risk spend efficiency (RSE) by isolation zone with an emphasis on focusing on working down ignition risk EC tags in High Fire Threat Districts (HFTD) and meeting our Wildfire Mitigation Plan (WMP) commitments. All known (open) EC tags in the highest risk isolation zones were bundled together and added to the work plan. The creation of this work plan began in July 2023 and finalized in the work plan October 2023. Delay in overall work plan finalization, which includes many other work types beyond ED Maintenance, is a result of many factors including adjustments after the 2023 GRC decision. In 2023, a GIS-based tool was created to make it easier for construction teams to coordinate and schedule work with bundling as the focal point. This tool is continually funded and maintained to keep a standard tool for coworkers to use.

60. Why is our OH Electric work plan organized and managed by so many people who are non-traditional and know nothing about what their decisions cause. Most yards want to bundle work as effective as possible because it makes scheduling work easier. How can we get these "teams" and "management" out of our own way so the individuals who are actually doing the work, can build and repair effectively. Each yard should have full control of their own work plan. Pushing high sign tags instead of poles is insane.

The ED Maintenance and Pole work plan is built off budget constraints to meet our WMP Commitments and compliance requirements for the entire system. Since we used a bundled approach by Isolation Zone, there will be tags that are non-ignition (i.e. high signs) that get bundled and planned together. GRC funding limitations for the poles program highly impacts our ability to execute the volume of pole tags that we initially anticipated doing in 2024. An opportunity for improvement that is planned for 2024 is to engage the construction teams in the upfront planning stages to set a work plan profile that aligns with planned execution.

61. It seems we are finding ways to avoid doing the vegetation management work. We stopped doing the tree removal in Oct.

In 2023, the Vegetation Management team executed the work plan. Once the prioritized wildfire mitigation work was completed, contractor resources were adjusted to reflect the remaining work plan.

62. We have been told to decrease expense spending year after year while increasing capital spend. This approach incentivizes pushing the ethical limits of finding ways to capitalize expense work. How can we justify the decrease in expense spending while inflation and cost of living expenses continuously increase? Is it ethically right to pass these known expense costs to our customers in the way of "capital" work.

This question gets to the heart of PG&E's Simple, Affordable Model which allows for the critical capital investment our system and customers need while also keeping customer bills at-or-below inflation. O&M reductions (expense) plays a key role in helping keep customer bill growth low. For context PG&E achieved 5 ½% Non-Fuel O&M cost reduction in 2023, with a majority flowing directly to customers. This strategy allows us to replace short-term "fixes" (expense work) with long-term durable/permanent solutions (capital work) for our customers. An easy example is undergrounding, where we can eventually reduce inspections, vegetation management, insurance costs, etc. (all expense) in favor of wildfire-safe and weather-resilient underground infrastructure for our customers. Improving both safety and reliability. Additionally, PG&Es current spend mix is not aligned with industry benchmarks where we are currently investing roughly half as much capital per dollar of expense vs. the peer average.

Meeting Feedback

63. Why are the Q&A questions being cherry picked instead of just posing the questions to the leaders starting with the most liked questions and working down? Stop cherry picking!

The top liked questions are reviewed during the meeting due to time constraints. Post-meeting, we respond to all questions submitted and share via the Operations Communications Shared Mailbox.

64. Are some questions deleted? If so, why?

Questions are not deleted.

65. How is this not a companywide conversation? Safety being a priority with the company I feel like this should be a conversation with each and every employee not just operations.

Feedback has been shared with the Marketing/Comms Team who plans the All-Coworker Updates hosted by Patti Poppe and the Executive Officer Team.

66. What does it say about the safety to speak up when all the top questions here are posted anonymously?

We are committed to fostering a workplace where everyone feels safe to ask for guidance, share ideas or raise concerns – and one where everyone is confident that those concerns will be heard and taken seriously. When we know about a problem, we can fix it.

Attendees are encouraged, but not required to share their name with the question they submit.

Our journey to achieve our stands of *Everyone and everything is always safe* and *It is enjoyable to work with and for PG&E* is never done to help drive a Speak Up Culture where coworkers feel comfortable speaking up and leaders listen and follow-up.

67. This call has the tone of a lecture as if what we're doing is not good enough. While my heart legitimately hurts when I read about these pictures sadly represent incidents that:
1. Not all of these were the fault of PG&E but external reasons. 2. Their leaders need to be held accountable for ensuring that safe practices are carried out. With all due respect, what is the message you are trying to send to those of us doing our part?

Thank you for the feedback. We have taken the stand that *Everyone and everything is always safe* regardless if an incident is directly caused by PG&E or external factors. We need all 27k to own our safety and the safety of each other, so it stops at 15. Safety is the responsibility of all of us and not limited to coworkers with a leadership position. Nothing is more important than safety.

68. We keep going over tragedies and little feel good articles. How about some specific, smart thinking about how your team is tackling safety in a new and innovative way? Not just jargon and vague words. An actual plan that is innovative and you think will change things.

Thank you for the feedback. We will incorporate this feedback as we prepare for the May 8 Operations All Coworker Update.

Internal

2023 Recommendations #1 – Q&A Notes from the May 8, 2024 All Coworker Ops and EP&S call



Customer and Regions

- 1. Customer Notification: can we send texts to our customers to notify them of planned outages and access requirements to their property? I keep hearing that the customer isn't seeing their notification because they got it in the mail and they didn't see the notification.**

In 2023, Electric Ops, Customer Experience, and IT partnered to enable text message notifications & reminders for planned outages – something customers have been asking for many years. PG&E still sends out paper letters, but customers now have the choice for digital notifications if they choose the right preferences through their online account.

- 2. I hear a lot of employees talk about suggestions for efficiency or cost-savings measures, but they have issues submitting CAPS and trying to figure out who to assign to. Are there any plans for an efficiency/cost-savings suggestion site? Seems like a good time with our rates so high and customers asking Patti how we can reduce our costs.**

Coworkers are encouraged to submit known and perceived issues including Waste Elimination opportunities to Corrective Action Program (CAP) to help identify, evaluate, trend and track resolution. Waste elimination includes efficiency/cost saving suggestions and anything that does not add value. To learn more about Waste Elimination, review the [Lean Intranet page](#).

Hiring / Compensation / Benefits

3. I did a quick look using Who's Who trying to figure out some rough numbers for employees in Operations. I came up with about 18K total Operations PG&E company employees, almost 7K of contractors, and about 1600 currently Vacant Positions. I think bringing more employees into our company and filling vacancies will help with our Safety as a whole. What are the plans to convert contractor employees to FTE PGE employees and to fill vacancies in Operations? Is there an Officer level goal to reduce our reliance on Contractors for needed work? This seems like a prime opportunity for Leaning our Operations costs. I would imagine hiring a contractor is more expensive than doing the work in-house.

As of 7/31, Operations has 16,064 (full time employees) FTEs and an additional 1,130 open requisitions. The functional leaders determine the resources needed (including regular headcounts, contractors, etc.) to perform the work, meet the workplans and manage within their allotted budgets. The company remains focused on safety and affordability. We encourage you to speak up to your functional area leaders to share any feedback and suggestions.

4. California State Bill 1264 took effect at the beginning of this year that states employers cannot discriminate for Cannabis use. Does this apply to PG&E Employees? If so can you explain?

The Company continues to test for marijuana where required by federal law (DOT, PHMSA, and NRC). Consistent with the state law, the Company no longer tests for marijuana in pre-employment drug screening of other employees. However, all coworkers must remain fit for duty and may be tested for current THC intoxication if a reasonable suspicion exists that they are intoxicated at work.

Safety / Corporate Security

5. **Its questionable to say PG & E Employees are properly trained to respond at an incipient level responder to a fire. The required water cans to be carried in vehicles come with very little training & many have no clue on the proper way to use them on a grass fire. Why isn't the proper training being offered or even live fire training to field employees required to carry these water cans?**

To support coworkers responding to fires, the Safety Infrastructure Protection Team created SAFE-1503WBT: Fire Danger Precautions in Hazardous Fire Areas. It is an annual requirement (CPUC) for all PG&E coworkers and contract partners performing PG&E work, which may result in a spark, fire, or flame on or near any forest brush or grass-covered lands. Coworkers will learn about the fire danger precautions they must take when working, traveling, or operating in hazardous fire areas per the standard [EMER-4102S, Preventing and Mitigating Fires While Performing PG&E Work](#).

Coworkers can also sign up to take SAFE-0511WBT: Fire Extinguisher Training. It is an annual requirement (OSHA) for coworkers who are issued a fire extinguisher, conduct hot work activities, and coworkers that have been provided a fire extinguisher in the workplace and expected to use it. Coworkers will learn the most common type of fire extinguishers, identify which portable fire extinguisher for what type of fire, identify firefighting precautions and appropriate action, including notifying 911 for assistance.

To learn more about responding to an incident, review the [Company Emergency Response Plan \(CERP\)](#).

6. **According to this dashboard, we have over 1,000 AEDs that are not being inspected according to procedure. it is worrisome that we are promoting purchase of additional AEDs when we are not following the process for the ones we currently have.**

https://app.powerbi.com/links/wC0vD6JrpZ?ctid=44ae661a-ece6-41aa-bc96-7c2c85a08941&pbi_source=linkShare

Thank you for the feedback. In 2023, a cross-functional group of stakeholders conducted problem-solving to address your concern and evaluate all options to best perform life safety equipment inspection and maintenance. Clerical coworkers were tasked and trained to perform the inspections and maintenance. Emergency Preparedness & Response (EP&R) continues to partner with Clerical Leadership to confirm compliance with the inspection and maintenance schedules. EP&R is responsible for tracking inspections and will assign CAPs to identify non-inspections.

7. **Almost all electric safety officers and safety management has no previous field experience. The field is having to explain what they're doing to their safety team. How are we supposed to make sure that we have safety oversight when our safety department isn't truly aware of the work we do?**

Field Safety Specialists (FSS) have a particular skill set that calls for academic degrees and board certifications. Starting this year, in partnership with PG&E Academy, we have developed Operational training for Gas and Electric FSS. This will require the Field Safety Professional to undergo a condensed version of the Academy's training, including in-class training, module learning, and hands-on skill-based training for specific critical operational tasks. Safety is also built into our internal standards, procedures, and Academy training.

8. **Despite the constant coaching, initiatives and visibility, we continue to see near-hits, PMVIs, and safety incidents caused by employees and contractors not following the standards and procedures or taking shortcuts. We seem to only have the "good parent" in the room. When will PG&E allow the "bad parent" to start holding employees and supervisors accountable with real punishment for failure to actually work safely or take shortcuts?**

Performance issues can show up in a variety of ways including near-hits, PMVIs and safety incidents. When a performance issue emerges, it is best to address it early to help the coworker's performance get back on track. If the performance issues do not improve or you have questions regarding a specific situation, please review it with your leader, call the HR Help Line (415-973-4357, Option 5) to speak with an HR consultant.

Tips include:

- Set or reset clearly defined expectations with coworkers at the beginning
- Discuss the issue with the coworker constructively
- Provide appropriate support and resources to coworker
- Evaluate the coworker's improvement.

It is leader's roles to also ensure that coworkers know the standard and have the skills to do the work safely because frontline coworkers are exposed to the highest risk and energy. We must own our own safety and the safety of each other.

Internal

9. Can you shed light on how the Company is working with the local municipalities to increase the police presence around our worksites as well as areas of known high incidences of violence?

Corporate Security works closely with local law enforcement including, but not limited to:

- Developing partnerships to protect coworkers
- Intelligence sharing, investigative follow-up, and evidence sharing
- Follow-up directly with law enforcement on arrests made to ensure incidents involving coworkers have focus and are taken seriously
- Ensure that police reports are filed
- Ensure law enforcement has complete information regarding the incident
- In some cases, submit request for additional police patrolling in areas that have higher rate of incidents.

Many Corporate Security coworkers are former law enforcement leaders, which allows them to effectively build and maintain relationships in their assigned area.

Corporate Security also shares information with our Homeland Security (HLS) and Federal Bureau of Investigation (FBI). This includes unsolved issues where we have a bit of evidence and want to shed a larger spotlight on it. This provides another channel to local Law Enforcement as HLS and the FBI disseminate items to law enforcement through their processes.

To learn about all Corporate Security Department Services, click [here](#).

10. We talk about safety, but we have coworkers on the road for mandatory 2 hour meetings which can take 8 hours round trip to get there. We have so many catch back/containment plans, calls which prevents us from getting out in the field. A suggestion is on 3rd Thursdays let's take a stand to not have DORs but allow information to be entered to avoid holding leaders on DOR to allow for meaningful conversations/field visits. Can we please commit to this as a leadership team?

Referred to [REDACTED] for consideration as part of Third Thursday and to Jody Fox for enterprise calendar.

11. We've heard Matt Hayes say that airbags and seatbelts are not essential controls because even his kids can put a seatbelt on. How do we reconcile that with what Sumeet just said about the auto industry leading the way in building capacity for drivers? Are airbags and seatbelts essential controls or not?

Airbags and seatbelts are absolutely "Essential Controls" for driving and seatbelts should be used every time a vehicle or piece of equipment is being operated. The context is that coworkers should not only rely on these controls but to also leverage decision and decisive driving skills to prevent Motor Vehicle Accidents from occurring as well to calibrate culture and driving decision making as well as to combat fatigue. Thank you for raising this concern.

Workplan / Organizational Structure / Resources

12. Sumeet, as you may know, we have a big opportunity for internal Gas M&C and GC crews to perform additional Electric civil work. It's a win/win/win - lower cost compared to contractors, diversified work for our crews, and the ability to hire additional M&C crews to support emergency response. The challenges are mainly around aligning Gas/Electric/New Business work planning processes, and ensuring we have QEWs available. We're working hard to perform more of this G4E work internally, but looking for your support as well. This will be a game-changer. Thanks!

We kicked off an initiative to reimagine Gas M&C knowing that the forecast for gas maintenance work is declining based on the emission goals. We have engaged a cross-functional team of stakeholders to look at various work types across the enterprise that could be shifted to gas M&C. If you have ideas, please share with [REDACTED].

13. As a responsible dispatcher, you are tasked with dispatching work and workers while ensuring their safety. I question why a separate group is needed to oversee this aspect of a dispatcher's job. It seems like a redundant expense and a drain on someone's valuable time. As a dispatcher, you are well aware of what your lone workers are doing and for how long they have been on a job.

We deeply appreciate the ownership that each of our coworkers take to own their safety and the safety of each other and want to thank you for your leadership in supporting our restoration troubleshooters. After the incident with [REDACTED], efforts were made to ensure vigilance in support for our restoration troubleshooters by establishing dedicated resources to the WATCH Desk to help prevent the same, or similar, incident from happening again. This prudent action helps ensure there is dedicated support for restoration troubleshooters until long-term, programmatic, formalized solutions are built and implemented.

14. Veg employees are very nervous given the reorganization, the "reimagining" commentary by Patti recently and the recent departure of long term employees. We have experienced a lot of change in the last month. What would you say to this team to help them understand?

Thank you for the feedback. We understand that change is never easy. We also recognize that Vegetation Management (VM) is an important tool in our Layers of Protection to meet our stand that *Catastrophic wildfires shall stop*, but we must continue to mature and reimagine our processes to *Deliver for our hometowns*. We are currently in an affordability crisis for our customers who are making tough decisions on being able to pay their PG&E bill or provide food on the table for their families. It is incumbent upon us to ensure that the way we are delivering for our customers is to provide safe, reliable, clean, and affordable energy. 10% (\$18-20) of the average month bill is related to vegetation management expenditures, which is \$1.5B annually. The Team is evaluating how we do VM work, organizational design, and how we interact and depend on each other to ensure we meet all our Wildfire Mitigation Plan Commitments. Please continue to speak up with ideas or if you have questions. Angie Sanford, VP, Vegetation Management committed to increasing communication to keep coworkers informed.

Internal

15. Why was Electric System Operations moved out of EO? Sumeet, you spoke to the WATCH program which has now been moved out of Electric Operation. Can you help us understand how moving this critical team to Electric Operations supports our Purpose, Virtues, and along with our Field Metering

Thank you for the feedback. We understand organizational changes are never easy. When Peter Kenny was named Senior Vice President (SVP) of Electric Operations on April 10, we also took the opportunity to streamline and further integrate our Operations functions that included moving our Electric System Operations in EO led by Rod Robinson, VP to Wildfire Emergency & Operations under Mark Quinlan, SVP.

Previously Published Operations All Coworker Q&A Responses

- [August 10, 2023](#)
- [November 8, 2023](#)
- [March 13, 2024](#)

2023 Recommendations #1 – Q&A Notes from the August 14, 2024 All Coworker Ops and EP&S call



Compensation and Hiring

1. **A lot of us office workers started in a certain role and throughout the years it feels like more work is being added, titles stay the same and so does the payband. Our job responsibilities have changes which feels we reached a whole other position. What can be done to properly position us into true job titles and pay.**

Each year our compensation team performs a pay analysis, and re-levels pay bands as appropriate. Leaders are responsible for updating job profiles as needed.

2. **Can we better assess our internal competence of roles within PSPS and Veg Management? We have a heavy reliance on outsourcing work to contractors and consultants due to inexperience from our principals, and do not have enough entry-level or career-level roles.**

The PSPS PMO and Veg Management Teams are evaluating its team mix of FTEs, contractors, and consultants to understand where we can be more effective and reduce costs as the program continues to mature.

3. **Can you comment on supervisor and manager salary compression frequency and expectations?**

As part of the True North Strategy, we have had a multipronged approach to attracting and retaining supervisors, of which supervisor compression has been a main priority. Over the last two years we have adjusted supervisor compression three times. Currently, the enterprise is looking at ways to review our compensation strategy for all levels.

4. **Clerical employee who abuse FMLA get career development opportunities and they barely come to work, how can there be fairness if you bid to an area and then put in a hardships to get closer to home?**

For hardship transfers, there is a PG&E process that is followed which is standard throughout the company. This standard is in partnership with our Union partners. For Clerical Services, the evaluation and review are conducted between our Labor Relations team and our IBEW 1245 partners. A determination is then made as to what will be mutually best for the company and the coworker.

5. Electric Ops safety department is lacking individuals who have done the work or know what they're looking at when they go out on the job. This leaves crews constantly have to explain what they're doing and this results in field personnel believing PG&E doesn't really care about the field workers safety and are only putting people in positions to check boxes. When will PG&E step up and build a line of progression for field employees to go into management as safety officers.

Field Safety Specialists (FSS) have a particular skill set that calls for academic degrees and board certifications. Starting this year, in partnership with PG&E Academy, we have developed Operational training for Gas and Electric FSS. This will require the Field Safety Professional to undergo a condensed version of the Academy's training, including in-class training, module learning, and hands-on skill-based training for specific critical operational tasks.

6. Gas Distribution mapping has asked leadership for a list of what subcontractor companies and the projects they are doing in GIS that is mapping related. we received a list that was blank for GD mapping and Solutions which we know is not true since UDC is currently doing mapping work. What is the reason for not being transparent about subcontractors doing mapping work? This response doesn't reflect leading with love, it feels dishonest when the request went out in early june and the response was not factual.

ESC submitted a Request for Information regarding this ask to provide a list of work that UDC (contracting firm) is performing for the GIS Solutions team. The company (AKM Director/Managers and Labor Relations) has engaged in multiple discussions with ESC on this topic, so there has been communication throughout this process. The request is taking longer than ideal due to a variety of items that need to be vetted by Labor Relations, but the request for information is expected to be completed shortly.

7. Has the company ever considered giving a vehicle allowance + fuel card rather than mileage, company vehicle or rental? We pay these rental companies so much money! We could pay coworkers a set amount (cheaper) than what we pay these rental companies and a fuel card. It has been getting harder and harder with the cost of fuel to break even on mileage reimbursement. We pay these rental companies \$900-1200 for vehicles and we could offer \$800 to our employees instead.

Unless otherwise provided for in a collective bargaining agreement, mileage for personal vehicle usage is reimbursable for business travel during the workday. Mileage reimbursement is designed to compensate coworkers for the gasoline, maintenance, insurance, wear and tear on their personal vehicle that is beyond their regular daily commute. Coworkers commuting at the beginning or end of the workday to or from a work location other than their regularly assigned headquarters may only be reimbursed for mileage that exceeds their regular daily commute. PG&E reimburses mileage at the same IRS mileage rate unless otherwise determined and communicated.

Internal

8. Have we ever considered subsidized housing options for PG&E workers and their families in the high priced real estate areas? Like the military does. Like a PG&E subsidized apartment complex.

The company has considered this in the past, but with our focus on customer affordability, we are not looking at it currently.

9. I have the same sentiment as other departments are expressing. Why are we relying so heavily on contractors who aren't trained to the same standards as PGE employees? My entire job has turned into fixing the incredibly high number of mistakes made by poorly trained contractors. I'm sure plenty of their mistakes are slipping by unnoticed...

Contract Partners go through a rigorous screening process before work is awarded to them. Once onboarded, they must remain qualified to work for PG&E. The coworkers at these companies are largely represented coworkers, participating in the same Union as PG&E coworkers. If their quality comes into question, consider reaching out to a Union rep to file a concern. Additionally, continual substandard work should be reported to the quality assurance group overseeing your functional area so that it can be appropriately addressed.

Consistent communication with your direct leadership team is also essential to addressing your concerns. They can help develop strategies to address these issues.

10. Is there a more efficient way to streamline the process of organizing requests for OCR/PCR? Many requests take a significant amount of time just to move one person to another box or organizational unit, or to assign a TA. Can we explore alternative methods, such as drag and drop from the Org Chart, to simplify these tasks and requests? It seems there may be a more straightforward approach than utilizing the PCR/OCR platform.

Thanks for the feedback. The company is in the process of updating SAP with a new version. We have a large team working to improve and streamline HR processes for the upcoming revision.

11. Is there any way since we are in a remote/hybrid work type, would PG&E be willing to work with the unions to allow "make-up time" or more flexibility in start and end times if we needed to run errands or have an emergency come up. Lets say i need 15 mins in the morning, why cant i just work 15 mins later? etc.

Coworkers covered under our collective bargaining agreements have existing provisions because of agreements reached between the Company and the respective Union. Changes or interest which are mandatory subjects of bargaining require the parties to negotiate. If there are bargaining interests such as flexible scheduling, the process for represented coworkers to request consideration would be to engage their exclusive representatives of the applicable bargaining unit (e.g. IBEW or ESC).

Internal

12. Related to the Return to work policy, these moves are often seen to lead to a % of workers making the decision to leave the company, rather than RTW. What are PG&E's plans to manage workloads in the event of decreased headcount. Will supervisors/managers be allowed to backfill any lost positions?

Thanks for the comment. We don't anticipate a high number of coworker resignations related to our Return to People efforts. However, if we do have resignations, each functional area has a process to review headcount levels and approve backfills.

13. SP reps pay at SNBR/IPE meets or exceeds Supervisor pay, especially when factoring in OT. What considerations are being made to entice reps to make the transition to leadership and to retain SP Supervisors. It is incredibly disheartening when your direct reports make substantially more than you.

As part of the True North Strategy, we have had a multipronged approach to attracting and retaining supervisors, of which supervisor compression has been a main priority. Over the last two years we have adjusted supervisor compression three times. Currently the enterprise is looking at ways to review our compensation strategy for all levels.

14. Speaking of taking care of parents, how about increasing paid maternity paternity leave?

Thank you for the feedback. Parental Leave is a critical benefit for both the men and women at PG&E. We understand that our coworkers may need time off to welcome a new child to their home whether it's through a birth, adoption or foster placement, so PG&E offers time off policies to allow coworkers to take care of themselves and their families.

We realize benefits are essential to recruiting and retaining the right talent, and in helping coworkers enjoy working for PG&E. That said, we launched the My Voice, My Choice survey in May to help us learn what benefits our diverse population of coworkers value most. We're currently combing through the survey data and nearly 4,000 comments to understand what benefits would best help meet the needs of our coworkers.

By combining the survey data, competitor benchmark data, as well as emerging trends in the marketplace, we're working with senior leadership to determine whether any benefits programs will be changed. Note that while all feedback will be considered, final plan design will be based on a variety of data and may not reflect any one individual's preferences.

To set timing expectations, we hope to share more detailed results with you in Q4 of this year. We currently expect that you will see very few, if any, benefit changes for the following 2025 plan year. To be clear, while changes may be made to various PG&E benefit programs, no specific design decisions have been made at this time.

Internal

15. There are a number of ineffective principal roles in electric operations; not only have they bypassed many minimum requirements to obtain their role, but their lack of qualifications have led to a heavy reliance on contractors to complete their work. Can we assess internal competence to reduce outsourcing our work?

Thank you for the comment and question. First, all jobs are required to be posted and applicants are screened to ensure they meet minimum requirements. For the second half of the questions, we assess internal competence through our Performance Management System. Performance Management is a process of engaging, motivating and developing coworkers to achieve higher performance. It also helps everyone in the organization to be aligned with PG&E's Purpose, Virtues and Stands.

Setting goals, having quarterly check-ins, and conducting year-end reviews are the most obvious components of the process, but creating (and working on) development plans and providing effective feedback and coaching throughout the year are also essential pieces. Together, these activities enable our coworkers to grow and help ensure we can successfully execute our business strategy.

To learn more, check out our [Performance Management Intranet page](#).

16. What is being done to address manager and director pay compression? Thx.

There are some instances of Manager and Director compression, but it is not widespread. PG&E is reviewing its compression pay philosophy over the next twelve months to determine the appropriate way to address Manager and Director compression. That said, it may be appropriate for some compression to exist especially when the direct report has higher technical skills.

17. why are clerical coworkers allowed to travel on company time to their own headquarters? it seems like supervision is oblivious to this

Clerical Services follows the mileage guidelines, as noted in the IBEW 1245 contract. If there are specific instances where that is not the case, it should be brought to the attention of the Clerical Manager for review and action.

18. Why is it that contractors in vegetation are getting more overtime than internals? they already get paid more, doesn't make sense.

Vegetation Management continues to strive for overtime equilibrium across the vast service area and challenging issues that drive afterhours work. VM leadership is not aware of contractors in-general receiving more overtime than internal coworkers but would like to hear more specifics regarding this situation. Please feel free to raise any overtime concerns directly to your supervisor to ensure overtime is shared evenly and appropriately to perform the critical compliance and safety vegetation work needed to keep everyone safe.

19. With the company looking at removing 9-80 work weeks due to federal 40 hour work week rules, but 4-10 work weeks still remaining in compliance while also still allowing better shift coverage, Switching to an offering of 4-10 work weeks rather than the existing 9-80's seems like it would be the easy fix-all. Is the company looking at offering 4-10's again?

9/80 and 4/10 workweeks are at the discretion of each functional area leader based on the work they are doing and the customers they support. Our represented workforce schedules are determined by agreements made between the company and the Union and must be bargained.

Customer and Affordability

20. As we spend billions of dollars to underground and OH harden our electric assets in HFT areas, is PG&E working with the State to make sure these risk reductions are being reflected in fire insurance rates? My concern is that we will underground 10k miles of electric assets, but it will still cost \$10k a year for fire insurance in our eastern service areas such as Placer, El Dorado and butte Counties. How do we make sure that the efforts of our company and the rate payer dollars expended are paying off?

We understand the challenges our customers are facing with higher costs of living, including the financial burden of rising insurance premiums and policy cancellations due to increased fire risk. We are actively working to ensure that our wildfire safety investments and proven results in wildfire mitigation are reflected in collaborative engagement with stakeholders at the federal, state and local levels.

We regularly share updated data and insights about our work to reduce wildfire ignition risk in high-risk areas with these stakeholders. This includes progress made toward our commitment to underground 10,000 miles of distribution powerlines in the highest fire-risk areas across our service area. That said, and as you likely know, insurers consider a wide variety of factors when assessing wildfire risk, including topography, presence of fuels, historical weather patterns and other local conditions. By providing detailed updates on our progress, we aim to ensure that insurers fully recognize the risk reductions achieved through both undergrounding and our other wildfire safety programs. We also encourage customers to communicate directly with their insurers to discuss how these infrastructure improvements may affect their specific policies or premiums.

21. Does the current plan to keep the city of San Jose's business include reducing costs for our customers? Based on a Google query, it states that SVCE has saved customers more than \$100 million on their electricity bills since 2017. This seems like an uphill battle at best, for PGE. Although I want to believe that our South Bay PMO will be able to go a long way in improving relations, I am concerned we will not be able to match or improve upon SVCE's savings claim

SVCE is a non-profit Community Choice Aggregator (CCA) that provides the generation component of the electricity bills for thirteen Santa Clara County cities and its unincorporated areas except for Palo Alto, Santa Clara, and San Jose.

PG&E is focused on stabilizing bills (limiting average annual increase to no more than 3% through 2026 without sacrificing safety) for our customers, which includes the costs associated with providing transmission and distribution services. Our transmission and distribution investments are focused on ensuring we continue to provide safe and reliable service while making the investments needed to support the significant growth in the South Bay driven by data centers, electric vehicles, and building electrification.

The South Bay PMO is working closely with PG&E's Regional leadership team and the City of San Jose to ensure we are focused on those areas that will power San Jose's economic prosperity. To that end, the South Bay PMO is focused on delivering improvements on the interconnection of new Large Load customers to ensure we meet their capacity needs timelines, improving the experience for our residential and commercial customers which includes new business connections, and driving improved reliability performance. Key to this improved performance is continuing to reduce operating costs and identify efficiencies to ensure we deliver more work for the dollars invested. One such initiative we are piloting in San Jose is our Production System efforts which will focus on designing a system that optimizes and stabilizes our work plan, streamlines the workflow from Initiation through Construction to eliminate bottlenecks, and builds a cadence for ongoing cross-functional problem solving and continuous improvement. This effort will initially focus on New Business, Capacity and Reliability.

Internal

22. Governor Newsom stated California's energy costs were less than Texas and Florida, but a recent article was published showing California at 34 cents/kwh, Florida at 13 cents/kwh and Texas at 14 cents/kwh. With this information how can we effectively communicate what PG&E is doing to reduce those costs to customers who only see a 200% increase to comparable energy costs in other states?

PG&E is working hard to stabilize our energy bills and limit combined gas and electric bill increases to no more than an average of 3% per year through 2026. This includes:

- **New ways of working:** We are reducing our operating costs by working more efficiently. Last year, we reduced our operating costs by \$510 million, and this year, we're working to reduce those costs by up to \$1 billion.
- **New financing:** We are looking for lower-cost ways to pay for the important work we are doing to help save customers millions of dollars over time. We are applying for lower-cost Department of Energy (DOE) grants and loans. This year, the DOE awarded a \$600 million grant to PG&E and other entities to help lower the cost of bringing more clean energy online.
- **We are applying for lower-cost Department of Energy (DOE) grants and loans.** This year, the DOE awarded a \$600 million grant to PG&E and other entities to help lower the cost of bringing more clean energy online.

To learn more, the Marketing/Comms Team created a page on how to talk about it in more detail: [How to Talk About It: Cutting Costs to Help Stabilize Bills \(sharepoint.com\)](#).

23. I asked this on another call and it was not even posted in the chat let alone addressed. Why is it the responsibility of coworkers to defend customer questions about bills, rates, PGE in gen? Why are the highest paid leaders not being more available or visible to answer their customers concerns. Coworkers have a lot of work and have a huge burden of needing to do 30% more work with less staff. Higher ups need to make an effort to speak to their customers on their issues, not the lower coworkers that are already overworked and underpaid.

All 28,000 coworkers are owners of PG&E and as owners, we want to ensure that we provide coworkers with key messaging in case they get questions from their family and friends about rate increases.

24. Municipal utilities are locally-controlled by a Board or Council, and avoid state regulatory processes and intervenors. How can we exercise lean in our regulatory framework to lower costs and make bills more affordable?

We're advocating for changes in state policy to help reduce costs and make bills more affordable. Waste Elimination efforts across the company are also exploring ways to further reduce costs.

Internal

25. San Jose Municipalization - I asked in the last all-hands and got an answer on why WE want to serve San Jose. However, I didn't get an answer on why the RESIDENCE of San Jose would want PG&E as a provider? If our friends and family ask why they shouldn't municipalize, what should we tell them?

There are numerous reasons why we believe residents of San Jose would be better served by PG&E as their utility provider.

First, PG&E's size yields significant reliability benefits for our customers. In the face of climate change and more frequent extreme weather, PG&E has been able to leverage its large number of resources to respond quickly. Crews from across the state can pour into heavily impacted areas and restore power faster. A local utility would stand alone and have fewer resources with which to respond, potentially resulting in longer outage times.

Additionally, the men and women of IBEW Local 1245, who build and maintain PG&E's grid, have expressed concern about local government's ability to maintain a qualified workforce for a government run utility. Without a qualified workforce, customers of a government run utility would see lower reliability, longer outage times and more delays for new business connections.

Finally, there's the issue of cost. It would cost billions, potentially tens of billions, for a local government to purchase PG&E's electric equipment and form a new utility. This cost would be passed to citizens in the form of higher taxes and energy bills and would not solve any of the issues currently facing our energy delivery system.

26. There are increasing number of people asking me about their bills and honestly I do not feel well equipped to answer these questions. Can you help us feel more successful in this space?

Thank you for being an owner and wanting to answer questions from family, friends and neighbors about their PG&E Bill. To learn more about how we are helping customers, check out www.pge.com/lowerprices. The site explains our strategy to stabilize bills, shows a bill explainer graphic, and what we are doing to help support customers. Marketing/Comms have also developed a guide on [How to Talk About It: Cutting Costs to Help Stabilize Bills \(sharepoint.com\)](#).

27. We often talk about affordability (housing emphasis), but we seldom speak to leveling the billing for our service across our service territory. Please speak to affordability through the lens of billing in our territories. How is it affordable for our customers in the Central Valley to have one summer bill that equates to the yearly bill of a customer in the bay area?

Affordability is subjective and we recognize that what may be affordable for one person may not be for another. Rates are the same across the service territory, and rates with usage tiers are further normalized for weather through baseline allowances. Bills, on the other hand, are driven by household usage -- and customers in the Central Valley typically use more electricity on average than customers who live in the Bay Area. There may be other factors that can contribute to a customer's experience, such as relatively lower or higher housing and other expenses depending on where one lives.

In addition to our focus on stabilizing bills (limiting average annual increase to no more than 3% through 2026 without sacrificing safety) -- which will help all customers -- there are ways we can support customers with high bills in the Central Valley. PG&E offers income qualified discount programs and budget billing. Budget billing will smooth the monthly bill during the high usage summer months. In addition, the residential fixed charge which is planned for 2026 will lower the part of the bill that is based solely on usage while stabilizing the other part of the bill, so it is the same each month. For higher usage customers, the fixed charge rate structure means lower bills compared to what they would be without a fixed charge.

Information Technology (IT)

28. What is being done to improve IT? It was mentioned in the other call as being cost effective and well built up in India, but it's gotten to the point where we barely submit tickets despite our constant tech problems, because they don't fix our issues and just close out tickets that are active problems to boost their KPIs. Our inhouse IT team is great, we need more of them and fewer (or better) contractors.

IT continues to invest in a strong inhouse IT team, and partners with our vendors in India to provide critical services as well. IT is undergoing a transformation effort over the next three years, which includes a people strategy to evaluate coworker/contractor ratios and coworker skill development and certification program tracking. Thank you for the feedback on issues not being resolved. If you can provide more clarity on work requests that are not being resolved to your satisfaction, then we can do some problem solving to improve our processes.

29. Will we ever be able to invest in our technology again? Even though we are doing "back office" work, the cost of delays with inefficient programs and lack of experts or resources has to outweigh the cost of investing in the technology.

IT has been partnering with all Functional Areas as part of the True North Strategy (TNS)/Business Plan Deployment (BPD) processes to highlight the work that needs to get prioritized, funded, and completed to support PG&E teams and our customers. IT and Security will continue to make progress delivering critical programs for our PG&E teams and our customers, as well as investing in foundational IT platforms and services that are critical for overall technology success. The IT Transformation effort includes a workstream for People, where we will be continuously evaluating which specific areas need critical skillsets to support both new and legacy IT systems.

30. As we make other internal software upgrades are there plans to quality of or replace SAP? it's very slow and clunky compared to the software it interfaces with

Propel is a PG&E program that will lead our migration to the new version of SAP, called S/4HANA, seizing this unique opportunity to standardize end-to-end processes, clean our technology core, and enable modernization and breakthrough innovation across Engineering, Operations, Finance, Supply Chain, Human Resources, and Information Technology. This includes Portfolio, Program and Project Management. The Propel program will reduce the significant variation across process and technology by establishing standard roles, processes and tools enabling automated and digitized workflows. A single source of truth will be established for work, assets and costs creating end-to-end visibility, optimizing decision making and problem solving. Propel Enterprise Design will begin in Q424 and continue thru 2025 followed by local functional area design. To learn more, check out: <https://pge.sharepoint.com/sites/PropelDTOPPM>.

31. Can we create an Arc GIS home page for all planned or known aviation flights. My hometown wants to know when and where we are flying. They want to be informed, remain informed, and briefed when we have completed the flights. This involves homeowners, schools, public safety, emergency mgmt. etc.

Thank you for your suggestion. We have referred this to the Aviation team.

Joy at Work and Leadership Feedback

32. What can be done about coworkers that are pigeonholed due to the "needs of the business"? Co Workers in Service Planning and Estimating are being held back from expanding their career experience for their lines of progression. This has decimated morale in not having a choices to gain experience.

Lines of progression are active in SP&D. Career advancement conversations should be held between the coworker and their leader. In addition, all coworkers are encouraged to review our internal job postings and apply for positions they are interested and qualified for. For more information, please see our intranet site [here](#).

Internal

33. With money constantly being funneled to the Electric side of the organization, how can we keep up morale on the Gas side?

Gas budget is steadily increasing year over year. In some instances, not all, we are able to move funds between Gas departments when efficiencies are gained, or emergent work occurs in year. The Operations Command Center (OCC) tracks monthly movement of dollars by all functional areas and as higher priority enterprise needs arise functional areas are asked to take on challenges (or reduce forecasts) to support those higher priorities. Although our desire is to perform more capital work to lessen pressures on expense, we are also limited in our capital spend due to higher priority enterprise needs.

Customer costs must always be considered, and we need to continue to use our Performance Playbook (PSEMS, Lean, and Breakthrough Thinking) to improve our performance. We should be passionate in looking for ways to increase the amount of work we complete for every dollar spent, and ways to eliminate or automate unnecessary work by waste elimination. The passion to be more efficient and improve our performance drives morale for our coworkers. We also measure morale by our Joy at Work Survey, attrition rates and development opportunities.

Gas' continued focus on keeping safety, compliance, risk, and our customers top of mind, drives a level of ownership and collaboration that supersedes the financial challenges we face each year. That sense of ownership is what continues to keep Gas at the top of the industry in safety and reliability. We are excited about the future of the gas department including our work on keeping things safe while reducing carbon and methane emissions efficiently.

34. We used to have a common goal when it came to gas engineering, "being the safest, most reliable gas company.." These days we don't know what our goal is. We don't know what the company priority is when it comes to gas. As leaders of EP&S and Ops can you provide on what the priorities are for gas? Are we still chasing X % of a piggable system, X # of miles of main replacement and so on?

We are still committed to being the safest and most reliable gas utility in the nation, and our metrics show that as we reach the 14th anniversary of San Bruno. Our Gas Strategy is aligned to our True North Strategy, and we are committed to our stands. We continue to keep our priority on safety and ensure delivering for our hometowns. We still need to be passionate about keeping our customers safe while making their service affordable and providing a great customer experience. We regularly review our gas and company KPIs, such as main replacement, during our daily, weekly, and monthly operating reviews to ensure we are continuously improving.

35. What can be truly shown as justification about all the extra layers of management and analysts the company has added over the years that have increased costs to the rate payers?

PG&E is going through an incredible transformation since the wildfires in 2017. As a result of new regulations, new leadership, new board oversight, and new regulations, PG&E has required additional leaders to implement our True North Strategy and make PG&E safer and more affordable for our customers. Once new and improved programs and processes have been designed, implemented and streamlined, the Company expects to normalize its Officer ranks back to previous levels.

36. Recently attended one of our customer facing meetings. Did provide feedback to the regional team but it kind of felt as if they did not want the feedback. How do we support the our regional teams when it feels like there is no receptivity to improve?

First, thank you for speaking up to voice this experience. There are various avenues to share continuous improvement so please keep sharing. If you are not satisfied with your initial attempt, please contact RegionalServiceModelFeedback@pge.com, Regional Service Model PMO Director, Gareth Stamp (GRSL) or the RVP teams by using the following emails:

- NorthCoastRegion@pge.com
- NorthValleySierraRegion@pge.com
- BayAreaRegion@pge.com
- SouthBayCentralCoastRegion@pge.com
- CentralValleyRegion@pge.com

Additional Regional Service Model (RSM) information, including each RVP team roster, can be found on the [RSM intranet](#).

37. Upper management might as well be a different company. I think there exists a disconnect between "them and us." In order to steer the ship best, I think there needs to be more involvement with our leaders to the front lines. What are your plans to bridge the gap?

Thank you for your suggestion. Leaders have the responsibility to enable and empower our teams closest to the work because they know the issues the best and the best resolution. This is the intent of the Lean Operating System. Our leaders do Go-Sees and field visits, and in Operations, follow the Leader in the Field standard. This is one way that management can engage with our frontline. Leaders also engage through other channels such as All Coworker Calls, Leadership Town Halls, and regional visits.

38. We are very politically diverse company but it seems like the company is only interested in promoting one side of the political aisle. Can we commit to evenly supporting both sides cause or becoming more apolitical to stop alienating half of the company? Why don't employee's have a say in what political donations PG&E's PAC fund???

EnergyPAC is led and managed by PG&E coworkers who consider each of EnergyPAC's contributions carefully. EnergyPAC's managing committee takes into account several factors when making decisions about political contributions - we consider PG&E's policy interests as well as the interests of our coworkers, customers and the industry. We also take into account candidates' views, allowing that positions can change over time. EnergyPAC contributions are made to congressional candidates in all major political parties and from a variety of backgrounds and vantage points. The Federal Affairs team and the EnergyPAC managing committee welcomes input and feedback from the EnergyPAC membership on which federal candidates to support. Please reach out to EnergyPAC at energypac@pge.com with any questions, comments, and feedback.

39. We have separate tags we estimate. B tags E tags F tags etc. but all need work in the same area. We are sending out estimators to each individual location. Each location gets a permit, a separate crew, etc. there needs to be some sort of consolidation as customers don't want to see us out one week just to come out on another week and disrupt their area. It also should be done all at once with on permit. Is there anyway we can get gate keepers who manage this with the job owners to merge sap locations together so we can do a job that isn't piecemealed all of the time.

The more work that is ready in each location gives the Permitting team an opportunity to work with local agencies to consolidate work under an Annual or Programmatic permits. Permitting's goal is to limit the number of submissions to an agency to reduce the impact to both the agency and PG&E. Many agencies require a site-specific permit for each location and those application are driven by local agency requirements.

40. We have started to hear about merging internal and external estimating. Can you please give us more information. I think this would be a big mistake and cost the company a lot of money.

We do not have a plan in place to reorganize our internal and external estimating teams currently. Our company is ever-changing and evolving to serve our hometowns, which means that we will always strive for continuous improvement and align our organizational design to fit the needs of the business.

41. We keep being told we are aligning BPD and GRC, for 2027-2030 but it is very clear the two teams leading these efforts are not aligned. Furthermore, the timelines have been unrealistic around these efforts. This process should have started last year if this was the goal. Who can help better align these efforts and provide clarity?

The BPD and GRC processes are aligned. The leadership teams of both meet twice a week and have sequenced their Tactical Implementation Plans and guidance. The 2027-2030 Work and Financial plan developed during BPD is the same plan that will be presented in the GRC. [REDACTED] (GRC) and [REDACTED] (BPD) are actively working to further align these workstreams, where disconnects are identified. We will use this feedback to evaluate shared communication and guidance.

42. Is there plans to better align EP&S with Operations? Operations is regional yet some areas of EP&S are centralized or regionalized but do not match the same regions as operations have. When will we fully regionalize the right Functional areas to align with each other.

PG&E's divisions and boundaries have shifted over time. This was due to its operational needs and the Company's priorities. Now, we operate our business regionally to provide better operational and safety outcomes for our hometowns by establishing a stronger local presence and enhancing our central operating capability. Some functions are regionalized or have a local presence. Other functions are maturing in the Regional Service Model (RSM) and the RSM team is actively working to better integrate with all enterprise and locally based teams over the next 3 years including teams within Ops and EP&S. Additionally, we measure RSM maturity by tracking adoption of the 5-region model in our structure, processes, and outcomes. Currently, 40 functions are in scope for RSM maturity, 18 of which are within Operations and 11 of which are in EP&S. We add additional functions each year to gain higher alignment and independence with cross-functional teams. You can view the RSM Maturity dashboard [here](#).

We are also working on operational boundaries for our gas and electric divisions. The Operational Boundary work aims to better serve customers and hometowns. It also seeks to improve collaboration and respond to local stakeholders. Find the Operational Boundary timeline and stakeholders [here](#).

43. Often we have rewards for our frontline coworkers , which is awesome. What can we do to show more appreciation to our admin and clerks who support the frontline? They are often overlooked and deserve just as much recognition as the frontline.

Thank you for highlighting the importance of our administrative and clerical teams. They play a crucial role in supporting our frontline coworkers and hometowns, and it's vital we recognize coworkers who go above and beyond what is expected of them. We will continue to look for ways to recognize like:

- Celebrating via Joy on Wheels Celebration like the Execution Support Team who have held 6 events in 2024;
- Evaluate opportunities for a formal R&R program similar to the SP&D Clerical Services and Execution Support that has developed criteria that the Leaders review on a monthly basis;
- Recognize coworkers via non-monetary ways (i.e., recognition in a meeting, swag items, etc.)

44. There has been a drastic increase in hostile customers within VM. This has gone from customers just yelling and threatening to now the customers laying hands on our contractors and workers. We talk about the talking points, etc. Teaching us is one thing, but telling customers to stop and getting the state to help us is something totally different. What is leadership and communications going to do to get it to the marketing and state to help stop this?

Corporate Security, in partnership with Vegetation Management has introduced a Security Field Safety department dedicated to Vegetation Management. This team has recently grown from 2 coworkers to 7 coworkers that are dispatched to work with the hostile members of the public to allow safe entry for our frontline coworkers.

PG&E Senior Council has a program where once a person has been arrested, they work with the District Attorneys to help enforce the importance of prosecution for assaulting our coworkers. They have already had some successful instances of prosecution.

We also have a tool called LiveSafe where the address of hostile/dangerous reported members of the public are stored. This system sets up a geofence around that address and coworkers that use LiveSafe, have their notifications and location finder turned on, are notified if they are approaching that area and are given instructions on what to do.

Corporate Security is also partnering with VM to create a new Virtual Reality training for VM coworkers and contractors to provide fully immersive and realistic scenarios. We intend to have at least 2 modules created in 2025. You can learn more about our Virtual Reality training program [here](#).

Internal

Regulatory and Law

45. What are lessons learned from Pac Gen? Has PG&E discontinued contracts with consultants who advised that Pac Gen was viable with our regulators?

Commissioners rejected our application to transfer our non-nuclear generation assets into our subsidiary, Pacific Generation, LLC, stating we didn't meet the burden of proof.

We continue to believe that our application was in the best interest of our customers, providing a path to lower rates and supporting the state's clean energy goals.

We are grateful to all our coworkers (including contractors) who have worked so hard on this proceeding. Regardless of the outcomes, your efforts have allowed our customers and policymakers to better understand how we will build a better future for California and the world by delivering a clean, climate-resilient energy system to meet our customers' future needs.

The team is in conducting an After-Action Review that captures lessons learned and critical success factors to inform future efforts and identifies critical work efforts that should continue.

46. The best, safety, and most cost effective (over the life) to increase production is to build a Nuclear power plant. We see the value of Nuclear power every day with the value and production created by Diablo Canyon. Why is PGE not publicly advocating for additional plants to be created?

Thank you for the feedback. Unfortunately, there is a moratorium on new nuclear power plant construction in California until there is a central repository for spent fuel. At this time there remains no repository for spent fuel. What we can do, and what are focusing on, in support of nuclear energy is meeting the state's call to continue with Diablo Canyon operations. Let's keep delivering safe, reliable and clean energy, and that might help change the discussion about nuclear in California.

47. How can we get Executive Leadership and/or Law Department to push back on the excessive work restrictions and restoration requirements placed upon our Construction Organizations by Governing bodies? These excessive restrictions directly impact rates. Other utilities are not required to adhere to the same restrictions in the same areas.

Enterprise Public Works meets with agencies on a regular basis and review permit and restoration conditions. The Authority Having Jurisdiction (AHJ), has a responsibility for enforcing codes, standards, and regulations related to traffic, building construction, fire prevention, and life safety. Many of these restrictions are codified in City Code and we have no option and must comply. Additional restrictions are generally placed on PG&E when we have not complied with current permit conditions around notification, restoration or work hours. If you have concerns about specific requirements, please reach out to your local Agency Liaison.

Internal

48. Many of our own employees cannot afford to buy homes in the area that we live/work. Is PG&E taking a position on the upcoming bond measure to increase access to housing in the Bay Area: Bay Area Affordable Housing Bond, Regional Measure 4, which will invest \$20 billion in the production and preservation of affordable housing in the nine-county region.

The bond measure got pulled from the ballot earlier this month for lack of support. Here is an article: [Supporters yank California's largest-ever affordable housing bond-CalMatters](#).

49. One of the presidential candidates has advocated for moving away from climate initiatives and returning to such things as coal-based power generation throughout the coal producing regions of the country. While coal is obviously not an optional generation choice in California, if this candidate is elected, what would such policies mean for PG&E in our efforts to make our systems more resilient to our changing climate?

Former President Trump rolled back environmental regulations during his tenure in an effort to jumpstart coal electricity generation. Those efforts were largely unsuccessful as coal-fired electricity generation fell victim to cheaper, more efficient (and more environmentally friendly) electricity generated from natural gas power plants as well as from an increase in renewable electricity generation. Should the former President return to the White House, it is doubtful that efforts to increase coal generation would be successful for similar economic reasons. Furthermore, California's state policies are not likely to be significantly impacted by a change in Federal policies and California policies already prevent coal generation in state and limit coal power coming into the state. PG&E has made commitments to reach a Net Zero Energy System by 2040 and we are taking numerous steps to make our system more resilient – while Federal policies under a second Trump administration could slow down progress, we do not expect that these commitments will change because of any potential Federal efforts to support coal.

Internal

Safety

50. Why are we forcing employees, who contracted COVID but are willing to work from home (and have the equipment that permits doing so), to burn through their sick leave because they cannot/do not want to come into the office and infect others? COVID can be validated by a doctor, and for HR, so abuse is not a concern. If they employee works from home one day a week, but needs to be home one week with such a diagnosis, they are told no and burn your time. Why?

Our fight against COVID is not over: Seasonal weather changes bring renewed risks in terms of indoor gatherings and virus transmission, and the CDC is monitoring new variants of concern. We ask for your continued vigilance even in this time of reduced case rates. To learn more about COVID-19 Policies and Safety Standards, check out: <https://pge.sharepoint.com/sites/PublicHealth>.

Please partner with your leader to ensure you have a plan in place for coworkers to remain home when sick.

51. 73% reduction in SIF-P is because we changed the way we classify SIF-P's, not because we are safer. If we reclassified every SIF from the past few years, how would this year compare to the rest?

Starting in 2024, the Edison Electric Institute (EEI) SIF Capacity model is the standardized method for reviewing all events. This change only impacted motor vehicle incident classification criteria. In 2024, there has been a 58% reduction in non-motor vehicle related SIF's, 13 SIF-P 2024 YTD, compared to 31 SIF-P 2023YTD. Beyond this, no other changes have been made to classifications.

52. Are we as a company actively and effectively showing our contractors these same messages rather than putting them in unachievable situations driven by matrix's created by upper management. Seems we still aggressively count how many "XYZ" were installed and at what cost per "XYZ". Many of our improvements that are being celebrated today should've been standard practice instead of our achievements to date this year.

PG&E takes the firm stand that Safety comes before Productivity. Additionally, Contract Partners bid onto Projects and are awarded work based on their ability to fulfill those commitments. If you have a concern about either of these directives, you are highly encouraged to reach out to the Safety team overseeing your functional area and voicing your concern. Also, if you have additional feedback to help us understand more, please reach out to Jack Suehiro, Director of Contractor Safety.

53. August 27th there is going to be a strike against PG&E at the state capital and they are advertising it on a "Stop PG&E" facebook page and stoppgenow.com. Are you guys aware this is planned and what will you be doing about it to reduce tension and protect employees.

Corporate Security monitors social media and coordinates with local law enforcement to maintain awareness of upcoming events that might impact coworker safety. Corporate Security was aware of this event and pushed out an alert for coworkers to avoid the area. In addition, the local government relations office was notified so they could be prepared to avoid the office. Corporate Security monitored the event. The demonstration was peaceful and uneventful, so no additional alerts were necessary.

54. Hi Sumeet, that was a video that really truly points out the dangers and affects of what our job and industry is about. However, what we say as a company and what we do, can be at times conflicting and be a stark contrast from one another. For example, here in Service Planning and Design, we are pushed to meet metrics above safety and efficiency. To meet metrics that poses potential risk for our partners in the field and also ourselves trying to meet application/aging metrics of trying to get a job completed in 15 weeks (job pkg creation). This is only one example of the MANY metric imposed on us which obviously to any employee at PGE, shows safety isn't important as we claim/preach to be. Service planning is pushed to push applications faster, engineering to complete estimates quicker to meet "attainments", and construction to essentially build faster. When will we truly be aligned with what we say and actually do? When will PGE finally "talk the talk, and "walk the WALK..." action speaks louder than words 🙏 Respectfully

Service Planning is not "pushing" for the application intake to be completed in 15 days only. First, SP&D allows the Application Verification Team 45 days to ensure that all required information and the Engineering Advance payment have been received from the customer. Second, it sets a goal of 15 days from the moment the application is assigned to a Local Service Planning (LSP) Representative until LSP Representative submits the package to ADE for order creation. The target for this goal is 25% attainment in August and is gradually increasing to 50% in March 2025. In other words, only a quarter of applications are expected to be processed within 15 days, after being thoroughly vetted by AVT for up to 45 days. In addition to having a measured approach to goals and targets, SP&D has developed comprehensive guidelines on what information to collect from customers in order to design safe and reliable service, and trained all AVT and LSP Representatives on these guidelines.

Internal

55. It seems nearly every safety incident reported in the 'Daily Safety Update' is tied to a contract coworker/company. What is being done to ensure contractors take safety as seriously as they should. Everyone and everything is always safe should be something they live and breath, just as we do, but it doesn't feel this way when you read the updates.

Thank you for your feedback. Year to date for all the 2024 Daily Safety Messages, 54 mention contractors, which is a third of our overall communications. This is equal to the amount of safety incidents we have had YTD in 2024, which is 1/3 of all incidents occurred with contractors. The remaining 2/3 of incidents occurred with PG&E coworkers. We will continue to blend in these messages, as they are shared with our contract partners.

56. Leadership is pushing for more and more expense spend reductions. California Burning described how historic PG&E expense reductions contributed to devastating consequences. How is leadership ensuring new expense reductions will not increase safety and compliance risks?

Safety, Risk and Compliance work continue to be our highest priority. Compliance and safety will never be compromised, and we will continue striving to be the safest gas company in the nation and achieve a 100% compliance rate. Risk is continually assessed, and we are still investing far more into our risk reduction programs than we were in previous years. We also assess and balance all risks across the entire company and invest in addressing and mitigating the highest risks to the public and PG&E. There are times when risk reduction in some area needs to occur in different years based on all of these constraints. Each year we work diligently to prioritize that work and to create work plans that align with budget allocations. It's imperative that we work within these budgets to maintain a financially healthy company, so that we can continue to offer safe, affordable, and reliable service to our customers. We are challenged each year to execute our highest priority work more efficiently than we have in the past. With the utilization of the tools and plays in our Performance Playbook, we can meet this challenge to ensure the dollars that we have are being spent as efficiently as possible and that the greatest risks are mitigated, that we are in compliance, and the most important work gets completed.

57. New safety science and research shows that the things that hurt people are not the things that kill people. With this truth, why do focus so much on DARTs when we should be focusing on making sure coworkers and contractors don't die. DART is not a KPI and does not prevent fatalities.

The Occupational Safety and Health Administration (OSHA) developed the Days Away, Restricted, or Transferred (DART) rate as a safety metric to measure how many workplace incidents result in coworker absence or work restrictions. DART rate is important because it helps us:

- Demonstrate safety: A lower DART rate indicates fewer serious incidents, which can show our commitment to safety and ability to mitigate hazards.
- Improve safety programs: When we benchmark with peer utilities, we can compare our DART rates and look for ways to improve its safety programs.
- Assure stakeholders: DART rates can help assure stakeholders and regulators that we have rigorous safety standards.

58. Safety is extremely important and a huge percentage of our PMVI incident results in vehicles backing up. Why cant we make a stand and ensure all vehicles have controls like backup cameras and sensors? I know it wont eliminate 100% of incidents but it will surely improve our PMVI metrics.

In 2024 backing represents 28% of all PMVIs. As of May, over 6,800 (74%) owned vehicles have backup cameras and another 1,570 have backup sensors. Over the last year, 744 trouble trucks have been retrofitted with brigade 360 cameras, and an additional 500 gas service trucks and 160 electric meter trucks will be retrofitted with sensors by December 2024.

59. We promote the stance that "everything and everyone is always safe" but the company makes deliberate decisions to compromise safety for the sake of metrics. One example of this is sending planned capital work directly to construction without having it engineered. This has resulted in services being installed that fail to meet internal standards, CPUC regulations, CFR, and numerous self-reports. How can we put the rhetoric into action?

A review of the concerns raised was conducted by the Gas Compliance team in August of 2022, where they assessed Federal regulations and associated FAQs to determine an internal variance was appropriate. This review involved records back to 2009 and the changes to both internal standards and changes over time to Federal Regulations.

Following the review several actions were taken to strengthen controls and support that validate M&C crews have replaced a leaking service correctly. These include:

- Having Pronto forms that are required to be completed when a service is replaced in the field
- Creating an engineering hotline for M&C to call when they are unsure or need EFV sizing support
- Having Engineering complete a post estimate QC review and creates CAPs when wrong size EFV or EFV is not installed
- During Third-Thursday M&C covered both code requirements listed below

Additionally, implementing leak repair service replacement as PG&E has done is not uncommon in the industry, it is a safe, cost-effective process to efficiently execute work in the field. Seeing how Gas Engineering and Operations teams conduct self-audits and implement processes to improve quality and cost is evidence of teams living our virtues and stands.

60. When will Electric Operations create a standard or training/job aid for complete documentation in the field? Documentation is a huge issue in electric operations. I think it's great that we are using our gas partners to complete electric work but the company is setting job/order closure up for failure and clerical is always the fall guy for open orders. Historically the lack of knowledge creates so many clean up projects that can be mitigated with proper education.

Leadership Training Council approved new training on 8/15/24 that will address the concern. Work Orders can be opened by coworkers throughout PG&E functional areas. These functional areas have responsibility for the completion of each opened Work Order. However, we have found that too often, a coworker who opens an Order is not fully aware of the full downstream process which too often results in Work Orders with inaccurate, missing or incomplete data which leads to a significant open Order backlog and therefore pose safety, financial, compliance and regulatory risks associated with incomplete work.

Internal

The training will increase awareness of downstream impacts for Order creators and give them the skills to create Orders with accurate and complete data. We will streamline and incorporate the content provided by the existing DEPT-9017VL Capital Accounting course into this new course and will add learning objectives focused on the full Work Order management process and dataset so that coworkers who open Orders are better equipped to do so in a way that supports proper initiation through to completion of each Work Order, negating the need to perform manual after-the-fact cleanup on the open Order population.

Development and delivery of this training will enable us to comply with the internal requirements of ATR.05.14/Order Creation, the PG&E SOX (Sarbanes-Oxley) control that governs Work Order creation which requires training to ensure controls are consistently followed.

61. Why are we dedicating safety week to PSEMS? PSEMS does not focus on the hazards that front line workers face everyday and safety week should be dedicated to STKY hazards.

Thank you for the feedback. PSEMS does focus on the hazards that frontline workers face every day as part of Element 5 Operational Controls. Planning, execution, and control of work in a safe manner is the product of understanding workplace hazards. Example, providing proper equipment and tools, assigning competent and qualified personnel, following approved work procedures with embedded hazard controls. Including employing proper pre-work activities, and exercising stop work responsibility when required. To learn more about PSEMS, check out this [page](#).

Return to People

62. Are we going to make the Out of State employees return to California if you mandate the Return to Office?

There may be very limited occasions when a strong business case can be made to allow an exception for a non-represented coworker to reside and work outside of California to meet critical business needs. PG&E issued an [Out of State Work Standard](#) to provide requirements and guidelines for addressing these limited circumstances.

63. Can you provide an update on returning back to the office? If we have to return to the office, can we choose the location that is best for our teams?

We've had a lot to consider in this effort—location, security, safety, budget and our regional model.

A key component in developing a plan is the formation of the Return to People steering committee. The committee, which is working with the program team, is establishing the strategy, confirming the readiness of locations, considering budget implications, and developing a phased deployment of the hybrid work model.

The model will not be one-size-fits-all. It will consider the number of required days in person for different groups, depending on their needs and roles, and how to retain and attract talent and serve the needs of coworkers and customers.

Progress to date includes:

- The Return to People program team has published a Hybrid Coworker Standard that outlines the behaviors and expectations of our hybrid coworkers.
- We've updated the Return to People Playbook—a toolkit and resource to support the standard.
- We've created a steering committee comprised of leaders from each Functional Area to tailor a strategy unique to their workforce.

The steering committee will meet regularly to finalize the model over the coming months.

64. Given that Oakland is one of the most dangerous cities in our service territory, how is returning to people consistent with avoiding STKY? Please address the 'Return to People' initiative and hybrid work, in particular for those who are based in Oakland. Given that Oakland has the highest homicide rate in our service territory, how is this consistent with all this talk about safety?

One of the guiding Principles to Return to People is Creating a safe environment for productive and meaningful work where Everyone and everything is always safe. We prioritize safety and are constantly implementing safeguards and controls at our PG&E locations to ensure we live this Stand. This applies listening to concerns of coworkers who work from home, in the office and on the frontline when they Speak Up.

Our Security team continuously monitors the safety of our facilities and work locations, and regularly communicates important safety information to our coworkers. In and around our Oakland General Office (OGO) specifically, we're continuing to build a strong partnership with the Oakland Police Department, and have enlisted the assistance of safety escorts (some via our partnership with Oakland's Uptown Downtown Association) and established a free [shuttle service](#), both available daily. These services accompany coworkers to/from our OGO facility and nearby transit stops/stations, local lunch spots, the free parking lot we've set up in the Kaiser Garage, and other locations. We are also partnering with BART on their "[Safe & Clean Plan](#)" which includes the 19th Street station near OGO.

Internal

More broadly, PG&E—in partnership with IBEW and other utilities—recently worked with the city to [establish Oakland's Safe Work Zone ordinance](#) for utility workers. Additionally, Patti Poppe has met with the Mayor of Oakland to discuss safety and security. And most recently, PG&E and other major employers in Oakland have begun collaborating on additional measures that support safety and encourage people to enjoy all that Oakland has to offer.

Coworker safety remains at the forefront of our priorities, and our efforts extend well beyond that to make the city better for everyone. For years, we've invested in the people, infrastructure and institutions of Oakland.

65. How is it fair that all of us have to report to Oakland but leaders get to choose where they report, such as this new Dublin office. Why did we open a new Dublin office for leaders when there is plenty of space at OGO? It doesn't sit right to me that leaders expect their employees to report to OGO but they get to work in Dublin themselves

All coworkers are welcome in the Dublin Innovation Center. The intent of the Dublin office is to allow cross functional collaboration and problem solving. Our coworkers come together, working side by side to achieve breakthrough outcomes. Groups from Electric Engineering, Vegetation Management, Wildfire Emergency Operations, etc. can work in the same space and solve core issues to the business.

The leadership team still reports out their progress in OGO every Tuesday as schedules allow and meet in OGO for other ad hoc meetings as needed. We are using both spaces as places to solve problems and report out on operational progress.

66. If PG&E is attempting to be Green and environmentally friendly, doesn't PG&E have a moral obligation to hybridize as much of our work force as possible rather than bring them back to offices?

PG&E has two work types: Hybrid and Onsite. Hybrid is defined as generally, 1 to 4 days per week onsite and remote office locations where some work is conducted at a PG&E facility or jobsite, other times work is conducted offsite. Onsite is defined as all work is conducted at a PG&E facility or jobsite and where offsite work is not appropriate due to work resource needs, nature of business or job function. As we rebuild and enhance our workspace, we realize work hasn't stopped but what we have missed most is connecting with our coworkers to build better affinity. Therefore, we look at this journey as returning to people, no longer isolated in our work style but embracing the physical space and technology that brings us together.

67. In estimating, in the rare times I have to talk to construction, it is always something that can be taken care of by a phone call that's less than 5 minutes. Why are they requesting for us to be back in the office? I never had construction talk to me at my desk before we were working hybrid. It makes no sense for us to report back just for them.

One of the guiding Principles to Return to People is creating purposeful opportunities for face-to-face interaction and cross functional collaboration. Being in person creates "moments that matter" and connection. We want coworkers to have an opportunity to engage in person with their workgroups and cross functionally. These "Operating as One" days would include team meetings, cross-functional meetings, problem solving discussions, and other culture building efforts to take advantage of our collective team being together.

68. In regards to "Return to People" (office), recent studies have shown that employees who work from home save, on average, \$5-10,000.00 per year - not counting time savings. If PGE values their workers as both employees and as rate-payers and stakeholders, will PG&E plan on making movement to offset these personal savings to employees? That is to say, will PG&E propose compensation to employee pay to offset the costs to employees? If not, how then does PG&E's virtues and stands line up with the "Return to People" policy? Obviously, utilizing the blanket explanation that these policies are better for company culture and for the communities is exemplary that the company leadership either is dishonest with these explanations or that they lack the understanding of how employees perform work effectively.

Thank you for the suggestion. This is not a consideration at this time, but we have brought your suggestion to the Return to People Steering Committee. See the [Return to Work Playbook](#) for more details.

Internal

69. Jason – Would you share more details on your Return to People plans for EP&S? Employees have been told the model will not be one-size-fits-all, but roll-out details are still fuzzy. Which level of the EP&S org (supervisor, manager, director, etc.) has the power to decide what model works best for their team?

The People team is pulling together resources to help leaders host engagement sessions to get more feedback on what is/isn't working with our current hybrid model. We encourage leaders to engage and participate in these sessions.

The EP&S strategy will align with the plan of the Return to People steering committee. The committee is establishing the strategy, confirming the readiness of locations, considering budget implications, and developing a phased deployment of the hybrid work model. The model will not be one-size-fits-all. It will consider the number of required days in person for different groups, depending on their needs and roles, and how to retain and attract talent and serve the needs of coworkers and customers.

Progress to date includes:

- The Return to People program team has published a Hybrid Coworker Standard that outlines the behaviors and expectations of our hybrid coworkers.
- We've updated the Return to People Playbook—a toolkit and resource to support the standard.
- We've created a steering committee comprised of leaders from each Functional Area to tailor a strategy unique to their workforce.

The steering committee will meet regularly to finalize the model over the coming months.

70. My home owners insurance jumped to \$9300 a year because of fires. My PG&E bill last month was \$660 up from \$325 from the previous year and we had same usage. Can we address allowing us hybrid employees to work out-of-state?

Our belief is that the work our 28,000 coworkers perform in service to our 16 million customers should be performed in California, with very limited exceptions. This is in recognition of the importance of working close to our customers and each other, and the cultural, operational and prosperity outcomes that we will achieve by doing so. We are better positioned to serve our hometowns when we reside within our hometowns. We have developed the [HR-1110S Out of State Work Standard](#) that outlines the limited exceptions.

71. The overwhelming majority of employees are in favor of keeping the hybrid work situation as is. Our voices have been heard by you & the exec. leadership team.

One of the guiding Principles to Return to People is creating purposeful opportunities for face-to-face interaction and cross functional collaboration. Being in person creates "moments that matter" and connection. We want coworkers to have an opportunity to engage in person with their workgroups and cross functionally. These "Operating as One" days would include team meetings, cross-functional meetings, problem solving discussions, and other culture building efforts to take advantage of our collective team being together.

72. What is the return to office mandate for executives of your level? You all seem to work from wherever works best for you. Why can't the employees doing all the work do the same?

The Return to People program will apply to all coworkers including executives equally once the model is finalized over the coming months.

73. What is the timeline proposed for remote workers to return to the office? Many of us will need time to make arrangements prior to returning for things such as day care, etc. Do you have a proposed date?

The steering committee will meet regularly to finalize the model over the coming months. We will share more information as we move forward.

74. Why were so many employees hired who live a considerable distance from "headquarters" with a set work schedule when hired to now being forced to come in? It is a 5 hour round trip for me to headquarters. This will put considerable stress on me as a coworker and being able to find childcare and live a healthy work life balance.

Thank you for the feedback. When a leader posts a job, a headquarters is specified. If a coworker has moved to somewhere far away from their assigned Headquarters, they still are required to be available to come into their headquarters when needed. It is a priority for PG&E and our customers that we are available to perform work in the communities we serve where it makes the most sense for the work being performed.

75. With "Return to People" initiative, has there been any research done on how this will affect: work/life balance, putting thousands of people back on the road (the most 'dangerous part of our day') and also what effect those emissions will have on our planet, the fact that a lot of employees have moved out of the area and can possibly not afford to move BACK to their assigned HQ's, the fact that people will have to hire child care that they can't afford, pet care costs they can't afford, the fact that productivity has gone UP in a lot of LOBs since going remote 4 years ago. If upper management is so concerned about our "JOY", why not let us continue to work as we have been? Additionally, if there are employees who prefer to go into the office full-time, allow them to. But, for those of us who ENJOY remote work and have been doing it SUCCESSFULLY for the last 4 years, please allow us to continue. Respectfully,...

There has not been any formal research done by the company on these issues. However, a Return to People (RTP) cross-functional steering committee has been set up, representing functional areas from across the enterprise. The steering committee and program team are focused on wholistically reimagining the future of work, as opposed to bringing coworkers back into the office as we operated before. The HR team and the steering committee is discussing many factors impacting RTP, including:

- Safety and security needs at each location
- New layouts that support our new way of working
- New tier of our existing hybrid work type
- Incentives
- Building (i.e., physical location) capacity
- Implications for coworkers who have moved their home location
- Childcare

The program team and committee are designing RTP policies to be most effective for coworkers, the company and our communities.

76. With Chevron moving out-of-state from Bishop Ranch, why not consider real estate/work locations next to Building Z if we are expecting to execute upon Return to People? It's safer, more local to many coworkers.

PG&E's greater Bay Area workplace strategy, approved by the CPUC, entailed selling the SFGO complex, developing the OGO complex, and consolidating most coworkers from other East Bay offices (Concord Gateway, San Ramon Crow Canyon, Bishop Ranch Y, Walnut Creek Wiget Lane) to the OGO. PG&E continues to operate Bishop Ranch Z. Our Return to People initiative should further inform if additional workspaces are required.

Related to safety, PG&E's investment decisions prioritize safety above any other criteria, aligning with our stand that Everyone and Everything is Always Safe. Our commitment to safety applies to investment decisions in our facilities, whether at our yards supporting field operations or at our office facilities such as the OGO. Mitigating safety/security risks and enhancing coworker comfort and well-being are critical drivers of our workspace.

Internal

CRESS regularly and proactively assesses the condition of our facilities to ensure that the site and building infrastructure operate safely and prioritizes safety-related repair or replacement work when identified. If you have a specific safety concern that has not been addressed, please raise it with your leader. If you need assistance from CRESS, please get in touch with us for assistance by contacting the Facilities Management Office at (415) 973-9000.

Workplan and Budget

77. Gas folks are feeling and seeing the impacts of reducing spending in Gas, in operations and construction. What are the short- and mid-term plans for the budgets for work in the gas system, which seems to be in competition with funding for Electric?

The gas workplan continues to reflect achieving our True North Strategy, delivering a safe and reliable gas system while meeting all compliance requirements. Gas spending is planned to remain consistent with this year's capital spend profile and meets enterprise O&M efficiency goals that all Functional Area's are held to. Enterprise financial resource allocation is prioritized through our risk and value-based prioritization framework and finalized through cross functional senior leadership decision making sessions. This framework creates a data-driven approach to planning.

78. I understand we are worried about the municipality in San Jose. Has this caused us to lose sight of the remainder of our territory? During the past heat event - due to budgets; their were multiple territories impacted by overloaded circuits. We were jumping through hoops to transfer load and bring on generation to reduce customer impacts.. Seems like we are being proactive in SJ and reactive everywhere else.

PG&E values and is concerned for all the customers and regions we are privileged to serve. The PG&E electric system is very diverse, and its needs can differ significantly between regions. For example, areas within the high fire threat district may require additional investment in grid resilience to protect against wildfire threat. Similarly, certain areas that have growing capacity needs may require proactive plans for capacity upgrades. During the recent heat wave, several actions were taken to mitigate localized capacity issues that were discovered because of the heat event. These mitigations are now being followed up to ensure permanent resolution. In general, the need to improve our investment in capacity is a recognized opportunity for the company and is being prioritized at increasing levels.

79. If it took over 100years to get to the current capacity of the grid how can we double the capacity of our grid in 20years?

PG&E works within the CEC, CPUC, and CAISO's various planning processes to forecast and determine the transmission and distribution system capacity needs to meet state goals and serve our customer future needs. These planning processes are already evaluating the future needs out to 2045, with many grid expansion projects already having been identified and which will be built over the next decade. In addition to working with these state agencies to determine the actual system capacity needs, PG&E is exploring utilizing advanced transmission technologies, distributed energy resources and load management along with new operational methods to ensure we are able to reliably and economically able to accommodate the load and generation needs of the system. We acknowledge that the next decades will bring extraordinary challenges to California's electric infrastructure. Electrification (both transportation and building) and new technologies (like AI and hydrogen production) will bring new loads to our system. Meeting these needs will require innovation and new ways of working for both PG&E and our customers. Load flexibility, additional distributed generation, and new grid capacity in the right places will all be needed to meet distribution and transmission grid needs. Fortunately, PG&E has risen to such challenges before. California's post-war growth from 1945 to 1973 was phenomenal and was followed by slower growth from 1973-1996 and load decline from 1996-Present. What will be required from all of us is focus on our objectives and an unwavering commitment to our customers. We will need to plan, scope, and execute the right work at the right time and continue to persuade regulators to provide the necessary funding to support California's climate and technology goals. We will need to innovate new standards and ways to fast-track materials. And we will need to work together as one PG&E so that processes are streamlined, and time is not lost while projects wait for the next step or languish without an owner.

Internal

80. In service planning there is a fire drill every other day. We are the trash of the company. We constantly have to take on more work without any work being taken away. The metrics are unrealistic. The turn over is extremely high and there is very little experience in the department, because experienced folks move on to a less stressful department. This mental stress is not safe. Is leadership doing anything to help improve service planning?

SP&D is absolutely not the trash of the company. In fact, serving the new business customer is more central and core to what this company focuses on than it has ever been and it's only going to continue to increase in the coming years! Workload remains a key focus area; we don't get more done by giving you more, we get more done by identifying and removing barriers and eliminating waste wherever we can find it. Turnover is watched carefully. It was once extremely high and very concerning, but the rate of people leaving for greener pastures has totally stabilized. In fact, SP&D reached its highest staffing levels ever in July. The talent pipeline continues to be carefully monitored to make sure we spend as much time focusing on training and building expertise across the team; many are taking and passing the advancement tests!

Things are definitely not perfect and, in some places, we still have quite a bit of dysfunction to work out, but we haven't been in such a good place as an organization for years. We will continue to focus on continuous improvement, waste elimination, and keeping our trend of improvement over time.

81. In terms of waste, have we thought about how stop and starts or delays in project execution adds to cost and are we aware of this? It seems to me that management believes teams can simply stop and start projects between years without any associated costs with restarting. How can our teams eliminate waste when many times we simply have to spend time to start back up? The cheapest way to complete work is to do it once.

Yes, this is a known issue and is typically caused by funding changes in planning and in year. For 2025 we are trying to minimize starting and stopping of projects by fully funding all in flight work going into 2025 and to fund emergency based on a 3 year trend (instead of on a historical average). These two activities have been incorporated in the 2025 plan and we plan to monitor the impacts they have.

82. It is extremely challenging to remove idle lines. Maintenance and repair work is performed annually on lines that haven't been energized in years with no possible load at the end of the line. I encounter land owners that don't want the facilities or the maintenance performed, but run into roadblocks internally to get action taken to remove them. There are 100's of thousands of dollars wasted on these facilities annually. What will leadership do to prioritize removal of these facilities?

This is a known issue and has been input into Waste elimination (WEC) to monitor and measure the impact of funding additional capital to reduce expense spend on monitoring these idle assets.

Internal

83. Other than 4 kV, has leadership been giving consideration to other cut-overs like 12 to 21 kV and 70 to 115 kV? There's a lot of opportunity to bend the curve by shifting our voltages upward.

We agree and we optimize on this opportunity when we are able, however, it can be costly and complicated. Some current examples where this is taking place is in Panoche for Tesla EV charging and CAISO approved project in Central Coast.

84. Since the company often times pushes projects due to funding, can we please seriously consider selling OGO. Expensive building, high security maintenance cost, undesirable location, etc. I believe there are enough basis to defend a sell..

Our decision to relocate from SFGO to OGO was presented to, and approved by, the CPUC in 2021 after reviewing compelling evidence that moving to OGO would significantly decrease costs to our rate payers. The CPUC recently approved all actual costs related to OGO to be entered into rate base as the project provides net benefit to our rate payers. OGO provides a central workspace to over 6,500 coworkers to come together, collaborate, and innovate. The workspace is highly efficient, relatively low cost to operate as compared to other large commercial buildings, centrally located adjacent to BART, with onsite parking, very similar to SFGO but with a smaller footprint and overall lower cost to rate payers.

85. We are starting our second month of not having our UH-60 helicopters available to complete our work in transmission line. This is work is vital to sticking with our stand that catastrophic wildfires shall stop. When can we expect to see one of our most important tools return which is required to complete our wildfire mitigation plan?

We have secured additional contract UH60s to support our construction efforts and construction work has resumed.

86. what is going on with the NB Acceleration? We were told that the funding was only to bring work in to 2024 that was either not scheduled yet, or scheduled in 2025 but had a 2024 COTD date. Now we're having work in the 4-8 week range that is being pulled from Division and given to contracting as part of this initiative. This is not only disruptive to our internal construction partners, but puts us in a black hole as we no longer have dates to communicate to our customers and no ETA for when we will get dates. Help!

The list of jobs to be accelerated was provided by the Service Planning team. Unfortunately, there were jobs on the list that were already in the 2024 schedule. The NB Acceleration team assumed all the jobs were unscheduled and proceeded to schedule the jobs, this caused jobs to get pulled off the schedule. Once we were aware of the issue, we put a control in place to prevent this from happening. Now before scheduling a job, we check to make sure it isn't already in a schedule somewhere else.

Internal

87. What is our plan on meeting our clean energy goals with future decommissioning of DCP, reduced customer incentive due to NEM 3.0, increase demand, and pressure with rates reduction?

PG&E is on track to meet California's renewable and carbon-free requirements of delivering 60% of electricity from eligible renewable resources by 2030. We are investing in battery energy storage which helps our customers save energy and money by enhancing overall grid reliability and integrating renewables. PG&E's battery energy storage projects exceed 3,300 megawatts (MW) of capacity. Deployed through 2025, contracts like the Tesla Megapack Elkhorn Battery could deliver up to 730 MW hours of energy during periods of high demand. The following programs support customers and will help all of us achieve California's clean energy goals: rooftop solar, behind-the-meter battery energy storage, energy efficiency, demand response, and electric vehicles. Additionally, we continue to work with the California State Legislature and CPUC on proposals that will help us reach our State's goals.

Internal

2023 Recommendations #1 – Wildfire Team Leadership Listening Sessions

Region	Division	Location	Date	Scheduled/Confirmed/Completed	Attending	Completed
North Coast	Humboldt South	Ukiah	Tues 4/30 @ 11am	Completed	Krista via Teams (Andy, Denise)	100%
North Coast	Humboldt North	Eureka	Tues 3/19 @07:30	Completed	Krista	100%
North Coast	Sonoma	Santa Rosa	Wed 3/13 @9:30	Completed	Krista, Nick	100%
North Coast	North Bay	San Rafael	Thur 5/2 @ 8:30	Completed	Andy	100%
North Coast	North Bay	Napa	Wed 5/1 @ 8:30	Completed	Krista, Andy	100%
	3 Divisions					
North Valley & Sierra	North Valley	Chico	Wed 4/10 @8:30	Completed	Krista, Teresa	100%
North Valley & Sierra	Sacramento	Woodland	Thurs 5/2 @ 10	Completed	Leah, Teresa, Michael	100%
North Valley & Sierra	Sacramento-Marysville	Marysville	11/15/2023	Completed	Krista	100%
North Valley & Sierra	Sierra	Placerville	Thur 5/16 @07:30	Completed	Krista, Jacob, Teresa	100%
North Valley & Sierra	Sierra	Auburn	Thur 5/16 @ 1000	Completed	Krista, Jacob, Teresa	100%
	3 Divisions					
Bay Area	East Bay	Oakland		Completed	Andres, Cydne, Elle	100%
Bay Area	San Francisco	Teams	Thur 09/19/2024 @ 7:30am	SF no show 09/19 - Requested reschedule post	Andres, Elle, Denise	
Bay Area	Diablo	Concord	Thur 3/21 @ 0800	Completed	Krista, Elle	100%
Bay Area	Diablo	Antioch	Thur 3/21 @ 1000	Completed	Andres, Cydne, Elle	100%
Bay Area	Mission	Hayward	Thur 4/4 @ 7:30	Completed	Cydne, Shannon	100%
Bay Area	Peninsula	San Carlos	Thurs 4/18 @730a	Teams Call	Denise	100%
	5 Divisions					
South Bay & Central Coast	Central Coast	Santa Cruz	Thur 3/21 @ 12pm	Completed	Denise	100%
South Bay & Central Coast	Central Coast	Salinas	Wed 3/20 @12:30	Completed	Denise	100%
South Bay & Central Coast	Los Padres	San Luis Obispo	Thur 6/27 @09:30-11	Confirmed	Rhys	100%
South Bay & Central Coast	De Anza	Cupertino	Thur 4/18 @0900	Confirmed	Denise, Hannah	100%
South Bay & Central Coast	San Jose-Stockton Ave	San Jose/Cinnabar	Thur 4/4 @0700	Completed	Denise	100%
South Bay & Central Coast	San Jose-Santa Teresa	San Jose/Edenvale	Thur 5/2 @0730	Completed	Denise, Hannah, Ricky	100%
	4 Divisions					
Central Valley	Kern	Bakersfield	Thur 4/17 @ 10:30	Confirmed	Dom, Michael H	100%
Central Valley	Fresno	Leemore	Thur 2/15 @8:30	Completed	Dom, Denise	100%
Central Valley	Fresno	Fresno	Thur 2/15 @6:30	Completed	Dom, Denise	100%
Central Valley	Yosemite	Sonora	Thur 3/28 @8:30	Completed	Rhys, Saeng, Amelia	100%
Central Valley	Stockton	Stockton	Wed 3/27 @ 12pm	Completed	Saeng, Rhys	100%
	4 Divisions					
						27
						Percentage
						4/26/2024 66.67%
						4/30/2024 70.37%
						5/1/2024 74.08%
						5/7/2024 85.19%
						5/16/2024 92.59%
						6/27/2024 96.29%

Peer Learning – Supplemental Information

The following information provides details on additional Peer Learning opportunities referred to in our response to recommendation

- **Third Thursdays:** Coworkers across Operations participate in a monthly Third Thursday safety practice, where they can engage and learn from their peers. Third Thursdays are an opportunity for coworkers to work with their teams and leaders to promote and engage in safety discussions and actions. The intent of Third Thursdays is to focus on sharing safe work habits, reviewing safety-related information, and building a strong team environment. Examples of activities conducted on Third Thursdays include updating records, reviewing safety flashes and bulletins, attending Grassroots safety meetings, and participating in driving rodeos and safety summits.
- **PG&E Mentorship Program** – PG&E’s formal mentorship program offers multiple avenues for coworker mentorship. All of the options include resources to help the mentor and mentee.
 - **Onboarding Buddy Mentoring** – This program is focused on newly onboarding coworkers. It allows tenured coworkers to have a critical role in helping a new coworker feel part of the PG&E team and culture. The onboarding mentor helps the new coworker understand P&GE’s policies and standards and offers encouragement and guidance through the first 90 days of employment.
 - **Career Development Mentoring** – Career Development Mentoring is 1:1 mentoring. Once a mentor and mentee are matched, the mentor shares their knowledge and expertise to help the mentee strengthen their skills to accomplish their professional goals.
 - **Mentoring Circles** – Mentoring Circles allow coworkers to form their own mentoring group focused on one or more of the PG&E virtues. Mentoring Circles help coworkers build awareness of virtues with real-world applications, grow their network, share insights and learn from diverse perspectives, as well as focus on development to boost expertise and job satisfaction.
- **Safety Weeks** – Designated Safety Weeks are held throughout the year. During Safety Week, all coworkers are expected to participate in a daily 15-minute discussion with their teams around a pre-selected safety topic. Videos, facilitator guides, and discussion aids are provided each day. The intent of Safety Week is to

remind all coworkers of their essential responsibilities to work safely and keep each other safe, and to provide an opportunity to increase safety on the job through interactive discussions.

- **PG&E Grassroots-Led Safety Council** – The Grassroots-led Safety Council establishes alignment across all Grassroots Safety Teams across the company. The Council focuses on peer learning and facilitates sharing grassroots-based ideas across all functional areas to improve safety performance and share learnings and best practices, particularly around serious incidents. Examples of activities undertaken by the Grassroots teams include delivering workforce security de-escalation classes to frontline coworkers, coordinating driver rodeos focused on improving safe driving, supporting human performance training, and regular publication of videos focused on safety in the field.
- **Coaching & Partnering Sessions/Live Interactive Scenarios** – Grassroots hosts coaching and partnering session that include training and an overview of Live Interaction Scenarios. The Live Interaction Scenarios take Field Safety Specialists through simulated scenarios in interacting with PG&E's field workforce, with the intent of imparting learnings on the Field Safety Specialists so that they can serve effectively as a safety resource in the field.
- **Operations Safety Collaboration Center (OSCC)** – The OSCC is a collaborative and cross-functional team committed to taking actions to eliminate fatalities across PG&E. The OSCC is focused on Serious Incident and Fatality (SIF) prevention and shares learnings from past SIF incidents, remembrances of fallen coworkers, and information on near hits across all functional areas.

2023 Recommendations #3 – Training Plan & Metrics

This file contains the 2024 Training Plan/Summary. The table below describes information contained in each tab.

Tab	Information Contained
2024 Training Summary	This tab shows the total student days and student hours of training completed in 2024 including a breakdown of percentage of online vs. hands-on training. This tab also includes the total number of individuals trained in 2024.
In-Person Training	This tab shows all in-person/hands-on training completed in 2024. Course titles, student days and number of people trained are included.
Online Training	This tab shows all online training completed in 2024. Course titles, student days and number of people trained are included.
Wildfire-Specific	This tab contains wildfire-specific trainings completed in 2024. These courses are also included in the In-Person Training and Online Training tabs based on their modality. The intent of this tab is to highlight courses that have are focused primarily on wildfire topics.
Acronyms Guide	Explanation of common acronyms used throughout this document.

Hours of Hands-on vs. Online Training Completed in 2024			
Training Type	Student Days	Student Hours	Percentage of Training
2024 - All Training	170,359	1,362,872.00	N/A
2024 - Instructor-led/Hands-On Training	121,498	971,984.00	71%
2024 - Online Training (Web-based, virtual learning, recorded virtual learning)	48,861	390,888.00	29%
Total Number of Coworkers Trained in 2024	48,578		

Training	Student Days	Number of Coworkers Trained
CORP-9076: CCO New Hire	7980	227
CORP-0315: 2024 Ethics & Compliance Annual Training	3797.25	29188
CORE-3070WEB: Breakthrough Intensive Wrkshp Supervisor	2784	927
CORE-4010: Leading with Purpose	2691	897
GAS-0802: Gas Utility Worker Basic Training	2656	332
CORE-4020: Leading our Business	2490	826
ALW-2001: Overhead Distribution	2460	123
ALW-3000: Underground Distribution	2280	114
CORE-0013: New Hire Orientation	2252	2252
ALW-6000: Advanced Overhead Distribution	1940	97
TECH-0300: SAFETY STAND BY TRAINING	1879.5	3185
ALW-4000: Transmission & Grounding	1650	110
ALW-5000: Rubber Glove to 5kV and Hot Stick	1620	108

ALW-1002: ALW Program Intro/Basic Climbing	1521	168
ELEC-0982: Grounding Refresher - Distribution	1391	1379
CORE-1313: Leading Represented Coworkers	1268	634
ALW-7000: Advanced Underground Distribution	1152	96
EQIP-0143G: Basic Rigging and Hand Signaling Gas	1131	377
ELEC-0522: Gas-for-Electric Training	1082	533
SAFE-2001: Backing, Parking, Vehicle Control Skills	976	1943
CORE-3050WEB: Breakthrough Intensive Workshop	960	240
CORE-4030: Getting Things Done	933	933
ALW-2000: Advanced Climbing	904	113
ALW-2002: Advanced Driving	896	224
CORE-3080WEB: Breakthrough Workshop Co-Lead	870	138
ALW-1006: UG/Power Tools/Downed Lines/Rescue	855	170
SAFE-1506P: CPR-Skills Practical	836.875	6509
ALW-1005: Rigging and Pole Setting	748	186
CORE-9213: Safety Leadership for Leaders	732	365
CORE-9113: Crew Lead Safety Leadership	716	358
ELEC-0008: JL Boot Camp - Underground Switching	696	116
ALW-0023: Basic Climbing Boot Camp	687	192
EQIP-0143E: Basic Rigging and Hand Signaling Elec	660	217
EQIP-0007U: Excavation Safety Comp. Person Update	655	2191
VEGM-0500: Veg Management Academy	620	136
SAFE-1057: Wilderness First Aid	618	618
EQIP-0006E: Commercial Driving School Electric	605	121
ELEC-0985: Controller Refresher	569.5	1116
EQIP-0068E: Forklift Qualification Electric	556.5625	635
PGEN-9041: Confined Space for Power Generation	554	552

GAS-3005: Gas Service Representative	532	38
EQIP-0006G: Gas Commercial Driving	515	63
GAS-0160: Plastic System Training	515	103
ALW-1004: Yard Duties/WAP/Signal/Trailer Hook-Up	510	169
GAS-9658: Gas Clearances	500	100
GAS-0193: Mueller Tap & Plug 3/4" - 2" Tees & Valve	488	122
EQIP-0019E: Aerial Lift Electric	481	472
ELEC-0011: JL Boot Camp - Rubber Glove Initial	480	120
EQIP-0579: Large Crane School Classroom	475	91
SAFE-0454: Fall Protection Authorized Person	473	466
EPRS-0300: ICS-300 - Intermediate ICS	465	130
CORP-9133: Solar	456	57
EQIP-0007G: Excavation Safety Competent Initial Gas	454	453
SAFE-BTW: Smith Driving	441.5	857
ELEC-1000: New Electric Compliance Inspector	438	145
ALW-80SPASA: ALW- SPA Step 8 Skills Assessment	435	87
CORE-9033: Lean-501 for Frontline Coworkers	426.5625	451
PSOS-0080: Introduction to Schematics - 40 hours	426	71
ELEC-0257: Troubleman Training Program II	420	42
EQIP-0585: Service Truck Mobile Crane – Classroom	412	101
PSOS-9010: Introduction to Human Performance	396	391
PSOS-2000: Aerial Rescue Device	387	382
ELEC-0984: Advanced Controller Refresher	386	378
ISEC-9024: 2024 Security & Privacy Awareness	376.25	1428
FLET-0027: CARB Clean Truck Check Program	376	292
SAFE-5050: Vehicle Lift Safety	373	363
PSOS-0480: SI Climbing-Core Inspection Requirements	372	93

PSOS-0481: SI Ground-Core Inspection Requirements	364	87
EQIP-0018E: Digger Derrick Electric	362	354
EQIP-0066: Class 1 Utility Terrain Vehicle	361	360
EQIP-0681: Large Crane School Practical	360	85
ESUB-2001: Substation and Power Generation Groundin	360	72
ELEC-0256: Troubleman Training Program I	352	44
ELEC-0905Q: Confined Space - Rescue Series Qual	351.875	2621
SAFE-0440: Fall Protection Competent Person	344	170
ALW-1003: Basic Electricity	338	168
CORP-9218: Meter Maintenance Person	336	28
ESUB-3004: Wire & Cable Installation	330	55
ESUB-5005: Basic Switchman for T200 Apprentice Elec	330	33
GAS-0213: Non Production Locate & Mark	330	109
EQIP-0013G: Backhoe/Loader - Gas	320	32
GAS-3001: Utility Gas Service Representative UGSR	320	32
ENGP-0451: Safe Access- Instructor Led Train	318	318
GAS-0217: Standby	312	104
ESUB-4000: Battery Systems	310	62
ALW-1000: Fitness	300	299
EQIP-0181G: Smith Driving Gas	300	298
ESUB-3003: Power Transformers	300	60
GPOM-1100: Electricity Fundamentals 2	300	20
CORE-0244: Crucial Coversations- Mastering Dialogue	296	148
ELEC-0981: Grounding Refresher - GC / T-Line	294	147
EQIP-0068R: Forklift Requalification	285	1107
ELEC-0236Q: Aerial-Lift -Rescue Series Qualification	283.5	2098
GAS-3013: Troubleshoot Appliances	282	93
SAFE-0256: Patrolling in the Utility Environment	282	280
ELEC-0301: 2 Day Tower Climbing	280	127

EQIP-0059E: Commercial Driver - Refresher Electric	279	279
ELEC-0237Q: Pole-Top - Rescue Series Qualification	276.75	2050
ALW-10SPASA: ALW-SPA Step 1 Skills Assessment	266	133
ESUB-1003: Basic Electrical Theory	265	52
PSOS-2000Q: Self - Rescue Series Qualification	262.75	1932
ENGP-2500: Electric Estimator Bootcamp	258	86
ALW-30SPASA: ALW-SPA Step 3 Skills Assessment	256	128
ELEC-T915: Field Employee Evaluation	256	247
SAFE-1508P: CPR Skills Practical-Non Mandated	253.375	2016
GAS-3015: Meter Sets & High Bill Investigation	252	84
PSOS-4003: Field Operations 1	252	14
ESUB-4001: LTCs and LTC Maintenance	250	50
GAS-3014: Leaks, CO & Major Gas Events	249	83
SAFE-0135: Asbestos-Pipe Wrap and Gaskets Initial	246	246
CORE-2445: Respectful Workplace Workshop	245.9375	777
ESUB-1007: Applied Electrical Theory 1	245	49
VEGM-9101: One VM for Veg Mgt Inspectors (VMI)	244	457
EQIP-0066Q: Class 1 Utility Terrain Vehicle	240	255
ESUB-1008: Applied Electrical Theory 2	240	48
PSOS-0649: T-Line AIR+ Desk Insp Orientation, Pt 2	240	48
ELEC-0007: JL Boot Camp - Grounding	238	116
AVIS-2001: Level One Training	230	46
EQIP-0068G: Forklift Qualification Gas	229	229
CORP-9087: Business Customer Servicer Center (BCSC)	224	56

AMST-0009_FT: Grounding and Greenbook	222	74
GAS-0214: Leak Survey Refresher	220	44
GAS-2001: T-300 Apprentice Welder ARC 1	220	22
ESUB-1006: Using Tools Safely	218	108
ALW-40SPASA: ALW-SPA Step 4 Skills Assessment	216	108
GAS-0039: Enhanced Pipeline Welding	215	35
ENVR-0204: Vehicle Idling Rules	214.0625	3220
GAS-0352: Locate and Mark Fundamentals 2	212	53
EQIP-0092R: Rough Terr Var-Reach Frklft Requal	208	389
GAS-0353: Locate and Mark Fundamentals 3	208	52
GAS-0207: Leak Survey Detection & Grading	207	23
TECH-0020: Compliance Inspector Refresher Training	206	206
CORE-3060WEB: Breakthrough Specialist Training	204	51
EQIP-0092E: Rough Terrain Var-Reach Frklft Electric	201.5	247
ELEC-0603: Transmission Hot Arm/Hot Stick	200	8
EQIP-0685: Service Truck Mobile Crane - Practical	200	99
TCOM-4004: Substation Safety for ISTS	198	65
VEGM-0112ILT: Focused Tree Inventory (FTI)	197	1416
ALW-20SPASA: ALW-SPA Step 2 Skills Assessment	196	98
PSOS-0648: T-Line AIR+ Desk Insp Orientation, Pt 1	196	49
VEGM-9105: One VM for Support Teams	195.5	347
EQIP-0071E: Manlift Training Electric	195	193
VEGM-0114ILT: VM Operational Mitigation Patrol	191.75	1310
ALW-60SPASA: ALW-SPA Step 6 Skills Assessment	190	95
ELEC-9030: Distribution AFW Submitter	189	206

CSOS-9110: CCSP Contact Center Service Platform	188	372
GAS-3060SA: Plastics Annual Refresher KA	186	162
CORE-0366: Instructor Development Course	185	37
ELEC-0258: Troubleman Training Program III	184	46
ESUB-0200: Sub Insp Refresher for Journey	183	169
PSOS-4002: Workplace	182	14
ELEC-0307: QEP Training for Towermen	180	36
ESUB-3000: Intermediate Schematics	180	36
PSOS-0657OJE: Maintenance Field Assignment	180	18
EPRS-0775: G-775 EOC Management & Operations	178	84
VEGM-0111ILT: Tree Removal Inventory (TRI)	173.75	1259
ENGP-3501ILT: Service Planning Refresher Training V1.0	171	57
ALW-70SPASA: ALW-SPA Step 7 Skills Assessment	170	85
EQIP-0075G: Vacuum Equipment Gas	170	166
PSOS-0096: Relays and Phasors III	170	17
ENGP-3502ILT: Electric System Overview	165	55
GAS-0351: Locate and Mark Fundamentals 1	165	54
VEGM-9073ILT: Veg Management Annual Refresher	163.5	1226
GAS-0354: Locate and Mark Fundamentals 4	162	54
CORE-0014: Offsite New Hire Orientation	161	161
ALW-50SPASA: ALW-SPA Step 5 Skills Assessment	160	80
EQIP-0013E: Backhoe/Loader Electric	160	16
PGEN-0001: Power Plant Fundamentals	160	16
CSOS-9500: High Bill Conversation	154.6875	820
AFAP-0001: Introduction to SMAW	150	14
ELEC-4001: Linework Fundamentals	150	15
ESUB-5003: Performing Routine Substation Inspection	150	50

ELEC-0223A: Structure Rescue Assessment	149.5	204
ESUB-5001: Substation Grounding Observer	148	74
CORE-0225: Project Management	147	49
ESUB-1001: Using Computers and Software to Complete	147	120
SAFE-2232: SIF Energy Based Capacity Training	146.9625	15566
CORE-0294: Gas System Fundamentals	146	73
ELEC-0311: Towerman II - Tower Inspections	146	73
EQIP-0091E: Cargo Securement Electric	145	145
SAFE-0892: HAZWOPER - Worker - Refresher	145	141
ALW-8000: Coaching and Communication	144	72
EQIP-0022G: Wheel Loader Gas	144	72
GPOM-3000: GAS Fundamentals II	144	12
GAS-0095: Operating the Jameson Gas Line Tracer	142	71
AFAP-0004: Live Line	140	14
TECH-0003: Helicopter External Load Operations	140	140
Gas-0306: Leak Investigation & Pinpointing	138	46
AMST-0006: Electric Metering 6	135	9
EQIP-0136G: Skid Car - Gas	135	270
GAS-3009: GSR Advanced	135	27
PSPS-0320: PSPS Exercise Skills Evaluation	134	132
ESUB-4002: Relays	132	44
SAFE-0259: Aerial Patrolling in Utility ENV OJT	132	128
GAS-0089: Valve Changer	130	65
GAS-2002: T-300 Apprentice Welder ARC 2	130	13
CORP-9145: Building and Renovation Service (BRS)	128	32
EQIP-0007E: Excavation Safety Competent Initial Elec	128	128
ESUB-1002: Intro to Substation and Generation Facil	127	127
GAS-9628: Leading With Safety (LWS)	126	42

GAS-5251: Awareness of Hazardous Natural Gas/IDLH	124.5	165
ESUB-2005: Air Switches	124	31
INSP-1000: Electric Inspector Onboarding (2 Day)	124	62
PGEN-9041WEB: Confined Space for Power Generation	124	248
SAFE-0163: Asbestos Class III Substation Initial	124	113
EPRS-0626: G-626 EOC Action Planning	122	57
ESUB-2004: Power Circuit Breakers	122	61
ELEC-0003: JL Boot Camp - Rigging Principles	121	121
AFAP-0002: Introduction to Pipe Welding	120	12
CORE-2613: Team Building and Communications	120	109
ELEC-9031: Primavera P6 Client Training 101	120	60
GAS-2003: T-300 Apprentice Welder ARC 3	120	12
GAS-3020: Introduction to Service Mechanic: Part 1	120	10
PSOS-0086: Relays and Phasors II	120	12
TECH-3402: FLIR Infrared Certification Course	120	30
CORE-4050: Leadership at PG&E Graduation	118.125	315
EPRS-0191: G-191 ICS Field/EOC Interface	118	93
EPRS-0400: ICS-400 - Advanced ICS	118	52
EQIP-0046E: Snowcat Training Electric	118	118
GAS-9666: M&C Running a Crew as a Crew Leader	117	39
PSOS-4014: ADSO Simulator Practices - Set 4	117	13
GAS-0162: Becker Pilots	115	23
GAS-0191: NACE CIP1 Certification-Coating Inspecti	114	19
GAS-9679: AC Monitoring and Mitigation	114	50
NBR-3009: Job Owner Fielding Readiness	114	57

PEGI-0108: Substation Detailed Scope Development	114	38
EQIP-0148E: Backfill Compaction: Class/Prac Electric	111	111
AFAP-0003: Under 60 psig Preparation	110	11
CORE-0430: Considering Leadership	110	55
CORE-0489: Facilitative Leadership	110	55
GAS-9674: Kobus 400 Pipe Puller	110	39
GPOM-1200: Electricity Fundamentals 3	110	11
PSOS-0085: Relays and Phasors I	110	11
PSOS-0470: Pole Test & Treat Contractor Onboarding	110	55
EQIP-0051E: Skidsteer Electric	109	108
GAS-0930: CWI Prep & Exam	108	18
ESUB-1005: Safety Foundations	107	107
EQIP-0021G: Track Mounted Excavator Gas	106	104
CORE-2446: Respectful Workplace Wrkshp Supp/Corp	105.9375	335
GAS-9225WEB: Scenario Based Team Training	105.75	137
CSOS-9700: Solar Billing Plan	105	266
ENVR-0301: Facility Emergency Response Coordination	103.5	202
CORE-0285: Business Writing Skills	102	51
ELEC-0704: 100% Fall Protection - Steel Structures	102	102
ESUB-2002: Conduit Bending and Threading	100	25
PSOS-0653OJE: Construction Field Assignment	100	10
SAFE-0210: FI-210 Wildland Fire Origin and Cause	100	20
EQIP-0092G: Rough Terrain Var-Reach Forklift Gas	99	99
ESUB-3001: Motor Control Circuits	96	32
GAS-0933: NACE CIP2 Certification	96	16
GAS-0129: NACE CP1 Class	95	19
GAS-0932: API 1169 Exam Prep - Pipeline Inspection	95	19
GAS-2160: Heat Iron Butt Fusion for PE 6"-8" Pipes	94	47
CORE-4060: Leading at PG&E Completions	92	736

TECH-0061: HEC Ground to Steel Structure Transfer	90.1875	110
AMST-0003: Electric Metering 3	90	9
AMST-0004: Electric Metering 4	90	9
AMST-0005: Electric Metering 5	90	9
EQIP-0032G: Dump Truck Training - Gas	90	90
GAS-0181: Totalflow XFC Installation and Maintenance	90	18
GAS-0183: Basic Scada Pack 32	90	18
GPOM-1000: Electricity Fundamentals 1	90	9
GPOM-2000: GAS Fundamentals I	90	9
EQIP-0028E: Underground Puller Electric	89	89
TCOM-1002: Digital Multiplex Fund	88	22
EQIP-0053G: Trailer - Gas	87	87
GAS-0155: Hot Tanking	87	87
CORE-0295: Gas and Electric Business Understanding	86	43
GAS-0734: Steel Squeezing	86	43
CORP-9048: Records & Information Management	85.89375	1444
ELEC-0983: Grounding Refresher - Towermen	84	84
GAS-3016OJT: Field Services Electric Meter Basics	84	84
GAS-3021: Introduction to Service Mechanic: Part 2	84	7
PSOS-0452: System Inspection-Elec Tran Day-3	84	84
SAFE-0152: Asbestos - Class I/II - Supervisor - Ref	84	70
PSOS-0451: System Inspection-Elec Tran Day-2	83	83
GAS-5253: Working in Haz/Gas Atmosphere (PDE)	81.75	95
CORP-6011: ECAP Cause Evaluation Training	81	27
GAS-0107: Ultrasonic Metering	81	27
PEGI-0110: TD-3331S Training	80.25	107
ACM-2100: NACE Readiness for CM Apprentices	80	16
AMST-0002: Electric Metering 2	80	8

AMST-0007: EM VII - Primary Metering & 480V Service	80	8
AMST-0008: Electric Metering VIII Solid State MTRG	80	8
ENGP-3503ILT: Service Planner Bootcamp, Week 3	80	40
ESUB-5000: Writing & Submitting Clearances (AFWs)	80	40
ESUB-5002: Substation Insulator Washing	80	40
INSP-0002: New Business Liaison UG Fundamentals	80	8
EQIP-0021E: Track Mounted Excavator Electric	78	77
EQIP-0051G: Skidsteer - Gas	78	78
EQIP-0059G: Commercial Driver - Refresher Gas	78	39
RESQ-0001T3: Rescue Series Bootcamp Train the Trainer	78	77
TECH-2021: Altec Power Distribution Module Course	76	36
TECH-3002A: Human External Cargo Transfer Skills Amt	76	149
ELEC-0125: DLT Training Week 3 ILT and Lab	75	15
GPOM-4000: Gas Fundamentals III	75	15
NERC-0900: CIP-014 Site Specific Security Training	74	138
PSOS-0410: System Inspection-Elec Tran Day-1	73	73
ESUB-AESPT3: Apprentice Electrician Step 3 Assessment	72	36
PGEN-0017: Valve Maintenance	72	18
TCOM-1011: Wireless Communication Fundamentals	72	18
TCOM-4016: Tower Climbing & Rescue for Telecom	72	24
ENVR-0460: Air Compliance - Title V Program Trainin	71.25	264
TCOM-4016RT: Tower Climbing and Rescue TComm Requal	71	70
CORP-0804: Cyber and Physical Security Awareness	70.75	1058
ACS-0002: Underground Distribution	70	5

ELEC-0110: DLT Training Week 1 ILT and Lab	70	14
ELEC-0120: DLT Training Week 2 ILT and Lab	70	14
ESUB-AESPT4: Apprentice Electrician Step 4 Assessment	70	35
PGEN-0016: Switching	70	7
SAFE-BCQM: Smith BTW - Backing, Parking, Close Qtr	69	138
EQIP-0022E: Wheel Loader Electric	68	34
TCOM-9056: Qualified Telecommunication Worker	68	17
CORP-9086: Agricultural Service Center (ASC)	66	22
PSOS-4012: ADSO Simulator Practices - Set 2	66	11
PSOS-4013: ADSO Simulator Practices - Set 3	66	11
EQIP-0070E: Backyard Pole Setter Electric	65	64
GAS-2006: T-300 Apprentice Welder ARC 6	65	13
INSP-0001: New Business Liaison role, inspectors	65	13
PSOS-4001: Intro to Distribution System Operations	65	13
SAFE-0142: Asbestos -Class I/II -Sup Init	65	13
TECH-0161: HEC Ground to Wood Pole Transfer	65	80
ALW-1001: Forklift Scenarios	64.5	171
ESUB-AESPT1: Apprentice Electrician Step 1 Assessment	64	32
TCOM-1001: VF Measurements & Testing Fundamentals	64	16
TCOM-1003: Data Communications Fund	64	16
PSOS-0566: RTS/Powerbase	63	21
SAFE-0890: HAZWOPER-24 Hour-Worker Initial	63	21
CORE-9034WEB: American Society for Quality (ASQ)	62.25	247
EQIP-0075E: Vacuum Equipment Electric	62	62

ESUB-AESPT6: Apprentice Electrician Step 6 Assessment	62	31
EQIP-0094E: Boom or Mas Mounted Trach Vehicle	61	61
EQIP-0094E: GroTract / NODWELL Electric	61	61
ACS-0003: Intermediate Cable Splicing	60	4
ACS-0006: Advanced Cable Splicing	60	4
CORE-3090WEB: Breakthrough Intensive Wrkshp Exec Spons	60	12
ELEC-0006: JL Boot Camp - PTR/ALR	60	120
GAS-2005: T-300 Apprentice Welder ARC 5	60	12
GAS-9665: NACE CP2 Prep	60	12
PSOS-0654OJE: Test Field Assignment	60	12
TCOM-0104: Voice & Digital Facilities Measurements	60	15
ADMS-0201: ADMS Foundations	59	59
ADMS-0202: Operating Devices in ADMS	59	59
ADMS-0203: Managing Alarms in ADMS	59	59
ELEC-0009: JL Boot Camp - Overhead Line Equipment	59	118
PSOS-0068: Substation High Voltage Guards & Covers	58	29
GAS-9642: Mobile Leak Survey	56	14
TCOM-0101: TComm Apprentice Onboarding	56	14
ACM-1102: Preventative Maintenance II	55	11
ACS-0004: Transformers	55	5
ADMS-0204: Managing FLISR in ADMS	55	55
AFAP-0005: Advanced Live Line	55	11
GAS-0166: Appr Wtr Sys Repairman/Elect Mach - Arc	55	11
GAS-0240: Daniel Gas Chromatograph	55	11
GAS-9667: NACE CP2	55	11
PSOS-0526: Advanced Schematics	55	11
PSOS-0527: Protection Principles	55	11
PSOS-0655OJE: Protection Assignment	55	11
TCOM-1005: Power Line Carrier & Prot FD	55	11
ESUB-1004: Fitness	54.5	109

PGEN-0009: Spaulding Tram Operator Training	54	38
FLET-0036: General EV Safety	53.5	411
GAS-0352SA: Locate and Mark Fundamentals 2 SA	53	53
GAS-0951: Mobile As-Building in Field Maps	53	49
PGEN-0146: Advanced Rigging	52	13
PSOS-0097: Communication-Assisted Relaying	52	13
CORE-0320: Leading Through Change	51	51
GAS-2211: Coating App: Wraps and Repairs	51	17
PSOS-0745: Safety Onboarding Day	51	51
EQIP-0125E: Basic Defensive Driving Electric	50	50
FLET-0030: Ford Elec Auto Transm Diagnosis & Repair	50	25
GAS-0169: Appr Wtr Sys Repairman/Elect Mach - MIG	50	10
GAS-3061: Field Services Work Quality Assessment	50	10
PSOS-0656OJE: Automation Field Assignment	50	10
SAFE-0260: Aerial Patrol Flight Requirements	50	383
EQIP-0085: Cart Vehicle	49.125	131
CORP-9102: Smarter Energy Line (SEL)	48	16
ESUB-3002: The Control Room and Wiring	48	24
GAS-0106: Automated Meter Reading	48	16
EQIP-0994: Class-C Driver Proficiency Record	47.75	364
CORP-0524: Guidance Document Authoring Training	47	91
ELEC-9062: Primavera P6 Client 102 Training	47	47
EQIP-0096E: Cargo Securement Assessment	46	92
FLET-0037: EV Safety for Mechanics	46	353
GAS-0351SA: Locate and Mark Fundamentals 1 SA	46	46
TECH-2025: 6.7L Power Stroke Diesel Service	46	23

PSOS-0055: System Restoration HYDRO Operators	45.5	91
LAND-9000: Check Handling for Land Mgmt Personnel	45.125	338
ENGP-0135: Electric Greenbook	45	15
EQIP-0024: Knuckleboom School - Classroom	45	15
ESUB-2003: Testing Electric Equipment	45	45
PSOS-0049: HOIT Introduction to Simulator	45	9
ESUB-6001: Coaching and Communication	44	22
TCOM-1006: Telecom Power System Fundamentals	44	22
CORE-2414: Decision Making & Problem Prevention	43	43
TCOM-9056RT: OQTW Requalification Assessment	43	39
NERC-9077: Physical Security Programs	42.8125	631
GAS-9676: Lycofit Connection Guided Practice	42.5	85
GAS-0771: Distribution RTU-ERX	42	21
TCOM-0103: Introduction to Cabling	42	14
TCOM-0105: Introduction to Networking Fundamentals	42	14
FLET-0024: GM Service Tools Overview	41	41
PGEN-9200: Hydro Work Management Prgm Fundamental	40.5	76
ACS-0005: Advanced Underground Distribution	40	5
FLET-0013: Ford F-150 Lightening Maintenance	40	20
GAS-8021: Compliance Utility Worker	40	10
PGEN-0152: Lathe Operation	40	5
FLET-0026: GM Electric Vehicle Technology Overview	39	39
PSOS-4004: Substation Operations 1	39	13
PSOS-4010: Basic Electrical Theory for ADSO	39	13
PSOS-4015: ADSO Simulator Practices - Set 5	39	13

TECH-9050: BIT Inspection for Onboarding	39	39
CORE-0257: Effective Communicating	38	38
CORE-0276: Get to the Point	38	38
CSOS-9012: InsideOut Coaching	38	37
EQIP-0091G: Cargo Securement - Gas	38	76
EQIP-1470: Rigging for Materials Handlers	38	38
ESJ-2021: Environmental & Social Justice Training	38	75
GAS-0860: Introduction to Strength Testing	38	19
PEGI-0105: Substation Control Building Requirements	38	38
PSOS-0045: Finger Switching for Elec Techs	38	19
SDS-0102: Lifecycle of Engineering Drawings	38	19
EPRS-0611M: EOC Section Overview: Management	37	36
EQIP-0015G: Side Boom Tractor Training - Gas	36	36
ESUB-AESPT2: Apprentice Electrician Step 2 Assessment	36	18
PSOS-0546: SCADA for Technicians	36	12
PSOS-4011: ADSO Simulator Practices - Set 1	36	12
PSOS-0739: As-Built	35.25	44
ACM-1100: Preventative Maintenance I	35	7
ACM-1101: Basic Electricity for Corrosion Mechanic	35	7
ACS-06SPASA: ACS-SPA Step 6 Skills Assessment	35	7
ACS-07SPASA: ACS-SPA Step 7 Skills Assessment	35	7
ENVR-0210: Refrigerant Recovery & Recycling	35	35
PGEN-0142: Print Reading and Troubleshooting	35	7
ESUB-AESPT5: Apprentice Electrician Step 5 Assessment	34	17
GPOM-3300: Advanced Valve Maintenance	34	34
SAFE-4000: PG&E Emergency Team Member Training	34	34

EQIP-0060G: Directional Drilling Vndr Prf Trn - Gas	33	11
FLET-0004: Ford Diagnostic and Repair System (FDRS)	33	33
FLET-0022: Derrick Hydraulic & Electrical Diagnosis	33	33
GAS-3030: Lead GSR	33	11
LCNG-0215: LNG Fire Training	33	32
TECH-0094: Aerial Equipment Hydraulics & OSHA Inspe	33	33
TECH-3002AGP: Ground to Wood Pole Transfer Field Check	33	66
EQIP-0687G: Pipe Splitting Ditchwitch Training	32	32
FLET-0034: Altec Stick Boom Maintenance & Repairs	32	16
PSOS-0073: Sub/Gen Grounding Refresher	32	16
PSOS-0732: Grounding	32	16
TECH-2023: Ford Engine Performance and Drivability	32	16
ENVR-0202: PCB Management	30.75	114
AFAP-0006: Pipe Fitting	30	6
ELEC-0315: Tower Foundation Installation Procedures	30	15
PGEN-0111: Clearance & Tagging - Lockout Tagout	30	40
PSOS-0720: Distribution Underbuilds	30	15
SDS-0103: AutoCAD P4A for Physical Designs	30	15
TCOM-2012: Network Fundamentals	30	3
TCOM-9090: Telecommunications Qualified Person-TQP	30	6
PGEN-9109: DSSMP O&M Walkdown Tailboard	29.5	218
EQIP-0055E: Water Truck Electric	29	29
FLET-0029: Ford Ecoboost Engine Diagnosis & Service	29	29
SAFE-1401: Asbestos Class III Initial for PGEN	29	29
PGEN-9110: DSSMP Walkdown In-person Training	28.875	214
EQIP-0068MG: FORKLIFT/MATERIALS Initial - Gas	28	14
EQIP-0071G: Manlift Training - Gas	28	28

FLET-0021: Altec B-Series Digger Derrick	28	28
FLET-0023: Altec JEMS Hybrid Systems Training	28	28
FLET-0033: Altec AT48M	28	28
LCNG-0209: LNG Operator Assistant Duties	28	14
PSOS-0623: Sub Fundamentals for Design Engineers	28	13
PSOS-0624: Intro to Schematics for Design Engineers	28	7
ADMS-0330: Executing Load Shedding in ADMS	27.5	55
ADMS-1000SA: ADMS R1 Dist Oper Skill Assessment	27.5	55
AMST-0004B: Electric Metering 4 - Part B	27	9
FLET-0018: Ford Electrical Ops, Diagnosis & Service	27	9
PSOS-0076: Substation Fundamentals for Engineers	27	9
ELEC-0308: Tower Rigging	26	13
GAS-9631: Coating App:Abrasive Blast Surface Prep	26	13
PGEN-0179: Rigging Refresher	26	26
PSOS-0675OJE: CEC Field Assignment	26	13
PSOS-0735: Calculating Wind Force	26	13
PSOS-AETSPT3: Apprentice Elec Tech Step 3 Assessment	26	13
EQIP-0085G: Cart Vehicle - Gas	25.875	69
ACS-02SPASA: ACS-SPA Step 2 Skills Assessment	25	5
EQIP-0045E: Scissor Lift Training Electric	25	25
GAS-0529: SCADAPack32 with Becker DNGP	25	5
PGEN-0156: Milling Machine Operation	25	5
TCOM-0203: Telecomm Power System Fundamentals	25	5
AMST-0001: Electric Metering 1	24	8
EQIP-0061E: Tow Truck/Sliding Bed Electric	24	24
FLET-0019: Adv Ford Electr Ops Diagnosis & Service	24	8

GAS-0355: Locator Qualified Electrical Worker	24	8
ICS-0001: ICS - Planning Section Chief	24	23
ICS-0005: ICS- Operations Section Chief	24	24
PGEN-0158: Mechanical Drawing and Reading	24	6
PSOS-0422: T-Line AIR+ Desk Insp Orientation Day1	24	48
PSOS-0567: Intro to AET	24	11
PSOS-0742OJE: T-Line Tower Crew Visit	24	23
PSOS-AETSPT1: Apprentice Elec Tech Step 1 Assessment	24	12
PSOS-AETSPT2: Apprentice Elec Tech Step 2 Assessment	24	12
PGEN-T002: Operator Door Alarm Response	23.75	134
ELEC-0601: Bridger Line Throwing Kit	23.625	42
CORP-9092: Private Branch Exchange (PBX)	23.4375	75
CORP-0525: Guidance Document Publishing Course	23	45
ELEC-0223: Structure Rescue	23	23
ENVR-0118: Underground Storage Tank Facility Employ	23	162
EQIP-0050E: Motorgrader Electric	23	23
ESUB-6000: Building Leadership Skills	23	23
FLET-0015: SnoCat Operator Trng for Fleet Mechanics	23	23
GAS-0219: Ethane Identification Refresher	23	23
PSOS-0727OJT: Midspan Taps Distribution Secondary	23	22
PSOS-0731: Land Issues	22.5	45
ELEC-0309: Tower Coatings	22	7
EQIP-0031E: Dozer Training Electric	22	22
PSOS-0726OJT: T-Line Merging Data from Separate Files	22	20
PSOS-0729OJT: T-Line Checking Clearances	22	20
TCOM-4016I: Telecom Structure Rescue	22	21
CORP-9235: Primary Transformer Rigging	21.5	43

ELEC-0980: Rubber Glove Refresher	21	21
GAS-0770: Automated Valve Emergency Response	21	20
PSOS-0728OJT: T-Line PLS CADD Criteria	21	21
PSOS-0737OJT: T-Line Fabrication Shop Visit	21	21
EQIP-0085E: Cart Vehicle Electric	20.25	53
ACM-2101: Pipeline Maintenance	20	4
ACM-3100: CPA Maintenance & Troubleshooting	20	4
ACS-03SPASA: ACS-SPA Step 3 Skills Assessment	20	5
ACS-04SPASA: ACS-SPA Step 4 Skills Assessment	20	5
GAS-9610: Well Control Certification	20	4
PSOS-0702: Transmission Insulator Cleaning	20	20
PSOS-0725OJT: T-Line H-Frames and 3-Pole Structures	20	20
PSOS-0736OJT: Construction Site Visit	20	19
PSOS-AETSPT5: Apprentice Elec Tech Step 5 Assessment	20	10
TCOM-0201: Fiber Optics Fundamentals	20	5
TCOM-0202: Time Division Multiplex Fundamentals	20	5
AVIS-2000: Part 107	19.56125	120
PEGI-0106: T-Line Scope Development	19	19
PSOS-0730OJT: T-Line Estimating Design Process 70Y	19	19
TCOM-0102: Fitness	19	19
CORP-9230: EDI (Energy Diversion Investigators)	18	6
GAS-9639: Coating App-Liquid Epoxy Spray Below Grd	18	9
PSOS-3150: Battery System Testing	18	6
TECH-2020: Altec AT40 G	18	18
SAFE-1505: Arc-Flash Hazard Control Basics	17.875	142
ESUB-1000: Intro to the Apprentice Electrician Prog	17.5	35
VEGM-0700ILT: Transmission Inspection Procedure	17.25	124

CORP-6021: Cause Evaluation Annual Refresher	17	34
EQIP-0053E: Trailer - Electric	17	17
CORP-6022: CARB Annual Refresher	16.5	89
GAS-0307: Mandrel Inspection Training for Gas Insp	16.5	33
ACS-0007: ACS - Coaching and Communication	16	8
ESUB-6003: Emergency Switching	16	4
FLET-0020: Ford ABS & Interactive Vehicle Dynamics	16	16
CSOS-9100: Salesforce Knowledge Management System	15	120
EQIP-0006: Commercial Driving School	15	3
EQIP-0064E: 4x4 Driver Awareness Training Electric	15	15
GAS-0218: Leak Survey Ethane Identification	15	5
PGEN-0167: Tool Bit Grinding	15	5
PSOS-0655: Aerial Inspection Review Specialist	15	5
PSOS-0672OJT: Phase 3 Project	15	15
PSOS-0690: Working with SDS and SCS	15	15
PSOS-0734: T-Line Foundation Design	15	20
PSOS-0738OJT: Materials Site Visit	15	15
EQIP-0037E: OH Stationary Crane Operator Train Elec	14	14
EQIP-0052E: Roller Electric	14	14
SAFE-0280: Uncrewed Aerial System Safety Training	14	109
TCOM-0017: OPGW Grounding for ISTS Construction	14	14
TECH-0014: Radio Frequency Safety Training Level 3	14	14
FLET-0016: E-Series Derrick Training for Mechanics	13	13
FLET-0032: GM Base Brakes and ABS	13	13
PEGI-0109: Substation Job Estimate	13	13
PSOS-0743OJE: T-Line Pre-Construction Meeting	13	13
PSOS-4022: Simulation Exam 2	13	13
psos-4032: ADSO Final Written Exam	13	13

VEGM-9108: One VM for VC Field Technicians	13	13
ENVR-0100: Hazardous Materials and Waste General Aw	12.625	92
EQIP-0068MR: FORKLIFT/MATERIALS Requalification	12.25	49
ELEC-0241: Tree Climbing	12	12
GAS-0215: ABB NGC Chromatograph	12	3
GAS-9630: Coating App.-Hand App. Epoxy Below Grade	12	6
ICS-0002: ICS- Finance Section Chief	12	11
PGEN-0141: Pump Maintenance	12	3
PSOS-0600: Transmission Switching	12	4
PSOS-0645: Station Service and AC/DC Panels	12	6
PSOS-AETSPT4: Apprentice Elec Tech Step 4 Assessment	12	6
EQIP-0032E: Dump Truck Training Electric	11	11
PGEN-0003: Circular Saws	11	11
PGEN-0005: Drills/Rotor Hammers	11	11
PGEN-0006: Reciprocating Saws/Jig Saws	11	11
PGEN-0007: Chain Saw/Pole Saw	11	11
PSOS-0099: Vehicle Grounding	11	11
PSOS-0660: Cable Trenches	11	22
PSOS-0673OJT: Phase 4 Project	11	11
PSOS-4023: ADSO Final Simulator Exam	11	11
PSOS-4031: Step 1 Progression Written Exam	11	11
SAFE-0183: Asbestos Class III for CRESS (Initial)	11	11
VEGM-9107: One VM for VC VPMs (Veg. Program Mgrs)	11	11
ELEC-0700: Transmission Insulator Cleaning - Tline	10	5
EQIP-0007: Excavation Safety Competent Initial	10	10
GAS-2004: T-300 Apprentice Welder ARC 4	10	2
PSOS-0652OJT: Phase 2 Project	10	10
PSOS-0686: Working with SDS & SCS for T-Line Civil	10	5

PSOS-0679OJE: LESA Facilities Tour	9.625	11
GAS-9123: GERP-Emergency Center(Formerly GAS-9007)	9.5	19
PGEN-0003TTT: Circular Saws (Train the Trainer)	9.5	19
PGEN-0004TTT: Grinder (Train the Trainer)	9.5	19
PGEN-0006TTT: Reciprocating Saws/Jig Saws (TTT)	9.5	19
CORE-3040WBT: Breakthrough Course Online	9.375	25
ACS-01SPASA: ACS-SPA Step 1 Skills Assessment	9	3
CORP-9207: FM Crew Leader Training	9	3
PGEN-0177: Advanced Hydroelectric Fundamentals	9	9
PSOS-0622: Lifecycle of a Design Project	9	18
PSOS-0646: Outdoor Clearances	9	9
PSOS-0647: Substation Fire Protection	9	9
PSOS-4021: ADSO Simulator Exam 1	9	9
SAFE-1105: Scaffold Authorized User/Inspector	9	36
ENVR-0117: Cultural Resources Protection	8.625	82
PSOS-0638: Bus Configurations, Conductors, and Capa	8.4375	9
ESJ-2024: Cultural Competency 2.0	8.25	33
AVIS-3002: Initial SMS Training for the Frontline	8.125	65
ACS-05SPASA: ACS-SPA Step 5 Skills Assessment	8	2
ELEC-0979: Rubber Glove Refresher Equivalency	8	2
EQIP-0045G: Scissor Lift Training Gas	8	8
EQIP-0055G: Water Truck - Gas	8	8
FLET-0035: Bronto Skylift Maintenance & Repairs	8	4
GAS-9181: Intro to Tubing & Mechanical Connections	8	4
PGEN-0004: Grinders	8	8
PSOS-0733: Sag and Tension	7.5	15
SAFE-0121: Asbestos Building Inspector - Refresher	7.5	15

TECH-0062: HEC Sky Chair De-Energized	7.5	30
CORP-9103: Email Interaction Manager (EIM)	7	7
GAS-5161: Annual Plastic Connection Refresher	7	7
ICS-0003: ICS- Logistics Section Chief	7	7
PGEN-0007TTT: ChainSaw/Pole Saw (Train the Trainer)	7	14
PGEN-0008TTT: Concrete Cut-Off Saw(Train the Trainer)	7	14
PSOS-0643: Drawing Development Practices	7	7
TCOM-9056Q: Overhead Qualified Telecomm Qual	7	7
TECH-3379: Altec AM-55 annual PM inspection	7	7
SAFE-0283: UAS Safety T-Line & Distribution Line	6.9375	109
SAFE-0281: UAS Operations Substation Safety	6.875	109
PSOS-0641ILT: Structures and Foundations	6.75	9
SAFE-0282: UAS Beyond Visual Line of Sight	6.75	107
AVIS-2002: Flight Qualification	6.5625	100
PSOS-0665: Automation Standards	6.5625	15
EQIP-0109E: Digger Derrick In-Service Electric	6.5	13
EQIP-0137G: Skid Truck - Gas	6.5	13
PGEN-0500: CA Watercraft Boater Certification	6.5	26
EQIP-5052: MS510 Heavy Duty I/M Prog Certification	6.27	50
ESUB-1009: Aerial Lift Transfer	6.25	50
EQIP-0002G: Experienced Backhoe/Loader - Gas	6	2
EQIP-0025: Knuckleboom School - Practical	6	15
EQIP-0033E: Boom Truck (Fixed Cab) Electric	6	12
PGEN-0005TTT: Drills/Roto Hammers (Train the Trainer)	6	12
PSOS-0627: Resp of a Substation Design Engineer	6	12

PSOS-0639: Wiring Selection and Methodology	6	6
EQIP-9101: 360 Walkaround Tailboard	5.9375	86
CORE-2110: Personal Style Indicator (PSI)	5.6875	13
EQIP-0120G: Street Sweeper - Gas	5.25	7
PEGI-0107: Construction Sequence	5.25	14
FLET-0028: GM SIR Systems	5	5
GAS-9231: Supervisor Onboarding W1	5	1
GAS-9238: Supervisor Onboarding W8	5	1
GPOM-5000: Emerson Rx3i PLCs	5	1
GPOM-5001: Allen-Bradley ControlLogix PLCs	5	1
PSOS-0050: Operator-In-Training - Hydro	5	1
PSOS-0628OJE: Visit Outdoor Substation	5	5
PSOS-0642: As-Builts - Beyond Red & Green	5	5
PSOS-0659: SMP Drawings	5	10
PSOS-0680: T-Line Fundamentals	5	5
PSOS-0681: T-Line Project Workflow	5	5
PSOS-0695OJT: Phase 2 OJT Tasks	5	20
SAFE-0480: Safety at Heights - Qualified Person	5	1
SAFE-0891: HAZWOPER - Worker - Initial	5	1
SDS-0102TTT: Lifecycle of Engineering Drawings	5	5
EMER-0108: 911 Standby Handling	4.875	13
SAFE-1102: Scaffolding Safety - Competent Person	4.75	19
ENVR-0200: Vault Discharge	4.5	29
LCNG-0100: CNG Portable Asset Filling Operations	4.5	9
PSOS-0625: Designing Outdoor Projects with Bentley	4.5	6
PSOS-0666: Switchgear Design	4.5	9
EQIP-0178E: Production Washer Electric	4.0625	5
CORE-0368: Learning that Leaves the Classroom	4	8
EQIP-0031G: Dozer Training - Gas	4	4
PGEN-0008: Concrete Cut-Off Saw	4	4

PGEN-0042: Print Reading & Trouble Shooting Refresh	4	4
PSOS-0637: Obtaining Drawings Standards & Work Proc	4	8
PSOS-0689: Drafting with MicroStation	4	2
PSOS-0741OJE: T-Line Corrosion Control Visit	4	4
PSOS-0694OJT: Phase 1 OJT Tasks	3.75	15
PSOS-0696OJT: Phase 3 OJT Tasks	3.75	15
ELEC-0410: As-Built/Red-lining	3.5	7
EQIP-0114G: Piggyback Truck Mounted Forklift - Gas	3.5	7
PSOS-0644: Drafting and CADD Practices	3.5	7
PSOS-0690OJE: Working with SDS and SCS for T-Line	3.5	14
TECH-0088: HEC Ground to Ground Transfer	3.5	14
TECH-3002AGG: Human External Cargo Transfer - SA GG	3.0025	25
EQIP-0020E: O/H Conductor Puller Electric	3	3
FLET-0025: GM Engine Performance	3	3
GAS-0768: Remaining Strength Calculation	3	3
SAFE-0115: Asbestos Building Inspector - Initial	3	1
SAFE-1100: Respiratory Protection	3	12
VEGM-0155ILT: Introduction to Veg Management	2.875	23
PSOS-0662OJE: Design Criteria 073102: Steel Structure	2.625	7
SIPT-1010: Asset Protection / Pump Operations	2.625	7
SIPT-1040: Chainsaw Operations	2.625	7
SIPT-1061: Gas and Electrical Hazards Awareness	2.625	7
ENVR-0240: Stormwater Management	2.5	19
PSOS-0666OJE: Switchgear Design	2.5	9
PSOS-0697OJT: Phase 4 OJT Tasks	2.5	10
VERF-0001: Worksite Safety Awareness	2.5	20
PSOS-0715OJT: Edit SDS w/MicroStation Raster Manager	2.25	9
TECH-T419: DVIR Compliance Leader Packet	2.25	18

GPOM-1103: Electrically Qualified Person (Gas)	2.1125	180
ECAP-CE OJT: ECAP CE OJT	2	2
ELEC-0984TTT: Advanced Controller Refresher - TTT	2	2
EQIP-0138E: Cozad Transport Electric	2	2
GAS-2161: Mechanical Assist Tool	2	1
GAS-9125: Pipeline Defect Assessment Course	2	1
PSOS-0756: Electric Transmission Core Ground Trng	2	1
SAFE-5001: Blind Spot Survey	2	16
VEGM-0161ILT: VM Patrol Safety	1.875	15
VEGM-0175ILT: Identifying Tree Defects	1.875	15
VEGM-0180ILT: VM Inspection Fundamentals	1.875	15
VEGM-0190ILT: Abnormal Field Conditions	1.875	15
VEGM-0198ILT: Positive Customer Relations	1.875	15
SIPT-1050: Your Role in SIPT	1.75	7
SIPT-1060: Electrical System Fundamentals	1.75	7
ENEP-T900: GHG Cap-and-Trade: Confidentiality	1.625	25
PSOS-0688OJE: Obtaining Hydro Drawings	1.625	13
PGEN-0010: Spaulding Tram Passenger Training	1.5625	19
PSOS-0661OJE: Design Criteria 073101: Site Preparation	1.5	4
PSOS-0663OJE: Design Criteria 073103: SPCC Plans	1.5	4
PSOS-0670: Drainage Design and Erosion Control	1.5	6
PSOS-0671: Geology and Soils for Substation Design	1.5	6
PSOS-0704: Open Utilities Substation for Civil DE	1.5	3
ICS-0100: ICS 100	1.39875	305
ICS-0200: ICS 200	1.36875	305
ICS-0800: National Response Framework Introduction	1.33125	295
SIPT-1030: SIPT Communications	1.3125	7

ICS-0700: Intro to NIMS - Nat. Inc. Mgmt System	1.30875	288
CORP-0374: 2024 Code of Conduct Training	1.25	10
DEPT-9007: ATS Quality Orientation Training	1.25	10
LCNG-0200: CNG Bottle Trailer Operations Initial	1.25	2
VEGM-0185ILT: Prescribing Tree Work	1.25	10
ICS-0606: SEMS Introductory Course	1.18125	263
ENEP-T901: FERC ExParte Communications	1.0625	17
EQIP-0027E: Production Digger Electric	1	1
EQIP-0034E: Commercial Driver Qualification Electric	1	1
EQIP-0139E: Hot Arm Boom Truck Electric	1	2
PSOS-0051: Operator-In-Training: Test - Hydro	1	2
PSOS-0664OJE: Civil Drawing Standards	1	8
PSOS-0682: ProjectWise Onboarding for Substation	1	8
PSOS-0683: ProjectWise Onboarding for T-Line	1	8
TCOM-9090Q: TQP Qualification Skills Assessment	1	1
VEGM-9102: One VM for Field Tree Crews	1	1
VEGM-9103: One VM for Field Tree Crews (Sp)	1	1
PSOS-0669: Anchorage Design	0.75	3
AVIS-0051: Instrument Proficiency Check	0.62875	5
MAP-4203: QA/QC Reviewing the Work of Others	0.625	5
PGEN-T001: NERC Cold Weather Plans	0.625	10
TCOM-0106ILT: Radio Frequency (RF) Safety	0.625	5
AVIS-0050: Line Check Assessment	0.5075	6
AVIS-0036: Video Patrol Operations	0.50375	5
AVIS-3001: Standard Operating Procedures	0.50375	5

AVIS-5000: A/C Equip, Normal, Abnormal, & Emerg Pro	0.50375	5
AVIS-0020: Fixed Wing Pilot Initial Training (F/S)	0.5	4
AVIS-0023: Electronic Flight Bag (EFB) Training	0.5	4
AVIS-0033: Desert Restricted Area Ops	0.5	4
AVIS-1000: Dispatch Cert - FAA Requirement	0.5	4
EQIP-0110E: Bucket Truck In-Service Electric	0.5	1
PSOS-0630OJE: Attend Job Walkdown	0.5	1
PSOS-0631OJE: Attend an Onsite Review Meeting	0.5	1
PSOS-0634OJT: Work on Outdoor Substation Project	0.5	1
PSOS-0635OJT: Work on Indoor Substation Project	0.5	1
PSOS-0678OJE: Knowledge Transfer Presentation	0.40625	13
AVIS-3000: Safety Manager Certificate Program	0.375	3
PGEN-0107: Hydro Emergency Action Plan (EAP)	0.375	3
PSOS-0685OJE: Seismic Qualification	0.375	3
AVIS-0042: Certified Flight Instructor (CFI)	0.25	2
CORP-0314: 2023 Ethics & Compliance Annual Training	0.25	1
ELEC-9204: ATS Consulting Skills for Tech Pro Ph2	0.25	1
ELEC-T928: Dangers of Stored Energy	0.25	2
ENVR-0220: Habitat Conservation Plan - Field Employ	0.25	2
EQIP-0093E: Pallet Jack (rider) - Elec	0.25	1
CORP-9047: Records & Information Management	0.225	4
ISEC-9023: 2023 Security and Privacy Awareness	0.225	4
ENVR-0402: Avian Protection Plan for Vegetation Man	0.2	8
SAFE-1290: Ladder Safety	0.1875	1
AVIS-0032: Initial Patrol Training Certification	0.13625	4
AVIS-0037: LiDAR Operations	0.12875	2

AVIS-0043: Certified Flight Instructor – Instrument	0.1275	2
AVIS-0001: General Operations Manual (GOM)	0.125	1
AVIS-0008: Fatigue Risk Management	0.125	1
AVIS-0009: Runway Excursions	0.125	1
AVIS-0039: Min Equip List & Non-ESNTL Furnishings	0.125	1
AVIS-1001: Dispatch Cert - Refresher	0.125	1
ENVR-9029: Hazardous Material Transportation	0.125	1
SAFE-5002: Circle of Safety 360 Degree Walk-Around	0.125	2
SAFE-0511: Fire Extinguisher Training	0.09375	1
TECH-3377SS: Air Brakes & BIT Insp Refresh Self Study	0.0775	31
ENEP-9000: Confidentiality Training	0.065	25
SAFE-1503: Utility Stdtd TD-1464S Fire Danger Preca	0.0625	1
INSP-5510: Unit 1: Inspection Fundamentals	0.06	16
INSP-5520: Unit 2: Applicant Install	0.015	4
AVIS-0004: Corporate Aviation Security	0.00375	1
GAS-T901: Locate and Mark Job Shadow 2	0.0025	1
GAS-T902: Locate and Mark Job Shadow 3	0.0025	1
SAFE-1600: Substation Fire Protection Systems	0.0025	1

Training	Student Days	Number of Coworkers Trained
ISEC-9024WBT: 2024 Security & Privacy Awareness(45Min)	2939.25	46290
CORP-9048WBT: Records & Information Management (45Min)	2772.1875	43572
CORP-0374WBT: 2024 Code of Conduct Training (45Min)	1905.4375	30209
TECH-0081WBT: Driving Expectations & New Laws (30Min)	1877	28634
CORP-7500WBT: Workplace Violence Prevention (30Min)	1856	29381
TECH-9164WBT: Distracted Driving (90Min)	1517.625	22806

SAFE-1500WBT: Hazard Communication (30Min)	1493.375	23801
CORP-7301WBT: Time Reporting Training (45Min)	1353.5	21585
SAFE-0409WBT: Office Ergonomics WBT (45Min)	1310.75	19714
SAFE-1492WBT: Personal Protection Equip PPE Refr(30Min)	1169.1875	16791
SAFE-0511WBT: Fire Extinguisher Training (30Min)	1036.375	14665
SAFE-1503WBT: Fire Danger Precautions (45Min)	1011.1875	14851
ENVR-0100WBT: Haz. Materials&Waste Awareness Trng(45Min)	971.1875	14049
ENVR-9028WBT: Environmental Leadership (30Min)	940.4375	14999
ENVR-9015WBT: HazMat/WasteGen Awareness for Ofc (30Min)	903.25	13075
TECH-9162WBT: Defensive Driving-Small Vehicles (30Min)	862.0625	13122
TECH-9165WBT: The Keys to Foul Weather Driving (30Min)	855.375	12853
EPRS-9011WBT: Electric Annex to the CERP (30Min)	687.4375	10015
SAFE-1506WBT: CPR & First Aid Awareness (90Min)	628.375	9617
ENVR-0220WBT: Habitat Conservation Plans (30Min)	626.6875	8846
SAFE-0731WBT: Hearing Conservation (30Min)	589.1875	8622
EQIP-0200WBT: Rural Driving Safety (45Min)	539.1875	8139
CORP-0502WBT: Sexual Harass Prevention Non-Sup (1hr)	529.25	8445
CORP-0804WBT: Cyber & Physical Security (45Min)	512.375	7447
ENER-9003WBT: Community Choice Aggregation Trng(30Min)	510.625	8158
TECH-0001WBT: Railroad Safety (30Min)	471.6875	6785
SAFE-1554WBT: Life Safety (30Min)	454	6732
CORP-0200WBT: First Responder Evidence Training(40Min)	438.375	6198
CORP-9124WBT: Privacy Awareness (30Mins)	414.75	5965

SAFE-0395WBT: Industrial Ergonomics (30Min)	381.6875	6097
SAFE-6604WBT: Human Performance Tools (30Min)	378.4375	6011
GAS-2000WBT: Management of Change (30Min)	373.9375	5960
ENVR-0200WBT: Vault Discharge (40Min)	358.75	5065
SAFE-4900WBT: Valley Fever Awareness (30Min)	353.375	5521
CORP-0350WBT: FERC Standards of Conduct (1Hr)	349.125	5048
ENVR-0070WBT: USFS MPE Class 1 Awareness (30Min)	301.9375	4708
SRCE-0200WBT: Hiring Suppliers (30Min)	287.9375	4599
ELEC-3007WBT: Elec Measurement & Test Eqpmnt (30min)	256.3125	3911
GAS-0174WBT: Utilizing the O&M Manual (60Min)	251.9375	4018
GAS-0134WBTQ: Operator Qualification Overview (30Min)	247.0625	3394
SAFE-0393WBT: Industrial Ergo Mat Ope& Pony Exp(60Min)	245.25	3908
GAS-9122WBT: GERP Response Operations (30Min)	242.4375	3862
NERC-9077WBT: Physical Security Programs (30Min)	229.5	3227
CORP-7300WBT: Completing your Daily Timecard (45Min)	214.625	3412
CORP-3000WBT: Enhanced Oversight Leader Trg (30Min)	205.875	3252
CORP-9123WBT: Interviewing and Hiring (30Min)	184.25	2921
GAS-2020WBT: Field Design Change (30Min)	183.75	2560
ENVR-9029WBT: Hazardous Material Transportation(30Min)	182.8125	2918
SAFE-0102WBT: CCSP Orientation (30Min)	181.5625	2898
SAFE-0396WBT: Ergo4Me Trg & Self-Assessment (60Min)	170.1875	2719
VEGM-0155WBT: Intro to Vegetation Management (45min)	168.875	2517
CORP-9192WBT: Active Shooter (30Min)	168.5	2665

SAFE-3002WBT: Wildfire Smoke Exposure Protectn (30Min)	163.9375	2587
SAFE-0120WBT: COVID-19 Protocols (60Min)	160.9375	2560
CORP-6050WBT: Introduction to CAP (30Min)	156.625	2495
VEGM-0161WBT: VM Patrol Safety (45Min)	156.4375	2433
SAFE-0615WBT: Heat Illness Prevention Training (30Min)	154.125	2457
VEGM-0165WBT: Overview of PG&E Facilities (30min)	152.5625	2386
VEGM-0170WBT: Evaluating Trees (45Min)	150.4375	2364
ENVR-0202WBT: Dielectric Fluid Spill Rspnse Trg(45Min)	150.375	2400
ENVR-0401WBT: Avian Protection Plan Comprhnsive(45Min)	149.75	2390
VEGM-0175WBT: Identifying Tree Defects (45Min)	146.8125	2295
VEGM-0180WBT: VM Inspection Fundamentals (60Min)	144.9375	2263
VEGM-0190WBT: Abnormal Field Conditions (45min)	142.3125	2222
SAFE-1491WBT: Personal Protective Eqpmnt (PPE) (30Min)	141.875	2255
GAS-0311WBT: Gas Carrier Pipe Checklist (30 Min)	140.125	1893
VEGM-0198WBT: Positive Customer Relations (40Min)	139.875	2188
TECH-0002WBT: Basic Helicopter Safety (1Hr)	134.9375	2095
SAFE-1290WBT: Portable Ladder Safety (30Min)	134.3125	2141
VEGM-0185WBT: Prescribing Tree Work (60Min)	132.1875	2074
PSPS-0001WBT: PSPS Restoration Process (30Min)	127.1875	1987
VEGM-0195WBT: Major Woody Stem Exemptions (45Min)	127.1875	2011
SAFE-2000WBT: Path of Travel Encroachments	126.0625	2014
CORP-9948WBT: DCP - RIM (45Min)	112.5	1792
CORP-0501WBT: Sexual Harassment Prevention (2Hr)	110.9375	1775

CORE-7143WBT: Lean at PG&E: Intro to the 5 Plays (1Hr)	109.5	1732
ISEC-8000WBT: Phishing Identification&Reporting(30Min)	107.6875	1609
CORP-9140WBT: ADA Awareness Training - CCO (30min)	98.5	1441
EQIP-0368WBT: Forklift Requalification (30Min)	95.6875	1418
GAS-9671WBT: Construction Dewatering for GasDist(1Hr)	93	1115
SAFE-0136WBT: Asbestos Class III Pipe Wrp&Gsk (45min)	92.5	1292
SAFE-9038WBT: Dog Bite Prevention (30Min)	92.125	1466
SAFE-0174WBT: Asbestos Class IV Awareness (2hr)	88.875	1258
ENVR-9032WBT: VELB Environmental Awareness (30Min)	84.5	1339
GAS-6551WBT: Excavation for Damage Prev-Part1(45 min)	80	1199
SAFE-0211WBT: Bloodborne Pathogens Awareness (30Min)	78.375	1179
EQIP-0067WBT: Class I Utility Terrain Vhcle Ref(45Min)	78.0625	1113
ELEC-0905WBT: Confined Space Rescue Initial (45Min)	76.0625	916
PGEN-9061WBT: Compliance Management Program (75Min)	75.875	978
EPRS-9010WBT: CERP Overview (30Min)	73.875	1103
GAS-6552WBT: Excavation for Damage Prev.-Part 2(45min)	73.125	1160
GAS-9637WBT: Correctives Identification (45Min)	71.75	984
PSOS-2500WBT: MAD/Arc Flash for Substation (35Min)	70.875	1118
SAFE-1505WBT: Arc-Flash Hazard Control Basics (30Min)	67.25	1066
ENVR-0402WBT: Avian Protection Plan for Veg Mgmt(30Min)	62.4375	982
CORE-2541ETU: Leading Your Team Part 1 (30Min)	59.125	937
PSOS-0520WBT: Substation Access Trg for PG&E (30Min)	59.125	927
TIME-0005WBT: Self-Service Time Entry & Apprvl (30Min)	59.0625	929

PSPS-0110WBT: Public Safety Power Shutoff Intro(30min)	59	810
GAS-0380WBT: Gas Safety Excellence Mngmt SYS (60Min)	56.3125	899
SAFE-0145WBT: Concrete Dust&Silica Hazard Trg (30Min)	56.25	779
EQIP-0066WBT: Class I Utility Terrain Vehicle (45Min)	55.875	770
CORE-2542ETU: Leading Your Team Part 2 (30Min)	54.5	865
CORP-9134WBT: Fitness-for-Duty (FFD) (30Min)	54.4375	869
GAS-9253WBT: PF FE Slam Shut Regulator (30Min)	53.8125	694
PGEN-0135WBT: LockOut TagOut (LOTO) Basics (30Min)	52.8125	812
VEGM-0301WBT: Veg Mgmt Environmental Awareness	52.1875	795
CORE-9006WBT: HIPAA Privacy & Security Training(30Min)	51.5625	732
SAFE-9240RVL: Injury Management for Leaders (30Mins)	51.1875	706
VEGM-9005WBT: One VM for Veg. Mgmt. Inspectors (60min)	50.875	792
CORP-9038WBT: Below-the-Line Accounting (30Min)	49.0625	740
SAFE-0456WBT: Confined Space - Refresher (30Min)	47.8125	765
TECH-9161WBT: Safe Backing (30Mins)	45.875	720
SAFE-1201WBT: Confined Space - Awareness (30Min)	45.375	714
SAFE-0455WBT: Fall Protection Refresher (30Min)	45.3125	721
TECH-0072WBT: Fire Entry Procead for Indoor Sub (30Min)	43.3125	690
GAS-0801WBT: 3-Way Comm. & Phonetic Alphabet (30Min)	42.6875	679
SAFE-1100WBT: Respiratory Protection (30Min)	42.6875	590
SAFE-1600WBT: Substation Fire Protection System (1Hr)	40.4375	646
SAFE-1402WBT: Asbestos Class III Refresher PGEN(30Min)	39.5	565
TECH-0004WBT: Traffic Control - Flagger (45Min)	39.1875	621

EQIP-0168WBT: Winch Self Recovery (60Mins)	38.625	616
GAS-9678WBT: Mojave Desert Environmental (45Min)	37.3125	441
CORE-1314WBT: New Leader- LRE- The Contract (30Min)	36.4375	545
CORE-1316WBT: New Leader- LRE- Pos Discipline (30Min)	36.125	553
PGEN-0116WBT: Electrical Safety Program Basics (30Min)	36.0625	575
CORE-1315WBT: New Leader-LRE- Grievance Process (30Min)	35.5	540
ELEC-0390WBT: Industrial Ergo for Elec DO (60Min)	34	544
PGEN-9060WBT: Managing New Changed Compliance Itm(1HR)	33.875	418
PGEN-0107WBT: Hydro Emergency Action Plan EAP (30Min)	32.875	469
SAFE-0101WBT: Contractor Safety Awareness (30Min)	32.0625	507
ELEC-0417WBT: Transmission Patrols& Inspections(45Min)	31.4375	448
GAS-9121WBT: GERP Training - Awareness (30Min)	31.25	498
PSOS-4110WBT: OMT Mobile for Radial/Tap Line (30Min)	30.0625	459
GAS-9043WBT: Gas Operations Confined Space (60Min)	29.5	467
ENVR-9033WBT: VELB Qualified Individual (60min)	28.9375	416
SAFE-0256WBT: Patrolling Utility Env. REF. (60Min)	28.375	425
ENGP-1880WBT: Permit Compliance (30Min)	27.9375	444
TECH-0013WBT: Radio Freq Safety Awareness Trg (90Min)	27.875	446
PSOS-4111WBT: OMT Desktop for Radial/Tap Line (30Min)	27.625	438
PGEN-9026WBT: Cold Weather Plans (30Min)	26.6875	419
GAS-9656WBT: Rubber Glove Inspection (30 minutes)	26	412
VEGM-9001WBT: One VM Tool Overview (30 Min)	25.1875	398
TECH-3348WBT: Preventing Wheel Separation(30min)	24.875	389

DEPT-9004WBT: Annual Risk Mgmt Policies&Stndrds(30Min)	24.375	386
VEGM-0140WBT: Fungi of Concern in the PG&E System(1HR)	23.75	377
PGEN-9042WBT: Managing Contractor Safety (30Min)	23.5	371
CORE-1317WBT: PD Rec & Safety Discussion Mgt (16min)	23	361
ELEC-9150WBT: Reporting Ignitions in FieldWorkr(30Min)	22.6875	362
SAFE-0250WBT: Heli Ops Field Manual Training(45Min)	22.375	336
TECH-2000WBT: HEC Transfer Refresher (1hr)	22.125	319
ELEC-9080WBT: Planned Outages (30Min)	21.25	339
TECH-0049WBT: DOT ComplianceTrainng For Spervisor(2Hr)	21.25	339
GAS-9668WBT: Pipe Inspection (30Min)	20.9375	306
CORP-9023WBT: FERC vs. CPUC (30Min)	20.875	333
PGEN-9007WBT: Dam Safety Program (30Min)	20.875	333
PGEN-9007WBT: PG&E Dam Safety Program (1Hr)	20.875	333
SAFE-6100WBT: Encountering Damaged OH Lines (30Min)	20.75	323
SAFE-4513WBT: Elec Ops Contractor Safety (30Min)	20.625	326
CORP-9100WBT: Communicating with the CPUC (1Hr)	20.1875	307
SRCE-0300WBT: Managing Supplier Contracts (30Min)	20.125	321
SAFE-9009RVL: Lone Worker Roadway Safety (1 hour)	19.25	305
GAS-9679WBT: Version Control Process (30 min)	18.375	283
EQIP-0040WBT: Excavation Safety Awareness WBT	18.25	291
GE-0020WBT: Basic Elec: Course Assessment (45Min)	18.25	175
PGEN-9008WBT: Basic Dam Maintenance (1Hr)	18.25	291
PGEN-9008WBT: Basic Dam Maintenance (30Min)	18.25	291

EQIP-5001WBT: CDL Intro and Regulatory Req. (30min)	18.1875	281
GE-0009WBT: Basic Electricity: Atomic Theory (30Min)	17.75	272
CORP-9284WBT: Overview to Federal Contracting (45Min)	17.6875	275
EQIP-5002WBT: CDL Vehicle Components (30min)	17.5	271
EQIP-5003WBT: CDL Vehicle Inspections (30min)	17.375	269
GAS-0869WBT: Arc Flash Safety Refresher (30Min)	17.3125	255
SAFE-0257WBT: Flying In a Wire Envrmnt for Sup(30Min)	17.25	274
EQIP-5005WBT: CDL Safe Operation (30min)	17.125	268
EQIP-5004WBT: CDL Basic Operation (30min)	16.9375	263
SAFE-0164WBT: Asbestos Class III Refresh Subst (45min)	16.8125	235
EQIP-5006WBT: CDL Advanced Operating Practices (30min)	16.75	261
EQIP-5007WBT: CDL Vehicle Systems (30min)	16.5	257
ESUB-0100WBT: Accumulated Critical Current (30Min)	16.5	231
CORE-9032WBT: Intro to Lean Operating System (60Min)	16.4375	255
EQIP-5008WBT: CDL Non-Driving Activities (30min)	16.375	257
ELEC-0262WBT: Priority A Doc and Temp Status (30Min)	16.125	258
ELEC-7252WBT: M-7679 LR Controller Simulation (30Mins)	15.875	254
GE-0010WBT: Basic Elec: Conductors&Insulators(30Min)	15.625	238
ELEC-7205WBT: Hook-stick Operable Switch (30Mins)	15.5625	249
SAFE-1106RVL: Work Area Protection Telecom (1hr)	15.5	215
PGEN-9009WBT: Basic Dam Surveillance&Monitoring (1Hr)	15.0625	241
PGEN-9009WBT: Basic Dam Surveillance&Monitoring(30Min)	15.0625	241
CORP-0070WBT: CCPA for Service Representatives (30Min)	15	239

PGEN-9027WBT: Adv Dam Surveillance & Monitoring(30Min)	14.75	236
PGEN-9027WBT: Dam Surveillance and Monitoring (1Hr)	14.75	236
GAS-0865WBT: Pigging Overview (45Min)	14.625	232
SAFE-0300WBT: Intro to SafetyNet for Field Obs (60Min)	14.5625	227
GE-0011WBT: Basic Elec: Potential Difference (30Min)	14.4375	224
NERC-9042WBT: Response to Cyber Incidents (30Min)	14.25	227
PSOS-2600WBT: MAD/Arc Flash for Transmission (30min)	14.1875	227
GAS-0403WBT: Introduction to Gas Clearances (60Min)	14.125	218
SAFE-0280WBT: Uncrewed Aerial System Safety Trg(30Min)	13.875	209
VEGM-0302WBT: VC FRA & Clearance Requirements (30Min)	13.75	205
SAFE-0283WBT: UAS Safety-T-Line & Dist Line (30min)	13.1875	200
SAFE-3050WBT: System Inspections Onboarding (30Min)	13.0625	206
VEGM-0303WBT: VC Equip ID,Exmption,Claims&Rfusl(30Min)	13.0625	194
VEGM-9074WBT: Distribution Inspection Procedure(30Min)	13	205
GAS-0820RVL: Below Ground Leak Repr Trident-Seal(1Hr)	12.9375	202
PGEN-9037WBT: Adv Insp of Concrete&Masonry Dams(30Min)	12.9375	207
PGEN-9037WBT: Inspection of Concrete&Masonry Dams(1Hr)	12.9375	207
GAS-0804WBT: Basic Map Reading (60Min)	12.875	200
PGEN-9010WBT: Basic Dam Inspections (1Hr)	12.75	204
PGEN-9010WBT: Basic Dam Inspections (30Min)	12.75	204
GE-0012WBT: Basic Electricity: Ohm's Law (30Min)	12.6875	200
PSOS-4112WBT: Radial/Tap Line AFW Training (30Min)	12.6875	188
SAFE-0281WBT: UAS Operations Substation Safety (30Min)	12.6875	193

PGEN-9038WBT: Inspection of SOGV - Part 1 (1Hr)	12.625	201
PGEN-9038WBT: Inspection of SOGV (30Min)	12.625	201
PGEN-9039WBT: Inspection of SOGV - Part 2 (1Hr)	12.5	200
PGEN-9039WBT: Inspection of SOGV - Part 2 (30Min)	12.5	200
EQIP-0392WBT: RT Variable Reach Forklift Requal(30Min)	12.4375	192
NERC-0104WBT: CIP-004 Cyber Sec-Persnl & Trng (40Min)	12.25	194
PGEN-9036WBT: Adv Inspection of Embankment Dams(40Min)	12.1875	195
PGEN-9036WBT: Inspection of Embankment Dams (1Hr)	12.1875	195
GE-0013WBT: Basic Elec: Parallel&Ser Circuits(30Min)	11.9375	187
GE-0014WBT: Basic Elec: Direct & Alt Current (30Min)	11.9375	186
ELEC-1030WBT: Application for Work (AFW) (30Mins)	11.8125	186
ESUB-0200WBT: Sub Insp Refresher for Journey (30Min)	11.5625	144
GE-0015WBT: Basic Electricity: 3-Phase Power (30Min)	11.3125	174
GAS-0867WBT: Hazardous Energy Control Overview(30Min)	11.125	149
GE-0019WBT: Basic Elec: Electrical Safety (30Min)	11	172
PGEN-0015WBT: Voltage Orders (30Min)	10.875	153
VEGM-0112WBT: Focused Tree Inspections (FTI) (15Min)	10.8125	171
PGEN-9070WBT: Water Conveyance Sys Inspections (30Min)	10.6875	170
SAFE-0394WBT: Industrial Ergonomics FMO (60Min)	10.625	170
GE-0016WBT: Basic Elec: Reactive Power (30Min)	10.375	160
TECH-3086WBT: Radio Call Procedures (30Min)	10.3125	159
PSPS-0002WBT: PSPS Execution for DCC Operators (45Min)	10.25	164
GE-0017WBT: Basic Electricity: Power Factor (30Min)	10.0625	157

GAS-9303WBT: Damage Recovery - Field Personnel(30Min)	10	160
CORP-6010WBT: Introduction to Cause Evaluations(40Min)	9.9375	156
SAFE-1504WBT: Lead Awareness (30Min)	9.8125	155
EQIP-0096WBT: Cargo Securement Overview (60Min)	9.75	144
GAS-0858WBT: Pipeline Markers and Indicators(30MIN)	9.6875	153
PSOS-0521WBT: Substation Access for Contractor (60Min)	9.6875	153
VEGM-0411WBT: VM Distribution Regulations (45Min)	9.5	144
TECH-3088WBT: Using Hand-Held Radios (30Min)	9.375	148
SYST-0061WBT: Getting Started with SAP (30Min)	9.3125	145
GAS-9051WBT: Introduction to Gas Pipe Coating (45Min)	9.1875	141
CORP-9011WBT: CPUC Affiliate Trans Rules Basic (30Min)	8.9375	142
ELEC-0410WBT: As-Built/Red-lining Overview (60Mins)	8.875	141
TECH-3087WBT: Using Truck Mounted Radios (30Min)	8.8125	138
GAS-7020WBT: Gas As-Built Process Overview (30Min)	8.5625	134
GAS-9049WBT: Gas Control Center Emerg Response(30Min)	8.5	136
GE-0018WBT: Basic Elec: Electromagnetic Dev (30Min)	8.5	133
ISEC-0107WBT: Personal Safety Field Personnel (40Min)	8.4375	135
PGEN-9044WBT: SF6 Gas Management (30Min)	8.4375	135
PSOS-3001WBT: NERC System Restoration (2Hrs)	8.4375	134
PSPS-0100WBT: Inspect App:PSPS Dmage&Hzard Form(45Min)	8.375	131
CORP-9289WBT: Intro to Federal Acquisition Reg (45Min)	8.125	125
ISEC-9023WBT: 2023 Security & Privacy Awareness(45Min)	7.875	125
PSOS-0095WBT: Clearance Reqs and Use of Tags (90min)	7.875	124

PGEN-0121WBT: Hydro Cntractor Sfety Orientation(30Min)	7.6875	118
VEGM-9052RVL: VM Environmental review Portal (30 Mins)	7.5625	117
EPRS-9009WBT: ICS Fundamentals (30Min)	7.25	114
TECH-9900WBT: EDGIS Web Viewer Overview (60min)	7.25	115
SAFE-0184WBT: Asbestos Class III for CRESS (30Min)	6.8125	109
GAS-0862WBT: Hydrotesting and Piggng Safety (30Min)	6.6875	95
PGEN-9006WBT: Introduction to Dams (1Hr)	6.6875	105
PGEN-9006WBT: Introduction to Dams (30Min)	6.6875	105
PSOS-0088WBT: PG&E Electrical Nomenclature Sym (45min)	6.625	99
ENVR-9090RVL: EVM Green and Amber ERTC (1hr)	6.4375	103
SAFE-0282WBT: UAS: Beyond Visual Line of Sight (30min)	6.4375	103
PSOS-0089WBT: PG&E Elec Nmnlctr Dev Desgnation (30Min)	6.375	93
CORP-6013WBT: Cause Evaluation for Leaders (60Min)	6.1875	99
ENVR-9091RVL: Veg Managements General Awareness (1hr)	6.1875	98
SAFE-0811WBT: Delineation & 811 Ticket Subm (30Min)	6.125	98
SAFE-1103WBT: Scaffold Rfresher Authorized Pers(30Min)	6.125	98
GAS-1751WBT: Uground Gas Storage Mnual Ovrview(30Min)	6.0625	97
GAS-0875WBT: Gas Mapping Bsics for Locate&Mark(30Min)	6	93
TECH-9163WBT: Compass Maneuvering (30Min)	6	95
PGEN-9004WBT: Driving Self Assessment (30Min)	5.9375	94
GAS-9257WBT: Chain of Custody (30Min)	5.875	94
TECH-3092WBT: Tait Portable Radios (30Min)	5.75	89
SRCE-9000WBT: Sourcing Code of Conduct (30Min)	5.625	90

GAS-7021WBT: As-Built Process for Distribution(30Min)	5.5	87
GAS-1750WBT: Gas Storage Basics(30Min)	5.4375	86
PSOS-0090WBT: PG&E Elec Nomenclature Wire Des (30Min)	5.4375	80
GAS-0876WBT: Elec Mapping Bsics for Lcate&Mark(30Min)	5.375	86
NERC-9060WBT: BES Cyber System Categorization (30Mins)	5.375	83
GAS-0851WBT: Ground Patrol Intro & Scope (60Min)	5.3125	82
GAS-9640WBT: Dry Spoils Sampling (45Min)	5.3125	84
TECH-0019WBT: Palantir Foundry for PG&E Users (30Min)	5.3125	83
VEGM-0600WBT: VM Field Safety Observer (1HR)	5.3125	79
TECH-0501WBT: Gas System Overview (30Min)	5.25	82
VEGM-9062RVL: Safety Net Training (30mins)	5.25	82
GAS-0852WBT: Ground Patrol Invest. & Report (60Min)	5.125	80
NERC-9052WBT: Configuration Change Management (60Min)	5.125	80
GAS-0853WBT: Ground Ptrol Excavtions&Geohzards(60Min)	5	77
ENVR-9034WBT: Industrial Storm Water Permit Tra(60Min)	4.9375	70
IT-2509WBT: Remedy Incident Management (45Min)	4.9375	77
TECH-0500WBT: Electric System Overview (30Min)	4.9375	77
CORP-9095RVL: Home Energy Reports (HER) (35Min)	4.875	78
PGEN-9250WBT: Intro to SAP-Hydro Comp Work Mgmt(45Min)	4.875	78
PSOS-0411WBT: PowerGeneration Switchyard Safety(30Min)	4.875	78
VEGM-9063RVL: Priority Tag Tool (30 Mins)	4.875	76
NERC-9057WBT: Electronic Sec Perimeter Fndn (30Min)	4.8125	74
ENVR-9030WBT: Hazardous Waste Transportation Ma(30min)	4.6875	75

IT-2511WBT: Remedy Work Order Management (60Min)	4.6875	74
SAFE-0812WBT: Safe Excavation & Dig-in Reductn (30Min)	4.6875	75
SAFE-BTWWT: Smith Sys Space Cushion & Backing(90Min)	4.6875	73
NERC-9048WBT: Recvry Plns for BES Cybr Systms (60mins)	4.625	71
CORP-6020WBT: CE Roles and Responsibilities (60Min)	4.5625	71
NBR-2011WBT: SAP for the New Business Rep (30Min)	4.5	62
IT-2514WBT: Remedy SmartIT Overview (30Min)	4.375	67
CSOS-9046RVL: Third Party Service Provider	4.3125	69
GAS-1102WBT: Safely Excuting Clearnces&Tie-ins(30Min)	4.3125	69
GAS-9046WBT: Process Hazard Analysis (45Min)	4.3125	69
GAS-9302WBT: Damage Recovery - Clerical (40Min)	4.3125	69
AVIS-0911WBT: Emergency Response Plan (30Min)	4.25	67
ENGP-3506WBT: Rules and Tariffs Overview (30Min)	4.1875	62
ARBA-0100RVL: Ariba Basics (30Mins)	4.125	65
CORP-9047WBT: Records & Information Management (45Min)	4.0625	65
ENGP-3504WBT: Internal Customers Overview (30Min)	4.0625	52
EQIP-0966WBT: Class I UTV for Mechanics (45Min)	4.0625	64
ELEC-9058WBT: Green Jacket Animal Guards (30Min)	4	64
GAS-9150WBT: Elevated Delivery Pressure (30Min)	3.9375	59
TECH-3212WBT: Using the Technical Info Lib(TIL)(30min)	3.9375	60
VEGM-0111WBT: Tree Removal Inventory (TRI) (15Min)	3.9375	63
ENGP-0165WBT: Introduction to Joint Pole	3.875	61
SAFE-0700WBT: Office Ergonomics for Supervisors(45Min)	3.875	62

TECH-5600WBT: Settlement Rules PowerPlan Applet(60min)	3.875	59
GAS-1101WBT: Creating a Safe Workspace (90Min)	3.8125	61
GAS-0821WBT: Operating the Pipehorn WBT (60Min)	3.75	59
IT-2512WBT: Remedy Change Management (120Min)	3.75	59
NERC-0102WBT: NERC CIP Pre-Deployment (30Min)	3.75	49
ELEC-9021WBT: Inter Dist Level Gen Customers (30Min)	3.6875	59
NBR-1031WBT: Gas & Elec Construction for NBRs (30Min)	3.625	54
NBR-1041WBT: ABCs of Communications for NBRs (30Mins)	3.5625	53
SAFE-0070WBT: Wildfire Awareness Basics (45Min)	3.5625	57
NBR-2021WBT: WebViewer for NBR (30Min)	3.5	53
ADMS-0100WBT: The Case for ADMS (30Min)	3.4375	54
CSOS-9650RVL: Consent and Preference Management Portal	3.4375	53
ENGP-3505WBT: Land Rights Overview (30Min)	3.4375	53
NBR-2081WBT: Defining Discon/Recon Requests (30Min)	3.4375	52
PGEN-9017WBT: Intro to Power Generation Hydro (30Min)	3.4375	53
CORP-0523WBT: Guidance Document Mgmt Overview (30Min)	3.375	53
EQIP-0004WBT: DVIR for Vehicles 10K-26K lbs (30Min)	3.375	51
GAS-0173WBT: Cathodic Protection (30Min)	3.375	54
NBR-2101WBT: Defining OH & UG Ext Requests (30Min)	3.375	53
VEGM-0114WBT: VM Operational Mitigation Patrol (60Min)	3.375	54
VEGM-9004WBT: One VM for Crew Foremen (45Min)	3.375	50
ADMS-0104WBT: ADMS Overview for DMD Users (30Min)	3.3125	52
GAS-3071WBT: J-15.1 (30Min)	3.3125	51

ENGP-0166WBT: Form2-Auth for JointPole Transctn(30Min)	3.25	52
ENVR-0400WBT: Avian Protection Plan Overview (30Min)	3.25	52
GMAP-0013WBT: Reading a Map (60Min)	3.25	52
NBR-2091WBT: Temporary Service (30Min)	3.25	48
VEGM-0150WBT: Veg Management Safety Onboarding (45Min)	3.25	50
ARBA-0010WBT: Ariba Overview	3.1875	51
GAS-0170WBT: Basics of Corrosion (30Min)	3.1875	50
NBR-1022WBT: Ergonomics for NBRs (30Min)	3.1875	48
ADMS-0102WBT: ADMS Key Components (30Min)	3.125	49
AMST-0204WBT: Greenbook Electric Metering (30Min)	3.125	46
CORP-9282RVL: Non-Employee Worker Orientation (30Min)	3.125	50
ELEC-3006WBT: Electric Asset Excellence (30Min)	3.125	48
NBR-2111WBT: Streetlight Requests (30Min)	3.125	49
VEGM-9058RVL: Burned Redwood Evaluation (30 mins)	3.125	49
ADMS-0106WBT: ADMS Communications Network (30Min)	3.0625	47
ELEC-0529WBT: CCSC 2022 Updates (30Min)	3.0625	49
GAS-0171WBT: Causes of Corrosion (30Min)	3.0625	49
IT-2510WBT: Remedy Problem Management (60Min)	3.0625	45
NBR-2031WBT: Pathfinder Basics for the NBRs (30Min)	3.0625	46
ENGP-3507WBT: Rates Overview (30Min)	3	43
GAS-0172WBT: Environmental Corrosion Controls (30Min)	3	48
NBR-2033WBT: Gas Doc & Printing for the NBRs (30Min)	3	46
ADMS-0101WBT: ADMS Business Transformation (30Min)	2.9375	47

ENGP-0164WBT: Form48-Memo of Not JointPole Work(30Min)	2.875	46
GAS-2163WBT: LCE Gas Outreach-ILI Snstive Cust(30Min)	2.875	39
NBR-2032WBT: Maps Navigation for the NBRs (30Min)	2.875	46
CSOS-9500RVL: High Bill Conversation	2.8125	44
NBR-3001ETU: The Application Verification EtU Sim	2.8125	43
ARBA-0200RVL: Ariba Catalog Requisitions (1hr)	2.75	41
COMP-9004WBT: Rewards Connect for Leaders (30Min)	2.75	43
GAS-9033WBT: Gas Transmission Clearance Process	2.6875	43
ENGP-3502WBT: Electric System Overview (30Min)	2.5625	39
NBR-3002ETU: Engineering Advances EtU Sim	2.5625	40
SRCE-9004WBT: Strategic Sourcing 7 Step Process	2.5625	41
VEGM-0201WBT: Env Awareness for Tree Crews (30Min)	2.5625	41
ARBA-0011WBT: Ariba Procure to Order Module Overview	2.5	39
ELEC-9105RVL: GO165 Overhead &Undrground Patrol(70Min)	2.5	40
PGEN-1009WBT: Protect System & Rem Act Schemes (30Min)	2.5	40
GAS-0515WBT: Reading Operating Maps & Diagrams(30Min)	2.4375	34
GAS-0835WBT: Intro SAP GD Plnd Work Clearance (30Min)	2.4375	37
GAS-9027WBT: AMSO Equake&Rainfall Rspnse-Bsic(30Min)	2.4375	39
NBR-4001ETU: The Job Package EtU Sim (30Min)	2.4375	38
SAFE-1104WBT: Scaffold Refresher Qualified Pers(30Min)	2.4375	38
CORP-6051WBT: CAP Issue Management (30Min)	2.375	38
GAS-0950WBT: Intro to Field Maps for Gas Dist (30min)	2.3125	35
IT-2513WBT: Remedy Knowledge Management (60Min)	2.3125	36

SAFE-0268WBT: Helicopter Patrol OJT Evaluator (30Min)	2.3125	35
VEGM-9002WBT: One VM for Tree Crews (60Min)	2.3125	35
NBR-3003ETU: Field Check EtU Sim	2.25	36
TCOM-9069WBT: Intro to Safety at Heights (45Min)	2.25	34
ADMS-0108WBT: ADMS FLISR Overview (30Min)	2.125	31
ADMS-1000WBT: ADMS R1 Dist Oper Knowledge Assmnt(30Min)	2.125	34
PSPS-0142WEB: Introduction to PSIP Reports (30Min)	2.0625	33
VEGM-0240WBT: Essential Controls Tree Crews(SPA)30Min	2.0625	33
ADMS-0107WBT: ADMS Alarms Overview (30Min)	2	32
GAS-0810WBT: Gas Meter Fundamentals (35Min)	2	32
GAS-0811WBT: Locate&Mark Highlights of CGC4216(30Min)	2	31
PGEN-1001WBT: Hydro Power:From Gen to Consumer (30Min)	2	32
PSPS-0099RVL: Liason PSPS EOC Kick-Off (60 Min)	2	32
TECH-3091WBT: Tait Mobile Radios (30Min)	2	32
ADMS-0105WBT: ADMS and ABB DMS Integrations (30Min)	1.9375	31
ENVR-0460WBT: Title V (30Min)	1.9375	31
GAS-0952WBT: Gas Distribution MAB Reports (30Min)	1.9375	30
VEGM-9073WBT: Veg Management Annual Refresher (30Min)	1.9375	31
ARBA-0400RVL: Ariba Receipts (1hr)	1.875	30
ENGP-0167WBT: Form 7 - Joint Pole Memorandum	1.875	30
NBR-5003ETU: New Premise Set-Up (30Min)	1.875	30
GAS-9638WBT: Trenching Near Trees (30Min)	1.8125	29
AMST-9001RVL: Meter Configurations for MSTs (45Min)	1.75	26
GPOM-5000WBT: PLC Basics (60Min)	1.75	26

PGEN-9050WBT: Introduction to Penstocks (60Min)	1.75	28
ADMS-0332WBT: ADMS Load Shedding Overview (30min)	1.6875	27
ARBA-0300RVL: Ariba Non-Catalog Requisitions (1hr)	1.6875	27
CSOS-9050RVL: Self Service Refresher	1.6875	26
EER-5011WBT: Maps+ for Equip Repair Elec WBT (30Min)	1.6875	27
ELEC-0686WBT: Inspector Qualification - Intro (30Mins)	1.6875	24
NBR-5002ETU: Finalizing the Contract (30Min)	1.6875	26
ELEC-7300WBT: Completing your Daily Timecard (45Min)	1.625	26
IT-2508WBT: Remedy Group Management (60Min)	1.625	25
VEGM-9072WBT: 2023 New Trim Codes Awareness (30mins)	1.625	26
ELEC-0720WBT: Fall Protection I (30Mins)	1.5625	25
ELEC-9047WBT: Order Close Documentation (30Min)	1.5625	24
GAS-0724WBT: Gas Rule 26 WBT (30Min)	1.5625	25
IT-3000WBT: ITIL Awareness WBT (180 mins)	1.5625	25
NBR-5001ETU: The Allowance (30Min)	1.5625	25
CORP-9055RVL: Accruals 101 (15 mins)	1.5	24
ENGP-3501WBT: Serv Plan Training Prgm Overview (30Min)	1.5	24
NBR-1042WBT: Customer-facing Skills for NBRs (30Min)	1.5	24
PGEN-0150WBT: Water Gate Operation & Safety (30Min)	1.5	24
VEGM-9068RVL: Strike tree Evaluation (30mins)	1.5	22
ARBA-0012WBT: Ariba Contracts Module Overview	1.4375	23
ARBA-0014WBT: Ariba Review and Approve Purchase Reqs.	1.4375	22
CORE-9025RVL: Pension & Other Retirement Income(90Min)	1.4375	23
GAS-0728WBT: Basic Calculator and Math Skills (30Min)	1.4375	23

GAS-9047WBT: Pre-Startup Safety Review (30Min)	1.4375	23
INSP-5512WBT: PG&E's Regulatory Commitments(30Min)	1.4375	23
TECH-0017WBT: Report It App for Contct Ctr Reprs(45Min)	1.4375	23
TECH-3331WBT: Fixed-wing Aircraft Basic Safety(30Min)	1.4375	23
ELEC-0131WBT: Managing Contractor Safety (60Min)	1.375	22
GMAP-0010WBT: Lifecycle of a Job-Transmission(60Min)	1.375	22
INSP-5513WBT: Inspector Role & Responsibilities(45Min)	1.375	21
IT-3002WBT: Remedy Asset Management (30Min)	1.375	22
LCNG-8100WBT: Hazmat In Depth Security Training(30Min)	1.375	22
PSPS-0143WEB: PSPS Section Chief and Deputy (90Min)	1.375	21
SAFE-4514WBT: Elec Ops Safety T-Line FSO (30Min)	1.375	22
TECH-7017WBT: Unifier Video Overview (30Min)	1.375	22
GMAP-0001WBT: Gas Mapping Foundation (60Min)	1.3125	20
INSP-5514WBT: Inspector Communication (60Min)	1.3125	21
IT-2515WBT: Remedy Smart Reporting WBT (45Mins)	1.3125	21
NERC-9090WBT: Managing NERC CIP Cyber Assets (30Min)	1.3125	21
PSOS-0692WBT: Work Verification Proc for T-Line(30Min)	1.3125	21
TCOM-1105WBT: Network Fundamentals Pre-Read Assessment	1.3125	21
TECH-4040RVL: External, Mobile & Offline for TIL (1hr)	1.3125	20
TIME-0004WBT: Fundamentals of Timekeeping (30Min)	1.3125	21
CORE-9023WBT: ES&S Electric Gen Interconnection Roles	1.25	20
GAS-6551RVL: Excavation Proced Dmage Prevention(2Hrs)	1.25	20
TCOM-0002WBT: Telecom Apprentice Prgram Support(30Min)	1.25	19

AMST-0405WBT: Electric Rules (30 Mins)	1.1875	18
GAS-0901WBT: Natural Gas Basics (30Min)	1.1875	19
INSP-5516WBT: Corrective Action&Incident Rspnse(30Min)	1.1875	19
NERC-9085WBT: System Security Management Part 1(30Min)	1.1875	19
NERC-9086WBT: System Security Management Part2 (30Min)	1.1875	19
ADMS-0318WBT: Navigating ADMS WebDMD (30min)	1.125	18
AMST-0402WBT: Personal Safety for 253V-600V (30Min)	1.125	17
CORE-2543ETU: Driving Leadership in the Business(30Min)	1.125	18
CORE-9024RVL: Retiree Medical & Other Expenses(90Mins)	1.125	18
GAS-0732WBT: Visual (NDE) Weld Insp Simulation(30Min)	1.125	18
AMST-0305WBT: Greenbook (Sec7&9) & EUSERC (30Min)	1.0625	6
CRE-9000WBT: CRESS Lockout / Tagout (LOTO) (45Min)	1.0625	17
ELEC-0687WBT: Excavation Safety (1Hr)	1.0625	17
ELEC-0688WBT: Rigging and Hoisting I (30Min)	1.0625	17
GMAP-0035WBT: Map Corrections (30Min)	1.0625	17
INSP-5521WBT: Applicant-Installed Inspection (30Min)	1.0625	17
INSP-5522WBT: AIF Inspection and Doc Process (30Min)	1.0625	16
PSPS-0144WEB: PSPS Notifications Specialist (2Hrs)	1.0625	17
CORE-2550ETU: Critical Coaching Behaviors (35Min)	1	16
CSOS-9700RVL: Solar Billing Plan	1	15
ELEC-0689WBT: Rigging & Hoisting II (30Mins)	1	16
ELEC-0721WBT: Fall Protection II (30Mins)	1	16
GAS-1756WBT: Gas Reservoir Integrity (30Min)	1	16

GAS-9629WBT: Manned Stations Disaster Recovery(30Min)	1	16
GMAP-1020WBT: Mapping Distribution Services (60Min)	1	16
INSP-5524WBT: The Pre-Construction Meeting (30Min)	1	16
LAND-9300WBT: Land Easement Documents Part 1 (45Min)	1	16
PGEN-9040WBT: Power Tool Safety Fundamentals	1	16
PSOS-0710WBT: Completing Switch Forms (30Min)	1	16
VEGM-9071WBT: VM Annual Refresher (30min)	1	16
GAS-0313WBT: Intro to Tapping and Plugging (30Min)	0.9375	15
GAS-1755WBT: Gas Well Fluid Management (30Min)	0.9375	15
INSP-5525WBT: Performing an A.I. Inspection	0.9375	15
PSOS-0665PA: Automation Standards Performance ASSMT	0.9375	15
PSPS-0137WEB: PSPS Scoping Unit Leader (75Min)	0.9375	13
PSPS-0146WEB: PSPS External Rporting Unit Leader(3Hrs)	0.9375	13
PSPS-0147WEB: Distribution Asset Health Spec (60Min)	0.9375	12
TECH-4006RVL: SPSI Reporting for All Users (90Mins)	0.9375	14
VEGM-9064RVL: Utility Defensible Space (30 mins)	0.9375	15
AMST-0307WBT: QEW & QP (30Min)	0.875	14
AMST-0404WBT: Greenbook&EUSERC for 253V-600V&PM(30Min)	0.875	13
COMP-9001WBT: Communicating Pay Decisions (30Min)	0.875	14
COMP-9003WBT: Pay Ranges and Compa-Ratios (30Min)	0.875	14
CORP-9128RVL: Peak Day Pricing (PDP)	0.875	14
ELEC-7050WBT: NATF Compliance (30Min)	0.875	14
ENGP-3503WBT: Gas System Overview (30Min)	0.875	14

EQIP-0367RVL: Forklift Requal On-site Evaluation (1hr)	0.875	14
GAS-9031WBT: Introduction to Gas Planning (45Min)	0.875	14
INSP-5523WBT: Preparing for an A.I. Inspection (30Min)	0.875	14
LAND-9301WBT: Land Easement Documents Part 2 (45 Mins)	0.875	14
LCNG-0740WBT: CNG Daily Station Inspection (30Min)	0.875	14
AMST-0205WBT: EUSERC (30Min)	0.8125	8
AVIS-3102WBT: Aviation Safety Action Program (30Min)	0.8125	13
COMP-9000WBT: Making Effective Annual Pay Decisions(30Min)	0.8125	13
CORP-9057RVL: Quarterly Certification (15 Mins)	0.8125	13
GMAP-0021WBT: Mapping Distribution Mains (45Min)	0.8125	13
TECH-9045WBT: GTGIS Web Viewer Gas Operations (60Min)	0.8125	12
CORP-0373WBT: 2023 Code of Conduct Training (45Min)	0.75	12
CORP-9947WBT: DCPP - RIM (45Min)	0.75	11
ELEC-0708WBT: Oil Spill Response (30Min)	0.75	12
EPRS-9600WBT: Orientation to the EOC (30min)	0.75	12
GAS-0832WBT: Leak Survey Overview (60Min)	0.75	12
GMAP-0011WBT: Lifecycle of a Job - Distribution(60Min)	0.75	12
GMAP-2030WBT: Distribution SCADA (45Min)	0.75	11
SYST-0230WBT: ARCOS WebAccess for Clerical Supp(60Min)	0.75	12
TECH-4108RVL: Creating New Items - EPPM for PGEN (1hr)	0.75	10
VEGM-0101WBT: Intro to Pre-Inspection Basics (45Min)	0.75	12
COMP-9002WBT: Handling Difficult Pay Convo (30Min)	0.6875	10
DATA-0001WBT: Data Fundamentals (30Min)	0.6875	11

GAS-1752WBT: Gas Well Design (30Min)	0.6875	11
GMAP-0040WBT: Role of Lead Mapping Technician (30Min)	0.6875	10
PSOS-0693WBT: T-Line Work Verif Process -Civil (30Min)	0.6875	11
PSPS-0135WEB: PSPS Risk Specialist (60Min)	0.6875	10
TCOM-9025WBT: Managing Third-Party Fiber Optics(30Min)	0.6875	11
TECH-3345WBT: FA for Subforemen (30min)	0.6875	11
TECH-4032RVL: SPSI Forecasting in ZIWSP Plan (30Min)	0.6875	9
VEGM-0110WBT: Skill Assessment for PI Basics (45Min)	0.6875	11
AMST-0201WBT: MTR and MTR Data Security	0.625	10
CORE-9050RVL: Customer Support Unit Vehicle (30Mins)	0.625	10
GMAP-2025WBT: Distribution OCN (30Min)	0.625	9
IT-3003WBT: ITIL Awareness Pre-Assessment (30Mins)	0.625	10
PSOS-0659PA: Protection & SMP Drawings PRFM ASSMNT	0.625	10
PSPS-0139WEB: PSPS Scoping Specialist (6Hrs)	0.625	9
PSPS-0141WEB: PSPS Portal Specialist (80Min)	0.625	9
TECH-9174WBT: Parking Lot Safety (24Min)	0.625	10
TECH-9178WBT: Speeding Awareness-Small Vehicles(14Min)	0.625	10
TIME-0006WBT: Wage & Hour Overview (30Min)	0.625	10
ELEC-0685WBT: Rubber Glove Fundamentals (30Min)	0.5625	9
GAS-0175WBT: Atmospheric Corrosion-Aggressive (30Min)	0.5625	9
GAS-9050WBT: Distrib Gas Emergency Clearance (30Min)	0.5625	9
MAP-4207WBT: Phasing and Volt for Elec Mappers(75min)	0.5625	9
SAFE-0407WBT: Ergonomics at the Front Counter (30Min)	0.5625	9

SAFE-9190RVL: Safety Observations Severity Guidance	0.5625	8
TCOM-9070WBT: Intro to Fall Protection Part 2 (60Min)	0.5625	9
TECH-0111WBT: MCV Type 2 Commander Set Up (30Min)	0.5625	8
VEGM-0104WBT: Tree Assessment Tool (45Min)	0.5625	9
VEGM-0108WBT: Abnormal Field Cond. Reporting (45Min)	0.5625	9
ADMS-0300WBT: Unit 1.3: Managing Changesets(30Min)	0.5	8
ADMS-0316WBT: Unit 1.1: ADMS NM Build Overview(30min)	0.5	8
CORP-2000WBT: 2018 Time Off Policies 30mins	0.5	8
EER-6001WBT: Effective Tboards & Safe Driving (45Min)	0.5	8
EETP-1003: Intro:Billing, Actng, & Tariffs (30 Mins)	0.5	8
EETP-1004: OH & UG Residential Sv Instl (30 Mins)	0.5	8
ELEC-2020RVL: ETPM Annual Refresher (60 mins)	0.5	8
ELEC-5009WBT: Emergency Order Close (30Mins)	0.5	8
GEN-1030WBT: Admin Job Performance Measures (30Min)	0.5	8
GMAP-0030WBT: Leak Survey Overview for Mapping (30Min)	0.5	7
IT-3001WBT: Remedy HRCMWBT (45mins)	0.5	8
SAFE-9050RVL: Wildfire Kickoff: Risk Mitigation(90Min)	0.5	8
TECH-0112WBT: MCV Type 3 Sprinter Set Up (30Min)	0.5	8
TECH-6030RVL: TNP OSS Infrastructure Management (BCSI)	0.5	8
AMST-0401WBT: Install&Maint a Line-Sharing Dev (30Min)	0.4375	7
AMST-0403WBT: Voltage Stabilizers (30Min)	0.4375	7
AVIS-3001WBT: Baldwin Training for Users (30Min)	0.4375	7
CORE-9021RVL: Complete Your Pension Commencement Kit	0.4375	7

CORE-9081RVL: OT Equalization IBEW Physical T200 (1hr)	0.4375	7
CORP-0340WBT: How to Handle Employee Concerns (30Min)	0.4375	7
CORP-9293WBT: CCSF Quarterly Filing Training(30Min)	0.4375	6
GAS-0176WBT: Atmospheric Corrosion-Non Aggres(30Min)	0.4375	7
GAS-0314WBT: Intro to Tapping & Plugging Procdre(1Hr)	0.4375	7
GAS-0361WBT: Strength Tst Presse Report Part2(30Min)	0.4375	7
GAS-1753WBT: Well Workover (60Min)	0.4375	7
GMAP-0022WBT: Mapping Distribution Stations (30Min)	0.4375	7
PGEN-0168WBT: Intro to Mechanical Drawing (30Min)	0.4375	7
PGEN-0169WBT: Intro to Tool Bit Grinding (30Min)	0.4375	7
SAFE-9051RVL: Wildfire Kickoff: PSPS Plan (90 Mins)	0.4375	7
SYST-0232WBT: ARCOS Mobile App for Supervisors(60min)	0.4375	7
TECH-0110WBT: MCV Type 1 Commander Set Up (30Min)	0.4375	7
VEGM-9003WBT: One VM for Tree Crews (Spanish)(60Min)	0.4375	4
ADMS-0317WBT: Unit 1.2: Navigating ADMS (30Min)	0.375	6
ARBA-0013WBT: Ariba Review and Approve Contracts	0.375	6
CORP-9231WBT: COVID Constrn Jobsite Safety Reqs(30Min)	0.375	6
DATA-0002WBT: Data Quality (30Min)	0.375	6
ELEC-0677WBT: FLS TLine Compliance Onboard WBT (30Min)	0.375	6
EQIP-0008WBT: Excavation Safety Review (30Min)	0.375	6
GAS-0850WBT: GT Project Delivery System – PDS (30Min)	0.375	6
GAS-1250WBT: Fundamentals for WPS Selection (30Min)	0.375	5
GAS-1757WBT: Well Integrity (30Min)	0.375	6
GMAP-2029WBT: Distribution Operating Diagrams (45Min)	0.375	6

HREM-9005RVL: HR ER TM Emergency Role Workshop (1hr)	0.375	6
TECH-3395WBT: ATLAS Overview (30Min)	0.375	5
TECH-6020RVL: TNP Comarch OSS Console WEB GUI (BCSI)	0.375	6
VEGM-9070RVL: VM Invoice Recommendation	0.375	6
CES-9027WBT: Contract Management Pre-Award Trng(3Hrs)	0.3125	5
CORE-2500WBT: SpaceFinder Overview (45Min)	0.3125	5
CORP-0415WBT: Sabotage Training (60Min)	0.3125	5
ELEC-0520WBT: Leader Expectations Letter (30Min)	0.3125	5
MAP-4205WBT: Emergency Resp for Elec Mappers (60mins)	0.3125	5
PGEN-0170WBT: Intro to Lathe Operation WBT (30min)	0.3125	5
PGEN-0171WBT: Intro to Milling Machine Oper (30Min)	0.3125	5
SYST-0235WBT: ARCOS Web Access for Crew Manager(60Min)	0.3125	5
TECH-3332WBT: FA Basics: Getting Started (30min)	0.3125	5
TECH-4026RVL: SPSI ED: Project Creator (60Min)	0.3125	5
TECH-4031RVL: SPSI Phase Gate Charge Control (30Min)	0.3125	5
TECH-4035RVL: SPSI: Earned Value (30 Mins)	0.3125	5
TECH-6070RVL: TNP BI Point Dashboards Reports (BCSI)	0.3125	5
TECH-9171WBT: Avoiding Backing Collisions (6Min)	0.3125	5
VEGM-0107WBT: Tree Growth Potential (45Min)	0.3125	5
ADMS-0313WBT: Unit5.1:Managing SCADA on Device (30Min)	0.25	4
AMST-0105WBT: Standard For Electric Meter Testing	0.25	4
AMST-0301WBT: Meter Malfunctions (30Min)	0.25	4
AMST-0302WBT: Metering Troubleshooting Tech (30Min)	0.25	4

DATA-0003WB: Introduction to Data Lifecycle (30Min)	0.25	4
DATA-0004WBT: Understanding the Data Lifecycle (30Min)	0.25	4
ENVR-0117WBT: Cultural Resources Protection	0.25	4
EPRS-9113WBT: EOC & GEC Logistics Training (30Min)	0.25	4
GAS-0738WBT: Opl Change Clearance for GD (30Min)	0.25	4
GMAP-0037WBT: Distribution Asset Registry(30Min)	0.25	4
GMAP-1023WBT: Transmission Mapping Part 1(60Min)	0.25	4
GMAP-2028WBT: Transmission Asset Registry (30Min)	0.25	4
GMAP-2033WBT: Intro to the Mapping Advancement (30Min)	0.25	4
PGEN-0600WBT: License Compliance (30Min)	0.25	4
PSPS-0111RVL: PSPS Liaison Coordinator Training (1hr)	0.25	4
TECH-4029RVL: SPSI SAP Fields Refresher (30Min)	0.25	3
TECH-4030RVL: SPSI Documenting Project Auth (1 hr)	0.25	4
TECH-4033RVL: SPSI Forecasting in Primavera (30Min)	0.25	4
TECH-6040RVL: TNP OSS Network Planning & Design (2hrs)	0.25	4
TECH-9070WBT: OpenText Qfiniti Search & Replay (30Min)	0.25	4
TECH-9071WBT: OpenText Qfiniti Advise (30Min)	0.25	4
VEGM-0102WBT: Mapping Patrol Line Segments (45Min)	0.25	4
VEGM-0103WBT: Pre-Inspector Tools & Practices (45Min)	0.25	4
VEGM-0105WBT: Tree Strike Potential (45Min)	0.25	4
ADMS-0310WBT: Unit 4.1: Valdn & Promo Overview(30Min)	0.1875	3
CES-9029WBT: Cust Energy Solutions Accrual & GR(1Hr)	0.1875	3
CORE-9082RVL: OT Equalization ESC (1hr)	0.1875	3

CORP-0130RVL: Arrearage Mgmt Program Training (30mins)	0.1875	3
CORP-2024WBT: Leader Work Expectations Letter (30Min)	0.1875	3
CORP-9219WBT: Records Retrieval Certification	0.1875	3
CORP-9306RVL: Pre-Payments (5min.)	0.1875	3
CORP-9946WBT: DCP - RIM (45Min)	0.1875	3
EETP-4005: Advanced Equipment Replacement (30 Mins)	0.1875	3
EMER-0200WBT: Assign Crew and Resource Location	0.1875	3
EMER-9017WBT: Check in out Process	0.1875	3
EMER-9018WBT: OMT/ODT Assigning Multiple Resources	0.1875	3
ENGP-2001WBT: Joint Pole O to O Prcess Overview(30Min)	0.1875	3
ENVR-9010RVL: Salesforce Inspection Training (ENV)	0.1875	3
EPRS-9112WBT: Advanced Base Camp (30Min)	0.1875	3
GAS-0360WBT: Strength Tst Pressre Report Part1(30Min)	0.1875	3
GETP-5005WBT: Transmission Pressure Estimating (30Min)	0.1875	3
GETP-6002WBT: Emergencies (30Min)	0.1875	3
GETP-6003WBT: Plastic Insertion Techniques (30Min)	0.1875	3
GMAP-0025WBT: GD Maps Apps & Digital Resources (30min)	0.1875	2
GMAP-0036WBT: Delineations and Other RFIs (30MIN)	0.1875	3
GMAP-2024WBT: Transmission OCN (30Min)	0.1875	3
GMAP-2026WBT: Transmission As-Built Packages (45Min)	0.1875	3
GMAP-2027WBT: GT Map Apps & Digital Resources(30Min)	0.1875	2
GMAP-2031WBT: Transmission OMOD(60Min)	0.1875	3
HREM-9001WBT: HR ER Team Orientation (90Min)	0.1875	3
LCNG-0201WBT: Quick Change Bottle Rack Refrsher(30Min)	0.1875	2

PGEN-0013WBT: Flume Maintenance (30Min)	0.1875	3
PGEN-0014WBT: Coaching and Mentoring (30Min)	0.1875	3
PSPS-0101RVL: PSPS Agency Rep Training (60 Mins)	0.1875	3
PSPS-0140WEB: Transmission Asset Health Sp(105Min)	0.1875	3
SAFE-9053RVL: Wildfire: External Engagement (90 Mins)	0.1875	3
SYST-0231WBT: ARCOS Mobile App for Field Employee(60m)	0.1875	3
TCOM-0106WBT: Radio Frequency (RF) Safety	0.1875	3
TECH-0018WBT: Salesforce for Triage Team (1Hr)	0.1875	3
TECH-3234WBT: GD GIS/SAP Asset Integration-Clerks(60m)	0.1875	3
TECH-3334WBT: FA Basics: Parts and Labor (30Min)	0.1875	3
TECH-3394WBT: IT Asset Management Overview (30Min)	0.1875	3
TECH-4034RVL: SPSI Updating RAG Status (30Min)	0.1875	3
TECH-4500WBT: CRCR Reports Training (30 mins)	0.1875	3
TECH-5026WBT: AMBBS Overview for Clerks (45Min)	0.1875	3
TECH-9170WBT: Avoiding Intersection Collisions (6Min)	0.1875	3
TECH-9200WBT: Grid Search I (30Min)	0.1875	3
VEGM-0106WBT: Major Woody Stem Exemptions (30Min)	0.1875	3
VEGM-0306WBT: VC Equipment Identification(Spa) (60Min)	0.1875	3
ACAD-0313RVL: OJT Training for LDS (2hrs)	0.125	2
ADMS-0301WBT: Unit 2.1: Managing a Substation (30Min)	0.125	2
ADMS-0303WBT: Unit 2.3: Managing Symbology (30Min)	0.125	2
AVIS-3000WBT: Baldwin Training for Management (30Min)	0.125	2
CES-9028WBT: Contract Mgmt Post-Award Trnng (2Hrs)	0.125	2

EETP-4001: Lg Projects and Reconstruction (30 Mins)	0.125	2
EETP-4002: Commercial Developments (30 Mins)	0.125	2
EETP-4003: Residential Developments (30 Mins)	0.125	2
EETP-4004: Residential Subdivisions (30 Mins)	0.125	2
ELEC-0630WBT: Transformer Wiring Simulator (30Min)	0.125	2
ELEC-9048RVL: F550 V-Blocks Pole Transport (30Min)	0.125	2
EPRS-9106WBT: Demobilization Unit Refresher (60min)	0.125	2
EPRS-9107WBT: Cybersec Response for the EOC (30Min)	0.125	2
EWM-0024WBT: Picking (Advanced) (60min)	0.125	2
GAS-0800WBT: Locate and Mark Refresher (45Min)	0.125	2
GETP-2001WBT: Intro to Gas Service Sizing (30Min)	0.125	2
GETP-3001WBT: Land Rights (30Min)	0.125	2
GETP-4001WBT: Gas Distribution Eng & System (30Min)	0.125	2
GETP-5001WBT: Industrial & Commercial Metering (30Min)	0.125	2
GETP-5002WBT: Manifolds (30Min)	0.125	2
GETP-5003WBT: Low-Pressure Systems (30Min)	0.125	2
GETP-5004WBT: Design for Special Conditions (30Min)	0.125	2
GETP-6001WBT: Clearances (30Min)	0.125	2
GETP-6004WBT: Uprating (30Min)	0.125	2
GETP-6005WBT: Leak Survey (30Min)	0.125	2
GMAP-0031WBT: Leak Data Entry for Mapping (30Min)	0.125	2
GMAP-2023WBT: Transmission Mapping Part 2 (60Min)	0.125	2
NERC-9058WBT: Interactive Remote Access Mgmt (30Min)	0.125	2
PGEN-1022WBT: Generator Brush Maint:Levels 1-3 (30Min)	0.125	2
PSOS-0082WBT: Load Tap Changer Overview (1hr)	0.125	2

PSOS-2040WBT: LED Streetlights WBT (30Min)	0.125	2
PSOS-4000RVL: ADSO On-the-Job Training Overview(30Min)	0.125	2
PSPS-0104RVL: Final 2021 Liaison PSPS EOC (90Mins)	0.125	2
PSPS-0109RVL: PSPS Liaison Officer Training (1hr)	0.125	2
PSPS-0400WBT: Mutual Aid Onboarding Video (40Min)	0.125	2
SAFE-0863WBT: Material Problem Reporting (MPR) (30Min)	0.125	2
SAFE-1507WBT: TD1464S Fire Precaution 2021 Supp(30Min)	0.125	2
SAFE-6601WBT: Human Performance Electric Ops (45Min)	0.125	2
SAFE-9052RVL: Wildfire: PSPS Lessons Learned (1hr)	0.125	2
TECH-0029WBT: NGV Fueling & Safety Training (30Min)	0.125	2
TECH-3235WBT: GD GIS/SAP Integration Train Mapper(30m)	0.125	2
TECH-3333WBT: FA Basics: Adding Tasks (30Min)	0.125	2
TECH-3335WBT: FA Basics: Closing Work Orders (30min)	0.125	2
TECH-3396WBT: ATLAS Onboarding & Maint Apps (30Min)	0.125	2
TECH-4107RVL: EPPM User Interface for PGEN V1.1 (1hr)	0.125	2
TECH-6050RVL: TNP Network Discovery & Recon (1hr)	0.125	2
VEGM-0109WBT: Assess Treatment of Re-Sprouting (45Min)	0.125	2
VEGM-0301SPA: Environmental Awareness Spanish (1Hr)	0.125	2
ADMS-0109WBT: ADMS Fire Mitigation Overview (30Min)	0.0625	1
ADMS-0302WBT: Unit 2.2:Managing a Dev Faceplate(30min)	0.0625	1
ADMS-0304WBT: Unit2.4:Managing Device Catalog (30Min)	0.0625	1
ADMS-0308WBT: Unit 3.4:Prmsg Fire Ind Zone Upds(30min)	0.0625	1
ADMS-0314WBT: Unit 5.2 Valdn/Promo SCADA Device(30min)	0.0625	1

COMP-0001WBT: Contribution Level Assessment (30Min)	0.0625	1
CORE-2555WBT: What is LatinX? (35Min)	0.0625	1
CORP-9700RVL: Arrearage Management Program	0.0625	1
CSOS-9600RVL: Consumer Protections	0.0625	1
EER-5010WBT: GIS Desktop for Equip Repair WBT (30Min)	0.0625	1
ELEC-1010WBT: Construction Project Reporting (30Mins)	0.0625	1
ENGP-3508RVL: Job Owner Dashboard (30 Min)	0.0625	1
ENGP-3510WBT: Service Planner Simulation (30Min)	0.0625	1
ENGP-3521WBT: Pole Loading Calcu. Audits for ADE (1hr)	0.0625	1
ENVR-0230RVL: BA/MR HCP Practitioner Training (60mins)	0.0625	1
ENVR-9045RVL: ESHA- Coastal Zone Tool Training (1hr)	0.0625	1
EWM-0020WBT: Order Creation (60min)	0.0625	1
EWM-0022WBT: Picking (60min)	0.0625	1
GAS-1754WBT: Well Monitoring and Testing (60 min)	0.0625	1
GAS-9166RVL: SIF Guide, JSSA & PPE Matrix (30Min)	0.0625	1
GAS-9643WBT: Heavy Rainfall Prep & Response (30Min)	0.0625	1
GETP-1001: Introduction to Natural Gas	0.0625	1
GETP-1001WBT: Introduction to Natural Gas (30Min)	0.0625	1
GETP-1002: Odorization and Dehydration	0.0625	1
GETP-1002WBT: Odorization and Dehydration (30Min)	0.0625	1
GETP-1003: Mapping	0.0625	1
GETP-1003WBT: Mapping (30Min)	0.0625	1
GETP-1004: Estimating Fundamentals	0.0625	1
GETP-1004WBT: Gas Estimating Fundamentals (30Min)	0.0625	1
GETP-1005WBT: Introduction to Field Checks (30Min)	0.0625	1
GETP-1006WBT: Gas Services (30Min)	0.0625	1

GETP-1007WBT: Metering and Regulating (30Min)	0.0625	1
GETP-2002WBT: Construction Fundamentals (30Min)	0.0625	1
GETP-2003WBT: Intro to the Job Estimate Package(30Min)	0.0625	1
GETP-2004WBT: Rule 15 and Rule 16 (30Min)	0.0625	1
GETP-2005WBT: Plan Review and Conflicts (30Min)	0.0625	1
GETP-2006WBT: Gen Orders 112F & 58A & CFR Title(30Min)	0.0625	1
GETP-3002WBT: Permits (30Min)	0.0625	1
GETP-3003WBT: Electric Fundamentals (30Min)	0.0625	1
GETP-3004WBT: Joint Trench (30Min)	0.0625	1
GETP-3005WBT: Cathodic Protection (30Min)	0.0625	1
GETP-4002WBT: Service Reconstruction (30Min)	0.0625	1
GETP-4003WBT: Distribution Pipeline Design (30Min)	0.0625	1
GETP-4004WBT: Steel welding and Plastic Fusion (30Min)	0.0625	1
GETP-4005WBT: Tie-Ins (30Min)	0.0625	1
GETP-5004: Design for Special Conditions	0.0625	1
GPOM-2100WBT: Telvent Tutorial (45Min)	0.0625	1
NERC-9061WBT: EACMS PACS Criteria Assoc (30Min)	0.0625	1
PSPS-0113WBT: FORCE Tool Overview (30Min)	0.0625	1
PSPS-0114WBT: PSPS Portal User Support (45Min)	0.0625	1
PSPS-0115WBT: Situation Unit Data Analyst PSPS (30Min)	0.0625	1
PSPS-0136WEB: PSPS Situation Unit (3Hrs)	0.0625	1
PSPS-0150RVL: PSPS Temp Gen Mitigation Tracker (1.5hr)	0.0625	1
PSPS-9089RVL: 2020 PSPS OEC Readiness:CSO Team (90Min)	0.0625	1
SAFE-0120RVL: Return to PG&E Facilities(Office-60mins)	0.0625	1

SAFE-6603WBT: Human Performance Gas Operations (30Min)	0.0625	1
TECH-6060RVL: TNP OSS Integration (BCSI)	0.0625	1
TECH-8251WBT: ZPAVING Training (45Min)	0.0625	1
TECH-9175WBT: Close Quarter Maneuvering- Large (20Min)	0.0625	1
VEGM-0305WBT: VC Overview (Spanish) (40MIN)	0.0625	1
CORP-0804SPA: Cyber & Physical Sec Awareness (30Min)	0	14
CORP-9046WBT: Records & Information Management (45Min)	0	1
TECH-0061WBT: Helicopter HEC Transfers Annual (30Mins)	0	1
ELEC-1500RVL: Electric TO-ICC- Process Overview (30Min)	0.125	2
GAS-3060RVL: Annual Plastics Refresher (30Min)	37.8125	384
GAS-9254RVL: Safety Standby Training (45Min)	1.8125	28
TECH-3507RVL: Recorded Profile Approver (2Hr)	3.625	58
TECH-3508RVL: Recorded Profile Approver-TRO(2Hr)	0.1875	3
CORE-9047VL: Mental Health Awareness for Leaders	8.125	65
CORE-9048VL: Suicide Prevention for Leaders	4.75	38
CORP-0315VL: 2024 Ethics & Compliance Virtual Pilot	24.1875	129
CORP-6052VL: CAP Review Team (CRT) Training	180	180
DEPT-9017VL: Capital Accounting Training	69.75	186
ELEC-9105VL: GO165 Overhead and Underground Patrol	2.125	17
ENGP-0134VL: Electric Rules	190	38
ENGP-0135VL: Electric Greenbook	280	70
ENGP-0170VL: Gas Greenbook	186	62
ENGP-0806VL: Regulatory Compliance Requirements Trg	24	8
ENGP-1150VL: Basic Gas VL	12	6

GAS-9258VL: Overview of Process Safety	22.5	44
GAS-9270VL: Data Steward Basics for Gas Operations	0.5	1
HREM-9004VL: Employee Disaster Preparedness	8.5	68
HREM-9005VL: HR ER TM Emergency Role Workshop	1.625	13
PSPS-0099VL: Liason PSPS EOC Kick-Off Meeting	11.8125	63
SYST-0028VL: Analysis for Office (AO) (7hr)	159.375	167
SYST-0029VL: Microsoft Power BI Desktop VL (7hr)	300.9375	314
SYST-0031VL: Computer Basics VL	28.125	30
SYST-0033VL: Microsoft OneDrive-60min VL	16.25	127
SYST-0041VL: BusinessObjects 4.0 VL (7hr)	23.4375	25
SYST-0042VL: Microsoft Planner (1hr)	4.875	39
SYST-0045VL: Microsoft Forms (1hr)	11.625	91
SYST-0046VL: Microsoft OneNote (1hr)	23.5	186
SYST-0049VL: Excel: Worksheets Made Simple VL 60min	31.125	245
SYST-0050VL: Excel: Pivot Tables/Formatting VL 60min	44.375	343
SYST-0051VL: Primavera: Nav & Schedule Devel 2-day VL	48	24
SYST-0052VL: MS Teams and 360 Kickstart VL (90min)	8.4375	45
SYST-0053VL: MS Teams: Meetings VL (90min)	12	62
SYST-0073VL: ABCs of Outlook	15	117
SYST-0074VL: Manage your day with Outlook	14.875	119
SYST-0075VL: Working in PowerPoint 101 (1hr)	12.25	97
SYST-0076VL: Engage Your Audience w PowerPoint (1hr)	6.5	52
SYST-0077VL: Visio 360 Kickstart VL (1hr)	9.25	74
SYST-0078VL: Excel Data Mining & Adv Pivot Table Tech	64.5	167
SYST-0080VL: SharePoint Online: Site Mgmt 3hr VL	11.25	30

SYST-0081VL: SharePoint Online: Content Mgmt 3hr VL	11.25	30
SYST-0084VL: Microsoft Power BI 360 Kickstart 1hr VL	47.75	376
SYST-0085VL: Collaborating With OneDrive & SPO-1hr VL	7.5	59
SYST-0087VL: Which Tool When: OneDrive, Teams & SPO	46.125	122
SYST-0088VL: SAP Enable Now VL (2-day)	15.75	18
SYST-0089VL: Teams Town Halls	6.1875	33
SYST-0195VL: SharePoint Online SPO Getting Started 2h	14.25	57
SYST-0200VL: SAP Basics (7hr)	87.1875	93
SYST-0211VL: Excel: Adv Lookups and Functions VL-1hr	29.625	229
SYST-0212VL: Word: Layout and Doc Management VL-1hr	12.5	96
SYST-0213VL: Word Advanced: Macros & Web Integ VL-1hr	7.5	59
SYST-0214VL: Working w/ Text Functions in Excel (1hr)	27.125	211
SYST-0215VL: Microsoft Teams: New Features (1hr VL)	15.25	121
TECH-4008VL: PGen SPSI: Project Team VL	18.75	19
TECH-4010VL: Gas Ops SPSI VL	10.3125	10
TECH-4013VL: ED SPSI: PMs, PCAs & Schedulers VL	9.375	10
TECH-4015VL: ET SPSI: PMs, PCAs & Schedulers VL	12.1875	13
TECH-9063VL: Generic Capital Accounting Training - IT	55.125	136

The training in this table is also included in the Online Training and In-Person training tabs. The intent of this table is to highlight trainings that are wildfire-specific.

Training	Student Days	Number of Coworkers Trained	Training Type (Online or In-Person)
SAFE-1503WBT: Fire Danger Precautions (45Min)	1011.1875	14851	Online
VEGM-0500: Veg Management Academy	620	136	In-Person
VEGM-9101: One VM for Veg Mgt Inspectors (VM)	244	457	In-Person
VEGM-0112ILT: Focused Tree Inventory (FTI)	197	1416	In-Person
VEGM-9105: One VM for Support Teams	195.5	347	In-Person
VEGM-0114ILT: VM Operational Mitigation Patrol	191.75	1310	In-Person
VEGM-0111ILT: Tree Removal Inventory (TRI)	173.75	1259	In-Person
VEGM-0155WBT: Intro to Vegetation Management (45min)	168.875	2517	Online
SAFE-3002WBT: Wildfire Smoke Exposure Protectn (30Min)	163.9375	2587	Online
VEGM-9073ILT: Veg Management Annual Refresher	163.5	1226	In-Person
VEGM-0161WBT: VM Patrol Safety (45Min)	156.4375	2433	Online
VEGM-0165WBT: Overview of PG&E Facilities (30min)	152.5625	2386	Online
VEGM-0170WBT: Evaluating Trees (45Min)	150.4375	2364	Online
VEGM-0175WBT: Identifying Tree Defects (45Min)	146.8125	2295	Online
VEGM-0180WBT: VM Inspection Fundamentals (60Min)	144.9375	2263	Online
VEGM-0190WBT: Abnormal Field Conditions (45min)	142.3125	2222	Online
VEGM-0198WBT: Positive Customer Relations (40Min)	139.875	2188	Online
PSPS-0320: PSPS Exercise Skills Evaluation	134	132	In-Person
VEGM-0185WBT: Prescribing Tree Work (60Min)	132.1875	2074	Online
PSPS-0001WBT: PSPS Restoration Process (30Min)	127.1875	1987	Online
VEGM-0195WBT: Major Woody Stem Exemptions (45Min)	127.1875	2011	Online
SAFE-0210: FI-210 Wildland Fire Origin and Cause	100	20	In-Person
PSPS-0110WBT: Public Safety Power Shutoff Intro(30min)	59	810	Online
VEGM-0301WBT: Veg Mgmt Environmental Awareness	52.1875	795	Online
VEGM-9005WBT: One VM for Veg. Mgmt. Inspectors (60min)	50.875	792	Online
VEGM-9001WBT: One VM Tool Overview (30 Min)	25.1875	398	Online
VEGM-0140WBT: Fungi of Concern in the PG&E System(1HR)	23.75	377	Online
VEGM-0700ILT: Transmission Inspection Procedure	17.25	124	In-Person
VEGM-0302WBT: VC FRA & Clearance Requirements (30Min)	13.75	205	Online
VEGM-0303WBT: VC Equip ID, Exmption, Claims&Rfusal(30Min)	13.0625	194	Online
VEGM-9108: One VM for VC Field Technicians	13	13	In-Person
VEGM-9074WBT: Distribution Inspection Procedure(30Min)	13	205	Online
VEGM-9107: One VM for VC VPMs (Veg. Program Mgrs)	11	11	In-Person
VEGM-0112WBT: Focused Tree Inspections (FTI) (15Min)	10.8125	171	Online
PSPS-0002WBT: PSPS Execution for DCC Operators (45Min)	10.25	164	Online
VEGM-0411WBT: VM Distribution Regulations (45Min)	9.5	144	Online
VEGM-9052RVL: VM Environmental review Portal (30 Mins)	7.5625	117	Online
VEGM-0600WBT: VM Field Safety Observer (1HR)	5.3125	79	Online
VEGM-9062RVL: Safety Net Training (30mins)	5.25	82	Online
VEGM-9063RVL: Priority Tag Tool (30 Mins)	4.875	76	Online
VEGM-0111WBT: Tree Removal Inventory (TRI) (15Min)	3.9375	63	Online
SAFE-0070WBT: Wildfire Awareness Basics (45Min)	3.5625	57	Online
VEGM-0114WBT: VM Operational Mitigation Patrol (60Min)	3.375	54	Online
VEGM-9004WBT: One VM for Crew Foremen (45Min)	3.375	50	Online
VEGM-0150WBT: Veg Management Safety Onboarding (45Min)	3.25	50	Online
VEGM-9058RVL: Burned Redwood Evaluation (30 mins)	3.125	49	Online
VEGM-0155ILT: Introduction to Veg Management	2.875	23	In-Person
VEGM-0201WBT: Env Awareness for Tree Crews (30Min)	2.5625	41	Online
VEGM-9002WBT: One VM for Tree Crews (60Min)	2.3125	35	Online
VEGM-0240WBT: Essential Controls Tree Crews (SPA)30Min	2.0625	33	Online
VEGM-9073WBT: Veg Management Annual Refresher (30Min)	1.9375	31	Online
VEGM-0161ILT: VM Patrol Safety	1.875	15	In-Person
VEGM-0175ILT: Identifying Tree Defects	1.875	15	In-Person
VEGM-0180ILT: VM Inspection Fundamentals	1.875	15	In-Person
VEGM-0190ILT: Abnormal Field Conditions	1.875	15	In-Person
VEGM-0198ILT: Positive Customer Relations	1.875	15	In-Person
VEGM-9072WBT: 2023 New Trim Codes Awareness (30mins)	1.625	26	Online
VEGM-9068RVL: Strike tree Evaluation (30mins)	1.5	22	Online
VEGM-0185ILT: Prescribing Tree Work	1.25	10	In-Person
VEGM-9102: One VM for Field Tree Crews	1	1	In-Person
VEGM-9103: One VM for Field Tree Crews (Sp)	1	1	In-Person
VEGM-9071WBT: VM Annual Refresher (30min)	1	16	Online
VEGM-9064RVL: Utility Defensible Space (30 mins)	0.9375	15	Online
VEGM-0101WBT: Intro to Pre-Inspection Basics (45Min)	0.75	12	Online
VEGM-0110WBT: Skill Assessment for PI Basics (45Min)	0.6875	11	Online
VEGM-0104WBT: Tree Assessment Tool (45Min)	0.5625	9	Online
VEGM-0108WBT: Abnormal Field Cond. Reporting (45Min)	0.5625	9	Online
SAFE-9050RVL: Wildfire Kickoff: Risk Mitigation(90Min)	0.5	8	Online
VEGM-9003WBT: One VM for Tree Crews (Spanish)(60Min)	0.4375	4	Online
SAFE-9051RVL: Wildfire Kickoff: PSPS Plan (90 Mins)	0.4375	7	Online
VEGM-9070RVL: VM Invoice Recommendation	0.375	6	Online
VEGM-0107WBT: Tree Growth Potential (45Min)	0.3125	5	Online
VEGM-0102WBT: Mapping Patrol Line Segments (45Min)	0.25	4	Online
VEGM-0103WBT: Pre-Inspector Tools & Practices (45Min)	0.25	4	Online
VEGM-0105WBT: Tree Strike Potential (45Min)	0.25	4	Online
PSPS-0101RVL: PSPS Agency Rep Training (60 Mins)	0.1875	3	Online
VEGM-0106WBT: Major Woody Stem Exemptions (30Min)	0.1875	3	Online
SAFE-9053RVL: Wildfire: External Engagement (90 Mins)	0.1875	3	Online
PSPS-0400WBT: Mutual Aid Onboarding Video (40Min)	0.125	2	Online
VEGM-0109WBT: Assess Treatment of Re-Sprouting (45Min)	0.125	2	Online
SAFE-9052RVL: Wildfire: PSPS Lessons Learned (1hr)	0.125	2	Online
SAFE-1507WBT: TD1464S Fire Precaution 2021 Supp(30Min)	0.125	2	Online
PSPS-0113WBT: FORCE Tool Overview (30Min)	0.0625	1	Online
PSPS-0114WBT: PSPS Portal User Support (45Min)	0.0625	1	Online
PSPS-0115WBT: Situation Unit Data Analyst PSPS (30Min)	0.0625	1	Online

Acronym	Meaning
ACM	Apprentice Corrosion Mechanic
ACS	Apprentice Cable Splicer
ADMS	Advanced Distribution Management System
ADSO	Apprentice Distribution System Operator
AET	Apprentice Electrical Technician
AFAP	Apprentice Fitter Arc Program
ALW	Apprentice Line Worker
AMST	Apprentice Metering System Technician
AVIS	Aviation Training
DLT	Distribution Line Technician
ESUB	Evolution Substation Training
GPOM	Gas Pipeline Operation & Maintenance
GSR	Gas Service Representative
HEC	Human External Cargo
HOIT	Hydro Operator In Training
LCNG	Liquefied Natural Gas/Compressed Natural Gas
NBR	New Business Representative
OJE	On-the-Job Experience
OJT	On-the-Job Training
PGEN	Power Generation
PSOS	Power Systems Operator Training
SA	Skill Assessment
SPASA	Step Progression Assessment - Skill Assessment
SPT	Step Progression Test
TCOM	Telecommunications
TTT	Train the Trainer
SIPT	Safety and Infrastructure Protection Team
EQIP	Equipment Training
VL	Virtual Learning
WBT	Web-based Training