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Tony Marino  
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**2025 Executive Compensation Docket  
Docket Number #: 2025-EC**

**SUBJECT:** Southern California Edison Company's 2025 Executive Compensation  
Structure Non-Substantive Errata

Dear Deputy Director Marino:

On May 23, 2025, Southern California Edison Company (SCE) filed its 2025 Executive Compensation Structure. Since that filing, SCE has identified certain non-substantive errors that SCE does not believe materially impact the Office of Energy Infrastructure Safety's (Energy Safety) evaluation of SCE's 2025 Executive Compensation Structure, and SCE seeks to correct those errors here. In accordance with Energy Safety's Executive Compensation Structure Guidelines and Section 7 of the Energy Safety Policy Division Process Guidelines, SCE's corrections are set forth in the table on the following page. SCE also includes a redline showing the corrections to the relevant pages of the 2025 Executive Compensation Structure submission.

Sincerely,

//s//  
Michael A. Backstrom

Senior Vice President  
Regulatory Affairs

**SCE's 2025 Executive Compensation Structure**  
**Table of Non-Substantive Errata**

| Section                                                                  | Table       | Page Number(s) | Description of Correction                                                                        | Reason for Correction                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------|-------------|----------------|--------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.3.2 – Previous Year STIP Metrics – Minimum, Target, Maximum and Actual | Table 1.3.4 | Page 17        | Corrected the "Actual Performance" value for the 2024 Covered Conductor metric from 813 to 796.  | The 2024 STIP payout included a 0% contribution from the Covered Conductor metric, since Actual Performance was less than the minimum score level of 950 circuit miles of covered conductor. Subsequent validation has determined that the actual number of circuit miles of covered conductor installed in 2024 was 796 (i.e., less than the minimum score level of 950 circuit miles). The adjustment to the "Actual Performance" value corrects the number of covered conductor circuit miles completed in 2024. |
| 1.3.6 – Historical STIP Data                                             | Table 1.3.7 | Page 36        | Corrected the "Current Year -1" value for the 2024 Covered Conductor metric from 786 to 796.     | The adjustment corrects the number of covered conductor circuit miles completed in 2024.                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 1.3.6 – Historical STIP Data                                             | Table 1.3.7 | Page 36        | Corrected the "Current Year -2" value for the 2023 Covered Conductor metric from 1,198 to 1,220. | The adjustment corrects the number of covered conductor circuit miles completed in 2023.                                                                                                                                                                                                                                                                                                                                                                                                                            |

### 1.3.2 Previous Year STIP Metrics – Minimum, Target, Maximum and Actual

**Instructions:** Complete Table 1.3.4 for the previous year' STIP metrics, adding rows as necessary. See **Attachment 3** for a discussion of categories and sub-categories.

*Table 1.3.4  
Previous Year STIP – Minimum, Target, and Maximum Versus Actual*

| Category                    | Sub-Category                          | Metric                                                      | Metric Type     | Weight      | Min       | Target    | Max       | Actual Performance | Weighted Contribution |
|-----------------------------|---------------------------------------|-------------------------------------------------------------|-----------------|-------------|-----------|-----------|-----------|--------------------|-----------------------|
| Other Safety; Security; ESG | Public Safety; Compliance / Adherence | Foundational Goals <sup>6</sup>                             | Lagging Outcome | Deduct Only | No Deduct | No Deduct | No Deduct | Met                | 0                     |
| Subtotal:                   |                                       |                                                             |                 | Deduct Only |           |           |           |                    | 0                     |
| Other Safety                | Workforce Safety                      | Employee Edison Electric Institute (EEI) SIF Rate           | Lagging Outcome | 5%          | 0.091     | 0.076     | 0.061     | 0.130              | = 5%*0%<br>0%         |
|                             |                                       | High Energy Control Assessments (HECA) on high-hazard tasks | Leading         | 3%          | 6,500     | 9,000     | 11,500    | 25,945             | = 3%*200%<br>6%       |

<sup>6</sup> The foundational goals had the following success measures: no employee fatalities; no serious injuries to public from system failure; no significant non-compliance events; and maintain effective controls and cybersecurity measures to prevent and mitigate significant disruption, data breach or system failure. See explanation provided in Section 1.3.1.2 for additional information about potential deductions.

| Category        | Sub-Category                | Metric                                                                                                                | Metric Type                              | Weight | Min   | Target | Max    | Actual Performance | Weighted Contribution |
|-----------------|-----------------------------|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------|--------|-------|--------|--------|--------------------|-----------------------|
|                 |                             | Observations of employees in high-hazard occupations that include either opportunities for improvement or Recognition | Leading                                  | 2%     | 8,000 | 9,400  | 10,800 | 35,864             | = 2%*200%<br>4%       |
| Subtotal        |                             |                                                                                                                       |                                          | 10%    |       |        |        |                    | 10%                   |
| Wildfire Safety | Wildfire Mitigation Metrics | CPUC Reportable Ignitions in High Fire Risk Areas (HFRA)                                                              | Leading/<br>Lagging Outcome <sup>7</sup> | 6%     | 45    | 37     | 29     | 48                 | = 6%*0%<br>0%         |
|                 |                             | Covered Conductor                                                                                                     | Leading                                  | 6%     | 950   | 1,050  | 1,150  | 813<br>796         | = 6%*0%<br>0%         |
|                 |                             | Overhead Inspections and Remediations in HFRA                                                                         | Leading                                  | 6%     | 60%   | 70%    | 80%    | 69%                | =6%*90%<br>5%         |
|                 |                             | Vegetation Line Clearing                                                                                              | Leading                                  | 6%     | 80%   | 85%    | 90%    | 86%                | =6%*120%<br>7%        |

<sup>7</sup> Ignitions is a lagging/outcome metric for reducing wildfire risk, but a leading indicator for reducing public safety serious injuries and fatalities.

| Category                        | Sub-Category | Metric                                                      | Metric Type     | Weight | Min | Target | Max  | Actual Performance | Weighted Contribution   |
|---------------------------------|--------------|-------------------------------------------------------------|-----------------|--------|-----|--------|------|--------------------|-------------------------|
|                                 |              | PSPS: Improve Customer Notifications Before De-energization | Leading         | 6%     | 96% | 98%    | 100% | 99.8%              | =6%*((190%+0%)/2)<br>6% |
|                                 |              | PSPS: Improve Customer Notifications After De-energization  | Leading         |        |     |        |      | 94%                |                         |
| Subtotal:                       |              |                                                             |                 | 30%    |     |        |      |                    | 18%                     |
| Security                        |              | Mature Enterprise-wide Phishing Program Click Rate          | Leading         | 3%     | 6%  | 5%     | 4%   | 4.6%               | =3%*140%<br>4%          |
|                                 |              | Mature Enterprise-wide Phishing Program Reporting Rate      | Leading         | 2%     | 32% | 37%    | 42%  | 38.1%              | =2%*122%<br>2%          |
| Subtotal:                       |              |                                                             |                 | 5%     |     |        |      |                    | 6%                      |
| Other Operational / Improvement |              | Quality conformance index                                   | Lagging Outcome | 5%     | 87% | 91%    | 95%  | 93%                | =5%*150%<br>8%          |
|                                 |              | Implement 2024 planned improvement actions                  | Activity-based* | 4%     | N/A | N/A    | N/A  | N/A                | =6%                     |
| Subtotal:                       |              |                                                             |                 | 9%     |     |        |      |                    | 14%                     |

| Category                                | Sub-Category | Metric                                                                                                                    | Metric Type                                 | Weight | Min             | Target          | Max             | Actual Performance | Weighted Contribution      |
|-----------------------------------------|--------------|---------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|--------|-----------------|-----------------|-----------------|--------------------|----------------------------|
| Financial                               |              | Achieve CPUC and FERC jurisdictional capital improvement plan execution, consistent with appropriate regulatory direction | Activity-based*Error! Bookmark not defined. | 5%     | N/A             | N/A             | N/A             | N/A                | =4%                        |
|                                         |              | Achieve SCE core earnings target <sup>8</sup>                                                                             | Lagging Outcome                             | 25%    | \$1,999 million | \$2,221 million | \$2,443 million | \$2,233 million    | =25%*105%<br>26%           |
| Subtotal:                               |              |                                                                                                                           |                                             | 30%    |                 |                 |                 |                    | 30%                        |
| Customer Service                        | Reliability  | SAIDI, Repair                                                                                                             | Lagging Outcome                             | 4%     | 105             | 95              | 85              | 99                 | =4%*70% <sup>9</sup><br>3% |
|                                         |              | Billing & Payment and Outage Net Score                                                                                    | Lagging Outcome                             | 6%     | -2              | 10              | 22              | 13                 | =6%*125%<br>8%             |
| Subtotal:                               |              |                                                                                                                           |                                             | 10%    |                 |                 |                 |                    | 11%                        |
| Environmental, Social, Governance (ESG) |              | Transportation Electrification (TE) charging port installations                                                           | Lagging Outcome                             | 2%     | 700             | 1,200           | 2,700           | 4,048              | =2%*200%<br>4%             |
| Subtotal:                               |              |                                                                                                                           |                                             | 2%     |                 |                 |                 |                    | 4%                         |

<sup>8</sup> The STIP payout may be zero if core earnings performance falls below the Threshold level. The Threshold level is 80% of the core earnings target.

<sup>9</sup> Performance reflects adjustment for above 5-year average de-energization from external agency requests.

| Category                               | Sub-Category | Metric                                                                     | Metric Type     | Weight | Min | Target | Max | Actual Performance | Weighted Contribution |
|----------------------------------------|--------------|----------------------------------------------------------------------------|-----------------|--------|-----|--------|-----|--------------------|-----------------------|
| Diversity, Equity, and Inclusion (DEI) |              | Execute targeted initiatives driving employee inclusion and representation | Activity-based* | 2%     | N/A | N/A    | N/A | N/A                | =3%                   |
|                                        |              | Diverse Business Enterprise (DBE) spend                                    | Lagging Outcome | 2%     | 34% | 37%    | 40% | 36%                | =2%*67%<br>1%         |
| Subtotal:                              |              |                                                                            |                 | 4%     |     |        |     |                    | 4%                    |
| TOTAL                                  |              |                                                                            |                 | 100%   |     |        |     |                    | 97%                   |

\* Activity-based metrics are qualitative in nature.



### 1.3.6 Historical STIP Data

**Instructions:** the electrical corporation must provide historical performance data for Current Year's STIP metrics. If data is lacking, or should be considered in a certain context, explain in the Notes/Context field provided why there is no data for a given year(s) and the relevant context. The electrical corporation must provide historical STIP data for any newly added metric in the current performance period. The electrical corporation may add rows as necessary.

*Table 1.3.7*  
*STIP Metric Historical Actual Performance*

| Metric/Measure                                                                                                 | Current Year -5 | Current Year -4 | Current Year -3 | Current Year -2        | Current Year -1    |
|----------------------------------------------------------------------------------------------------------------|-----------------|-----------------|-----------------|------------------------|--------------------|
| Employee EEI SIF Rate                                                                                          | 0.044           | 0.031           | 0.024           | 0.045                  | 0.036              |
| High Energy Control Assessments (HECA) on high-hazard tasks*                                                   | N/A             | N/A             | N/A             | N/A                    | 25,945             |
| Quality observations of employees in high-hazard occupations that include either opportunities or recognition* | N/A             | N/A             | N/A             | N/A                    | 35,864             |
| CPUC reportable ignitions in HFRA                                                                              | 51              | 48              | 41              | 19                     | 48                 |
| Covered Conductor                                                                                              | 965             | 1,454           | 1,399           | <del>1,198</del> 1,220 | <del>786</del> 796 |
| Targeted Undergrounding*                                                                                       | N/A             | N/A             | N/A             | N/A                    | N/A                |
| Overhead Inspections and Remediations in HFRA                                                                  | 72%             | 74%             | 80%             | 79%                    | 69%                |
| Vegetation Line Clearing                                                                                       | 82%             | 79%             | 88%             | 86%                    | 86%                |
| PSPS: Improve Customer Notifications Before De-energization*                                                   | N/A             | N/A             | N/A             | 97%                    | 100%               |
| PSPS: Improve Customer Notifications After De-energization*                                                    | N/A             | N/A             | N/A             | 86%                    | 94%                |
| Mature Enterprise-wide Phishing Program: Click Rate*                                                           | N/A             | N/A             | N/A             | N/A                    | 4.6%               |
| Mature Enterprise-wide Phishing Program: Reporting Rate*                                                       | N/A             | N/A             | N/A             | N/A                    | 38.1%              |



| Metric/Measure                                             | Current Year -5 | Current Year -4 | Current Year -3 | Current Year -2 | Current Year -1 |
|------------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Sustain quality performance in key programs*               | N/A             | N/A             | N/A             | 93%             | 93%             |
| CPUC and FERC Capital Execution                            | \$5,536         | \$5,370         | \$5,678         | \$5,411         | \$5,741         |
| System Average Interruption Duration Index (SAIDI), Repair | 88              | 102             | 100             | 94              | 99              |
| Workforce Development*                                     | N/A             | N/A             | N/A             | N/A             | N/A             |
| TE Charging port installations*                            | N/A             | N/A             | N/A             | N/A             | 4,048           |
| Achieve Billing & Payment and Outage Net Score*            | N/A             | N/A             | N/A             | 7               | 13              |
| Implement 2025 planned improvement actions*                | N/A             | N/A             | N/A             | N/A             | N/A             |

Notes/Context:

\*"N/A" is used in this row for years where the collected data (if any) reflects a different methodology or definition than is being applied to the calculation for the current year.