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2025 General Rate Case

Total Compensation Study

Before the
Public Utilities Commission of the State of California

Rosemead, California
May 12, 2023



2025 General Rate Case Total Compensation Study

**Southern California Edison
Company**

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Introduction

WTW was selected by Southern California Edison (“SCE”), to conduct an independent Total Compensation Study (“TCS Study”) of selected representative jobs at SCE for the purpose of assessing the competitiveness of SCE’s total compensation. The TCS Study was conducted as part of SCE’s 2025 General Rate Case (GRC) filing. The California Public Advocates Office (Cal-PA) has participated in previous Studies; however, Cal-PA did not participate in this TCS Study or the previous two Studies.

The approach for conducting the TCS Study and reporting the results involved representatives from SCE and WTW working together as a project team. Project Team decisions concerning methodology, the rationale for making these decisions, and various points of view are referenced in this report and in the Project Team meeting notes (Appendix F).

Members of the Project Team included:

- Sergey Trakhtenberg, SCE, Co-Engagement Lead
- Jennifer Roberts, SCE, Co-Engagement Lead / Compensation Subject Matter Expert
- Mark Bennett, SCE, Engagement Advisor
- Pamela Arnold, SCE, Coordinator for HR - GRC Representative
- George Grana, SCE, Project Management Office
- Stephen Lumel, SCE, Compensation Advisor
- Sofia Sham, SCE, Compensation Advisor
- Chuck Chan, SCE, Executive Compensation Advisor
- Olga Buendia, SCE, Executive Compensation Advisor
- Penny Carter-Lockert, SCE, Benefits Subject Matter Expert
- Lu Weiss, SCE, Benefits Advisor
- Janet Mok, SCE, HR Advisor
- Catherine Hartmann, WTW, Senior Consultant, Work, Rewards & Careers
- Andrew Neidinger, WTW, Consultant, Work, Rewards & Careers
- Vicki Davidson, WTW, Project Management Office/Consultant, Work, Rewards & Careers
- Dan Mumenthaler, WTW, Consultant, Executive Compensation & Board Advisory
- Cory Misterek, WTW, Senior Consultant, Health & Benefits
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- Dave Stablein, WTW, Senior Consultant, Retirement
- John Goudelias, WTW, Manager, BDS-US

The results of the TCS Study and background on the process, methodology, assumptions, and information used to conduct this TCS Study are included in this report.

Scope of the TCS Study

This TCS Study evaluates the competitiveness of total compensation provided by SCE to its employees based on a selection of SCE jobs (“benchmark jobs”). Benchmark jobs are those positions that are common across comparable organizations and for which total compensation data are available from published surveys. The TCS Study covers 393 benchmark jobs at SCE representing 8,165 SCE employees (63.1% of 12,930 total SCE employees¹) as of December 31, 2022. The employee categories represented by the benchmark jobs selected by SCE and WTW, which are consistent with prior Studies, are:

- Executive
- Manager/Supervisor
- Professional/Technical
- Physical/Technical
- Clerical

Market total compensation is defined as total compensation (base salary, short-term incentives, long-term incentives, plus the value of employee benefits). The methodology examines each of the elements of total cash, long-term incentives, and benefits separately, and then combines the values to obtain total compensation. The total compensation valuations and comparisons in the TCS Study were based on the following components of total compensation:

- Actual and target total cash compensation consists of;
 - Base salary
 - Actual short-term incentives (actual amounts for 2021 performance, paid in 2022) or;
 - Target short-term incentives
- Actual and target total compensation
 - Actual or target total cash compensation
 - Long-term incentives
 - Employee benefits
 - Defined benefit pension, defined contribution retirement plans and employee stock purchase plans
 - Disability plans
 - Medical plans (active and retiree)
 - Dental plans (active)
 - Life insurance (active and retiree group life and active accidental death and dismemberment)

To determine competitive standing, total compensation levels for SCE benchmark jobs were compared to total compensation levels for similar positions at comparable employers. A group of utility industry and general industry companies was selected as comparable employers (“peer companies”) for the benefits analyses utilized to develop total compensation. See “Benefits Peer Groups” subsection for the list of the peer companies used in the TCS Study.

WTW has also noted that post-pandemic survey data indicates that the majority of employees want to work remotely, either most of the time or via hybrid arrangements. The expansion of remote work options for California-based employees is broadening the talent market SCE and other organizations

¹ Excludes part-time employees, and temporary employees such as apprentices and interns.

compete with, although SCE does not widely offer work-from-home mode, other employers in their talent market often do.²

Overview of the TCS Study Results

WTW concludes that SCE's *target* total compensation level for all SCE jobs is within the competitive range (+/-10 percent) utilized for other California rate cases, and in aggregate is 0.5% below the average (mean) of the competitive market. SCE's *actual* total compensation is within range (+/-10 percent) for all SCE jobs and is in aggregate is 0.6% below the average (mean) of the competitive market.

The TCS Study covers 63.1% of SCE employee population. The TCS Study results are presented in Table 1A. The table shows SCE's competitive standing for each element of total compensation.

Table 1A: SCE versus Market — Competitive Summary

2025 GRC-TCS

Table 1A: Competitive Summary (SCE versus Market)

Job Category	SCE Population in Study	Benchmark Jobs	SCE Payroll Dollars	Payroll Weighting	SCE vs. Market						
					Base Pay	Target Total Cash Comp	Actual Total Cash Comp ¹	LTI	Benefits ²	Target Total Comp	Actual Total Comp ³
Executive	17	17	\$7,645,110	0.7%	0.7%	0.2%	-5.2%	-7.2%	54.0%	1.3%	-2.5%
Manager/Supervisor	1,241	119	\$250,953,524	21.6%	-6.9%	-5.9%	-5.6%	-35.4%	20.1%	-3.1%	-2.9%
Professional/Technical	3,662	224	\$502,344,140	43.2%	-10.0%	-8.4%	-9.3%	-	20.6%	-4.2%	-4.9%
Physical/Technical	2,296	19	\$302,068,399	26.0%	7.8%	6.5%	7.3%	-	21.1%	9.0%	9.6%
Clerical	949	14	\$98,576,003	8.5%	-8.1%	-8.4%	-9.0%	-	15.9%	-3.8%	-4.4%
Overall⁴	8,165	393	1,161,587,176	100.0%	-4.5%	-3.9%	-4.1%	-34.6%	20.4%	-0.5%	-0.6%

¹Actual total cash reflects base pay plus short-term (annual) incentives, target total cash reflects base pay plus target short-term incentive opportunity

²See "Interpretation of Results by WTW" for an explanation of the difference in benefit valuation when compared to the 2021 TCS Study and see Appendix E for a detailed description of the Benefits Methodology

³Actual total comp reflects base pay plus short-term (annual) incentives plus long-term incentives plus benefit values

⁴Results weighted by SCE target total cash compensation

Competitive positioning by employee category for SCE (see Table 1A) at Target Total Compensation are as follows:

1.1 Executive

Target total compensation for the Executive jobs is 1.3% above average of the competitive market.

1.2 Manager/Supervisor

Target total compensation for the Manager/Supervisor jobs is 3.1% below the average of the competitive market.

1.3 Professional/Technical

Target total compensation for the Professional/Technical jobs is 4.2% below the average of the competitive market.

1.4 Physical/Technical

Target total compensation for the Physical/Technical jobs is 9.0% above the average of the competitive market.

1.5 Clerical

Target total compensation for the Clerical jobs is 3.8% below the average of the competitive market.

² Global Benefits Attitudes Survey based on data from 9,658 U.S. employees from large and midsize private employers conducted December 2021/January 2022.

INTERPRETATION OF RESULTS BY WTW

WTW considers +/- 10% of the average or mean of the competitive market to be the range of competitiveness for this Study. This range is consistent with WTW methodology conducted in other California Total Compensation rate case studies. A range such as this is generally considered by compensation professionals to be a standard of competitiveness due to variances in employee performance levels, years of experience, and tenure within and across organizations. WTW has conducted similar studies in support of numerous rate cases in California, where +/- 10% of mean or average have been accepted as at the competitive market. For certain components of compensation, such as benefits, larger variances are common. Because of the variables involved — matching benchmark jobs to survey information, matching career levels, sample size, and data quality issues — in a TCS Study such as this, a range should be considered in evaluating the competitiveness of compensation.

Note that relative benefit values depend heavily both on selected peers, the methodology, and assumptions used to value benefits for SCE and its peers. WTW's benefits valuation utilized by SCE for this TCS Study uses a methodology that results in a higher SCE benefit value relative to other reasonable methodologies, including that used in prior SCE GRC filings. As such, the valuation methodology used in this study produces a conservative result which avoids understatement of SCE benefit program values, and in combination with the other components of total compensation produces a SCE total compensation value within the competitive range. Key components of WTW's benefits valuation methodology which produce this more conservative result include the use of stable, long-term assumptions for discount rates and cash balance interest crediting rates in the valuation of defined benefit programs (vs. current US GAAP assumptions which change annually), no adjustment for vesting provisions, the use of median as opposed to average peer values and the valuation of defined contribution benefits using assumed employee deferrals that vary based on matching percentage, contribution level needed to receive the match and employee compensation. SCE did not make significant changes to the benefit programs between the 2021 TCS Study and this TCS Study, therefore the movement in competitive positioning is attributable to the change in methodology. Further, benefits are not the largest portion of total compensation for SCE — in aggregate for executives benefits are 4% of total compensation, for manager/supervisor category 13% of total compensation, for professional/technical 14% of total compensation and for both physical/technical and clerical are 17% of total compensation.

Additionally, for certain SCE employee categories, such as executives, and for certain components of total compensation, such as benefits, WTW acknowledges that larger variances are common — often in excess of plus or minus 20 percent. This variation is especially true for retirement benefits. In our experience, large employers (including some large utility organizations), of similar size and complexity as SCE, have shifted over the past decade in response to shareholder feedback and changes in proxy disclosure rules to significantly reduce the value of executive retirement arrangements — and often increase other elements of variable pay (e. g., target bonus or long-term incentive opportunity) in exchange for reduced retirement benefits to maintain overall competitiveness.

Furthermore, for SCE employee categories with a significant represented population, WTW acknowledges the limited ability to influence total compensation, given the bargaining process. For SCE, the majority of roles in the Physical/Technical employee category are represented and for the Clerical employee category a portion are also represented.

WTW also notes that the approach to delivering total compensation is driven largely by each organization's compensation philosophy. We find this practice common among other utilities we work with, including SCE. Each utility uses their total compensation dollars as they see fit to deliver on their organizations' strategy, therefore the mix of pay will vary depending on several factors that influence

compensation philosophy such as talent strategy, talent market attraction and retention needs, etc. With this in mind, we recommend that competitiveness be evaluated in total rather than discreetly by category of reward or benefit.

Summary of Population Coverage

Table 2A: Study Coverage of SCE Population

2025 GRC-TCS

Table 2A: Study Coverage of SCE Population

Job Category	In Total		In Study			
	SCE Population	# of Jobs	# of SCE Incumbents	% of SCE Population	# of Jobs	% of SCE Jobs
Executive	41	41	17	41.5%	17	41.5%
Manager/Supervisor	1,942	392	1,241	63.9%	119	30.4%
Professional/Technical	5,454	548	3,662	67.1%	224	40.9%
Physical/Technical	3,968	162	2,296	57.9%	19	11.7%
Clerical	1,525	63	949	62.2%	14	22.2%
Overall	12,930	1,206	8,165	63.1%	393	32.6%

This competitive TCS Study is an analysis of total compensation levels for a significant sample of SCE's total employee population. Due to the large number of SCE employees in the benchmark jobs selected for this TCS Study, WTW is confident that this TCS Study accurately represents the competitive positioning for the organization.

Table 2A summarizes the percentage of the total SCE employee population represented by the benchmark jobs ("coverage") that this TCS Study provides. They show the number of SCE employees that are in benchmark jobs compared to the total number of SCE employees in each employee category. Overall, this TCS Study covers 63.1% of SCE's total employee population. WTW believes that the TCS Study coverage is sufficiently high to obtain an accurate representation of the competitive positioning for SCE's total employee population.

Supporting Documentation

The appendices to this report provide additional information that supports the TCS Study's results:

- Appendix A - I is a list of the employee profiles that were developed for benefits analyses.
- Appendix A - II is a list of the SCE benchmark jobs organized by SCE employee category and includes profile numbers for each benchmark job.
- Appendix B is a detailed competitive summary that provides the results for each SCE benchmark job within each SCE employee category. Subtotals are provided at the end of each employee category.
- Appendix C provides the average total compensation dollars for each SCE employee category by compensation component.
- Appendix D provides the aggregate total compensation dollars for each SCE employee category by compensation component.

- Appendix E is a detailed summary of the methodology used to value employee benefits in the TCS Study.
- Appendix F provides summaries of each of the project team meetings. All decisions concerning methodology and the rationale for making these decisions are referenced in the project team meeting notes.
- Appendix G is a glossary of compensation-related terms used throughout this report.

TCS Study Methodology

SCE EMPLOYEE CATEGORIES

For purposes of this TCS Study, SCE placed benchmark jobs into one of five employee categories. These categories are specific and comparable to categorizations in other California rate cases as well as prior SCE rate cases. These categories described below may differ from the way jobs are categorized internally at SCE. The employee categories are as follows:

- 1) *Executive* — This job category includes the limited group of officers who are responsible for the overall direction of the company. Officers of EIX who have some responsibility for utility matters were included. (SCE is not seeking recovery for 3b-7 Executive Officers).
- 2) *Manager/Supervisor* — Benchmark jobs in this category are classified as exempt under the Fair Labor Standards Act ² (FLSA). This category contains different levels of leadership jobs with primary responsibility for directing the work of others and for the final work product in a unit of the company.
- 3) *Professional/Technical* — These benchmark jobs generally are individual contributors that are typically classified as exempt under the FLSA. These benchmark jobs usually require a college degree and the nature of the work involves extensive analysis and independent judgment. The benchmark jobs in this category are not covered by a collective bargaining agreement.
- 4) *Physical/Technical* — Benchmark jobs in this category are nonexempt under the FLSA. This category contains both field jobs requiring physical activities that are repetitive in nature and individual contributor technical jobs, such as a Troubleshooter. Physical (field) jobs are found more frequently in utility companies and are usually covered by a collective bargaining agreement. They often have formal apprenticeship programs and typically do not require college study. Technical jobs may require some college study, but a college degree is not required. Many have formal training programs in the company.
- 5) *Clerical* — These benchmark jobs are nonexempt under the FLSA. Jobs in this group usually are located in an office environment (although there are exceptions, such as meter technicians, energy advisors, material operations) and require activities that are generally administrative or clerical in nature. These jobs may require some college study, but a college degree is not required. Some clerical jobs at SCE are covered by a collective bargaining agreement, unlike most clerical jobs in the competitive market.

² The Fair Labor Standards Act (“FLSA”) of 1938 is a federal law that governs minimum wage, overtime pay, child labor and record-keeping requirements. The law also determines the type of positions that are exempt from minimum wage and overtime provisions. Under FLSA, “nonexempt” employees must be paid one-and-a-half times their normal wage rates for all hours worked in excess of 40 in any work week. Some states, including California, require overtime pay for nonexempt positions for hours exceeding 8 worked in one day.

SCE BENCHMARK JOB SELECTION PROCESS

This TCS Study includes 393 unique benchmark jobs at SCE representing 8,165 employees as of December 2022.

Benchmark jobs were selected from the following five SCE employee categories: 1) Executive, 2) Manager/Supervisor, 3) Professional/Technical, 4) Physical/Technical, and 5) Clerical.

SCE provided WTW with an initial job list that included the following:

- All job classifications with one or more incumbents as of September 2022
- All jobs initially identified for the 2021 GRC-TCS, including jobs excluded from that TCS Study for reasons such as lack of sufficient market information (matches, survey data)
- On an ongoing basis, SCE focuses on right-aligning jobs in the organizations to market and corresponding survey jobs. This is part of SCE's ongoing effort to ensure the relevance of market matches

Jobs chosen to be benchmark jobs met all or most of the following criteria:

- Jobs that were usually found in existing surveys that provide reliable competitive market data
- Jobs that, in aggregate, represented the largest number of incumbents to provide a representative cross-section of the employee population
 - Across the entire company
 - Across organization levels within the company
- Jobs that were representative of a job category or job family for cross-coverage
- Jobs that had a clearly definable scope of position, required education/experience, skills, and abilities

JOB MATCHING PROCESS

The Project Team worked together and conducted the benchmark job matching for this TCS Study over several weeks. The 2021 GRC-TCS benchmark positions were used as an initial starting point for consistency and to maximize efficiency and help manage overall TCS Study costs, from there SCE provided preliminary job matches where WTW reviewed and adjusted where necessary. SCE and WTW began the job matching process by reviewing benchmark jobs that met the criteria established. The WTW Project Team also identified new survey positions that were comparable to benchmark jobs at SCE (this is referred to as the “matching process”).

Survey positions were selected for benchmark jobs based on:

- Matches of benchmark jobs to survey positions that were validated and used in the 2021 SCE GRC-TCS
- Knowledge of the benchmark job scope and function by SCE Human Resources and line operations
- WTW's experience and knowledge of the survey positions and the survey job leveling guides
- Comparable survey position matches selected by the Project Team from compensation surveys conducted by reputable consulting firms

A survey position was deemed to be an effective match to a benchmark job if the composition (e.g., scope, duties or function) of a survey job reflected 80% of the SCE benchmark composition. The 80%

guideline is a standard guideline for compensation professionals. For executive benchmark jobs, survey positions also reflected the reporting level of the benchmark jobs in the organization.

Appendix A - I contains a list of SCE benchmark jobs and corresponding employee counts, by employee category that were included in the TCS Study.

The resulting coverage of SCE employees in the final results ranged from 67.1% for the Professional/Technical employee category to 41.5% for the Executive employee category. Overall, there was a 63.1% coverage of the total SCE population by benchmark jobs (see Table 2A on page 5).

SURVEY SOURCES

Multiple survey sources were selected to ensure relevant and representative total compensation data for SCE benchmark jobs. For each survey source, data were pulled representing company-weighted data to ensure that no one company influenced the market rates. The survey sources are as follows:

Survey/Data Source	Data Type
WTW Compensation Data Bank (CDB) <ul style="list-style-type: none"> Energy Services Survey: Executive and Middle Management & Professional Surveys General Industry Survey: Executive and Middle Management & Professional Surveys 	Compensation Data
Mercer Benchmark Database Survey	Compensation Data
Radford Global Compensation Survey	Compensation Data
WTW Benefits Database	Benefits Data

COMPENSATION DATA SOURCES AND SCOPES

The current U.S. labor market is under a significant deal of volatility post-pandemic driven by high levels of inflation, upticks in early and planned retirements, openness of employees to take new opportunities, pressures on talent supply, as well as the demand for workers with new and emerging skills. Therefore, it is important to keep in mind that the survey data utilized for our assessment represents a specific point in time and may trail market trends to a certain degree.

For each survey, specific data cuts were used for each different employee category to ensure an accurate reflection of the labor market in which SCE competes for talent. From our experience, revenue scope provides a compensation differential at the Executive and Manager/Supervisor level. For this reason and comparability purposes with other larger employers within these employee categories, we will scope the data by revenue size, where available, to provide the most relevant comparator group. We utilized SCE's estimated revenue size of \$17.172B .

Employee Category	Survey	Industry Scope	Revenue Scope
1) Executive	2022 WTW CDB General Industry Executive Compensation Survey	General Industry Data	Revenue = \$8B-\$35B
	2022 WTW CDB Energy Services Executive Compensation Survey	Energy Services Data	Revenue = \$8B-\$35B
2) Manager/ Supervisor	2022 WTW CDB General Industry Middle Management & Professional Compensation Survey	General Industry Data	Total Sample and Revenue = \$8B-\$35B
	2022 WTW CDB Energy Services Middle Management & Professional Compensation Survey	Energy Services Data	Total Sample and Revenue = \$8B-\$35B
	2022 Radford Global Compensation Database	General Industry Data	Total Sample and Revenue = \$10B-\$20B
	2022 Mercer Benchmark Database Compensation Survey	General Industry Data	Total Sample and Revenue = \$8B-\$35B
3) Professional/ Technical	2022 WTW CDB General Industry Middle Management & Professional Compensation Survey	General Industry Data	Total Sample and Revenue = \$8B-\$35B
	2022 WTW CDB Energy Services Middle Management & Professional Compensation Survey	Energy Services Data	Total Sample and Revenue = \$8B-\$35B
	2022 Radford Global Compensation Database	General Industry Data Energy Services Data	Total Sample and Revenue = \$10B-\$20B
	2022 Mercer Benchmark Database Survey	General Industry Data	Total Sample and Revenue = \$8B-\$35B
4) Physical/ Technical	2022 WTW CDB General Industry Middle Management & Professional Compensation Survey	General Industry Data	Total Sample
	2022 WTW CDB Energy Services Middle Management & Professional Compensation Survey	Energy Services Data	Total Sample
	2022 Radford Global Compensation Database	General Industry Data Energy Services Data	Total Sample
	2022 Mercer Benchmark Database Survey	General Industry Data	Total Sample
5) Clerical	2022 WTW CDB Energy Services Middle Management & Professional Compensation Survey	Energy Services Data	Total Sample

COMPONENTS OF TOTAL COMPENSATION

The compensation elements are effective December 2022 and include:

- Base salary (annualized rate) reflective of the most recent compensation structure
- Actual short-term incentives reflective of bonuses paid in 2022 for 2021 performance
- Target short-term incentives reflective of target bonuses
- Long-term Incentives
- Employee benefits
 - Defined benefit pension and defined contribution retirement plans
 - Disability plans
 - Medical plans (active and retiree)
 - Dental plans (active and retiree)
 - Life insurance (active and retiree group life and active accidental death and dismemberment)

The following components of compensation will be excluded from the TCS Study because either most survey sources do not include such data, the collection of the data by survey providers is inconsistent and too volatile, or the value of the benefit is included in base salary:

- Vacation
- Overtime pay and shift differentials
- Paid time off (if in excess of vacation time)
- Special recognition awards or spot bonuses

TOTAL COMPENSATION VALUE COMPUTATION

- Market cash compensation values by benchmark job were derived from multiple survey sources based on agreed-upon matches and the availability of quality market data (i.e., sufficient number of companies, good correlations of average and 50th percentile, etc.).
 - Geographic differentials were applied to market cash compensation values for developing employee profiles for benefits analysis for all job categories except for Executives
 - Geographic differentials were also applied to market cash compensation for total compensation value summation, i.e., total compensation as a summation of market cash compensation and benefits. Further explanations on methodology and rationale can be found in the following section for Cash Compensation Valuation Methodology.
- A total of 25 employee profiles have been developed and associated with each job category; this number of employee profiles is consistent with the number used for recent California-based utilities' rate cases ranging from 25 to 30 employee profiles
- These profiles currently reflect demographic information i.e., age, tenure and prevalent gender as is relevant to SCE's employee population. The following guiding principles were followed to develop the employee profiles:
 - Employee profiles were derived based on market data that aligns with WTW's general understanding of pay practices prevalent in the industry (e.g., similar range spreads).
 - Employee profiles were segregated into union and non-union specific profiles for the categories of Clerical and Physical/Technical since benefits plans vary across both groups.
 - Employee profiles were segregated for the executive population into specific profiles since benefit plans vary for this group.
 - To the best extent where market data supported the view, like jobs (based on job family, roles and responsibilities) were aligned to a single profile (e.g., separate profiles for supervisors vs. managers).
- Benefits values were then calculated for each employee profile, using WTW's standard benefits valuation methodology, details of which can be found in Appendix E.
- Benefit values by benchmark job were then derived as a percentage of base pay (for retirement benefits, which are pay-based) plus a fixed amount (for non-pay-based benefits) for each employee profile and applied to each benchmark job.
- Cash compensation and benefits values were added together to obtain total compensation values for the TCS Study.

Details on how the employee profiles were developed, including market base pay information and demographic detail, are available in Appendix A - I.

CASH COMPENSATION VALUATION METHODOLOGY

Data Collection

WTW and other managers of surveys used in this TCS Study collect compensation data directly from companies participating in databases and surveys. The surveys collect base salary and short-term incentive for actual incumbents at companies participating in the surveys. Base salary, short-term incentive and long-term incentive data (where applicable) were collected from the various data sources and from SCE for each survey position, and then combined at the position level to obtain compensation values.

The analysis contains both actual and target data for short-term incentives. These short-term incentives were awarded in 2022 for 2021 performance. In certain cases where companies do not offer a short-term incentive for selected or all employees, base salary represents the entire total cash compensation package.

For certain benchmark job matches, WTW has weighted survey data from multiple data sources according to a predetermined methodology, i.e., jobs were matched to both general industry and energy services surveys, wherever possible (generally with a 50-50 weighting of general and energy services industry). For nonexempt jobs, if an hourly rate of pay was reported by a data source, it was multiplied by 2,080 hours to obtain an annualized rate of base compensation. For exempt jobs, WTW used an annual rate of salary.

Multiple statistics were developed for compensation analysis. Specifically, the 25th percentile, median, average, and the 75th percentile of the market are provided.

Geographic differentials were analyzed and developed for SCE's most populated locations. As per WTW's methodology, and to be consistent with the 2021 rate case, geographic differentials were applied to market base pay and short-term incentives.

Geographic Analysis:

In order to determine a good approach to account for geographic differentials, as a first step towards establishing a process, WTW analyzed the availability of geographic data in surveys. Geographic data for the Southern California market was available for some survey jobs but not for all. Due to the inconsistency of data availability, as well as the sizeable presence of the SCE workforce in Southern California, we decided that we would analyze market data at a national level and then apply a weighted geographic differential percentage, based on primary locations, to achieve a similar yet less volatile and statistically sound approach to geographic differentials. WTW has adopted a similar methodology in other rate cases.

WTW used Economic Research Institute's (ERI) Geographic Assessor to obtain cost of labor as well as cost of living differential data for the TCS Study. ERI was founded over 25 years ago and is known for having one of the most robust cost of living and cost of labor databases in the U.S. Annually, it compiles data from more than 1,000 industry sectors that the majority of Fortune 500 companies rely upon for expert witness testimony, relocations, disability determinations, board presentations, and setting branch office structures.

For the TCS Study, WTW specifically reviewed data from ERI for twelve cities, selected based on employees' work address, since they represent the highest SCE population (over 65% of SCE's population works at these twelve locations) across the enterprise. Employee work address is a preferred anchor for geographic analysis such as this as compared with home address.

- Rosemead, CA
- Pomona, CA
- Irwindale, CA
- Westminster, CA
- Santa Ana, CA
- Alhambra, CA
- Rancho Cucamonga, CA
- Ventura, CA
- Ontario, CA
- Compton, CA
- Redlands, CA
- Tulare, CA

WTW used the cost of labor differentials for these cities for our analysis since the value reflects the competitive difference for pay levels in the labor market, as understood by compensation professionals. Since cost of living reflects the cost of goods utilized by a typical consumer, including items such as housing, groceries and transportation, the cost of living index is not the best or preferred indicator of geographic differentials.

WTW analyzed the salary levels of each TCS Study job category to see the range of salaries that typically fall within a category. We then aligned the TCS Study job category specific salary levels to the ERI cost of labor salary levels, and applied SCE's population coverage in the twelve cities as a weight to derive a weighted average cost of labor differential for each TCS Study job category.

ERI Cost of Labor

SCE Locations	SCE Workforce Representation	ERI Cost of Labor Compared to National			
		Manager/ Supervisor	Professional/ Technical	Physical/ Technical	Clerical
1. Rosemead, CA	20.95%	15%	15%	15%	15%
2. Pomona, CA	12.46%	15%	15%	15%	14%
3. Irwindale, CA	6.38%	15%	15%	15%	14%
4. Westminster, CA	4.07%	12%	13%	13%	13%
5. Santa Ana, CA	3.62%	13%	13%	13%	13%
6. Alhambra, CA	3.45%	15%	15%	15%	14%
7. Rancho Cucamonga, CA	3.39%	8%	9%	9%	9%
8. Ventura, CA	2.64%	10%	11%	11%	11%
9. Ontario, CA	2.27%	8%	9%	9%	9%
10. Compton, CA	2.18%	15%	15%	15%	14%
11. Redlands, CA	1.98%	9%	9%	10%	9%
12. Tulare, CA	1.94%	4%	4%	4%	4%
Weighted Average Cost of Labor		13.25%	13.46%	13.73%	13.16%
Final Cost of Labor Applied		13%	13%	13%	13%

The cost of labor across all job categories and locations ranges between 4%-15% above national average and the weighted average cost of labor hovers around 13% above the national average. We applied a 13% geographic adjustment across all job categories, with the exception of the Executive job category. No geographical adjustments were applied to the Executive job category since WTW considers the labor market for this category to be at a broader national level.

Additionally, as described in the Total Compensation Valuation Methodology and Data Collection Sections above, geographic differentials were applied to market cash compensation values for employee profiles and were applied to market cash compensation for total compensation value summations and build up.

Effective Date

The survey and database sources used in the TCS Study collect base pay and short-term incentive from participating companies. Those sources and the effective dates are listed below.

Survey/Data Source	Effective Date
WTW CDB <ul style="list-style-type: none"> General Industry Survey: Executive and Middle Management & Professional Surveys Energy Services Survey: Executive and Middle Management & Professional Surveys 	April 1, 2022
Radford Global Compensation Database	April 1, 2022
Mercer Benchmark Database	March 1, 2022

To provide a common reference date for compensation values, the salary data from the surveys and databases were aged to a common effective date of December 31, 2022. Data is aged since compensation is paid over a year of employment and pay generally increases once per year, if at all. Incentives are generally paid once per year. As a result, incentive awards are not aged.

The effective date of the competitive salary data to be aged varied by survey source since survey providers collect data at different times. Aging compensation data, using general or industry-specific rates of salary increase to provide current competitive market compensation levels, is a generally accepted practice of major consulting firms. Typically, consultants and practitioners will age salary data up to two years from the effective date of the data. Aging factors are based on general salary and wage increases that represent the actual experience of companies or represent the companies' budgeted increases.

A single aging factor of 4.0% was applied to all jobs in all of SCE employee categories for surveys with effective dates in 2022. This 4.0% factor was applied on a prorated basis depending on the effective date of the data. This factor was determined by using multiple sources of publicly available, governmental, and proprietary sources of information on national and western region hourly and salaried wage increases for the utility and general industries based on mid-2022 and Q4 2022 data. Most companies are predicted to deliver higher than forecasted salary increases in 2023, largely due to their continued concern over talent supply and demand issues.

The data sources used to determine the aging factor are shown below:

Survey/Data Source	Industry	Avg. Actual 2022 Increases	Median Actual 2022 Increases	Avg. Projected 2023 Increases	Median Projected 2023 Increases
World@Work 2022 United States Salary Budget Survey (National)	Utility Industry	3.9%	3.5%	4.1%	4.0%
	All Industries	4.1%	3.8%	4.0%	4.1%
WTW 2022 United States General Industry Salary Budget (July)	Energy Services and Utilities Industry	4.0%	3.5%	4.1%	4.0%
	All Industries	3.9%	3.5%	4.0%	3.8%
WTW 2022 Mid-year Compensation Survey – North America (July)	Energy and Utilities	4.0%	---	---	---
	All Industries	4.0%	---	---	---
SCE Overall Aging Factor		4.0%			

As is typical practice, short-term incentives and employee benefit values were not aged. Benefit values will reflect any aging applied to base salaries for salary-related components of pay, and therefore are not updated separately.

Benefits Valuation Methodology

WTW's benefit valuation methodology, BenVal®, was used to determine the benefits value delivered by each peer company to its employees. This valuation methodology applies a standard set of actuarial methods and assumptions to employee demographic profiles which have been customized based on the demographics of employee categories within SCE (i.e., age, service, and gender). WTW's methodology measures the value of benefits to the employee, not the cost of benefits to the company. WTW developed the methods and assumptions on the basis of a number of factors:

- Consistency with Generally Accepted Accounting Principles (GAAP)
- Conformance with Employee Retirement Income Security Act (ERISA) and other employee benefits standards
- Consistency with actuarial standards set by the American Academy of Actuaries and the Actuarial Standards Board
- Consistency with other studies done for other WTW clients
- Experience within utility and general industries

Employee benefit values will be calculated for the following benefit plans:

- Defined benefit and defined contribution retirement plans
- Disability plans
- Medical plans (active and retiree)
- Dental plans (active)
- Life insurance (active and retiree group life and active accidental death and dismemberment)

As is typical practice, benefit values that were excluded from this analysis are:

- Vacation
- Short-term disability
- Social Security
- Other government-mandated benefits

Employee benefit values were based on detailed descriptions of employee benefit programs applicable to new hires for the peer companies that are contained in WTW's Benefits Data Source (BDS) database and were updated to reflect changes in plan provisions.

We used demographics reflecting 25 unique employee profiles (i.e., job category, age, gender, service, and compensation) and data from 20 companies from the energy services/utility industry and 20 companies from general industry as the primary comparator groups for the TCS Study. A more detailed explanation of the employee benefits valuation methodology is provided in Appendix E.

BENEFITS PEER GROUPS

Relevant utility and general industry peer companies were selected based on size, industry segment, and geographic parameters to develop the most accurate assessment of SCE's competitive labor market.

The goal was to identify a combined peer group of 40 companies (large utilities nationwide and large general industry companies with a substantial presence in Southern California) and to utilize an appropriate subset of the peer group to obtain appropriate benefits data.

As the first step of the peer group selection process, WTW provided the Project Team with a preliminary list of companies that represent the labor market within which SCE competes. As part of the decision-making process, these preliminary list were reviewed and select utility and general industry peer companies were picked using a set of selection criteria (i.e., size, industry characteristics, primary geographic labor market, a part of the Philadelphia Utility Index – PHLX, and utilized in the most recent rate case for other California-based utilities).

Utility Industry Peer Companies

#	Organization	Sempra 2024 GRC Peer	PG&E GRC 2023 Peer	In PHLX Utilities	Revenue (\$Millions)
1	AES Corporation ¹		X	X	11,736
2	Ameren	X	X	X	6,672
3	American Electric Power (AEP)	X	X	X	17,917
4	CenterPoint Energy	X	X	X	8,770
5	Dominion Energy	X	X	X	14,931
6	DTE Energy	X		X	17,863
7	Duke Energy	X	X	X	26,586
8	Entergy	X	X	X	12,349
9	Eversource Energy	X	X	X	10,959
10	Hawaiian Electric	X			3,208
11	NextEra Energy ²	X	X	X	17,489
12	Pacific Gas and Electric Company	X	n/a		21,627
13	Pinnacle West Capital ³	X	X	X	3,952
14	Portland General Electric		X		2,467
15	PPL Corporation	X	X		6,745
16	Sempra ⁴	n/a	X		14,224
17	Southern Company Services	X	X	X	25,859
18	Tennessee Valley Authority ⁵		X		11,537
19	Vistra Energy ⁶	X	X		11,018
20	Xcel Energy	X	X	X	13,997

Notes:

¹For AES, data is for Power & Light, since the data is newer and more robust.

²Parent organization of Florida Power & Light Group

³Parent company of Arizona Public Services

⁴SDG&E and SoCalGas

⁵Owned by the federal government, not publicly traded. Broad-based and union plans are the same offering

⁶Formerly Energy Future Holdings

General Industry Peer Companies

#	Organization	Sempra 2024 GRC Peer	PGE 2023 GRC Peer	Revenue (\$Millions)
1	Apple	X	X	404,191
2	AT&T	X	X	121,435
3	CBRE	X	X	32,951
4	Charles Schwab		X	22,584
5	Chevron	X	X	232,362
6	Cisco Systems	X	X	54,102
7	Edwards Lifesciences	X		5,736
8	Fluor Corporation	X	X	13,532
9	General Dynamics	X	X	40,923
10	Hewlett-Packard Enterprise ¹		X	28,587
11	Intuit	X	X	14,589
12	Kroger	X		148,504
13	NetApp		X	6,824
14	Northrop Grumman	X	X	37,300
15	Occidental Petroleum Corporation	X	X	35,167
16	Oracle Corporation	X	X	49,822
17	Qualcomm Incorporated	X	X	46,115
18	SalesForce	X	X	32,869
19	Valero Energy Corporation	X		169,470
20	Visa Inc.	X	X	31,401

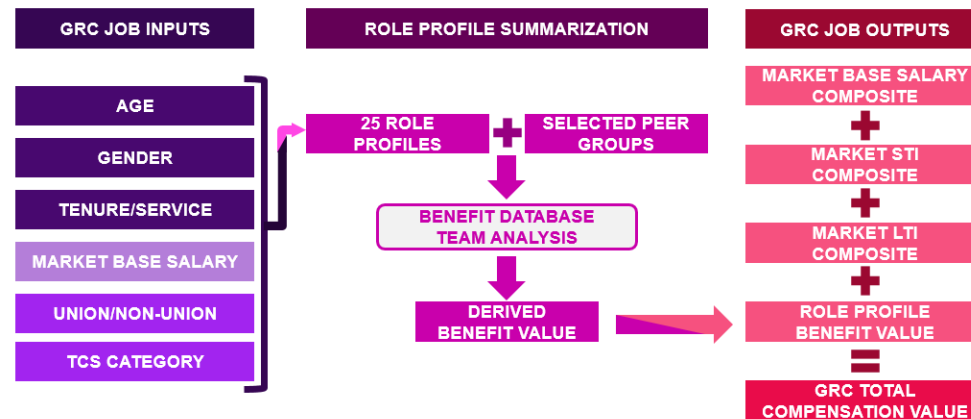
Notes¹Headquarters moved to Houston, TX in 2021

APPENDIX A – I: Employee Profiles

Outlined below is the process for developing employee profiles and total compensation values:

- 1) Market **cash compensation values** by benchmark job are derived from multiple survey sources based on agreed upon matches
- 2) A total of 25 **role profiles** are evaluated across SCE, focused by each job category and derived from cash compensation values
- 3) The **demographic data** for the benefits valuation aligns with SCE incumbents in the same jobs as the employee profile(s) (e.g., age, tenure, gender, etc.)
- 4) Market **benefit values** by benchmark job are derived as a percentage of base pay (for pay-based benefits) for each employee profile and applied to each benchmark job
- 5) Cash compensation and benefit values are added together for **total compensation values** for the 2025 TCS Study

Total Compensation Values Role Profile Development



The table below represents the market data utilized to develop the employee profiles

Profile	Job and Incumbent Counts		Market ¹		Demographic Information			Job Category & Union Representation Information					
	Job Count	Employee Count	Base Median (\$000)	Target Bonus Percent Median ²	Median Age	Median Tenure	Prevalent Gender	Union Rep.	Clerical	Physical/Technical	Professional/Technical	Manager/Supervisor	Executive
Profile 1	2	21	\$53	2.5%	48.7	19.1	M	100%	100%	-	-	-	-
Profile 2	6	696	\$93	4.8%	43.1	10.1	M	100%	-	100%	-	-	-
Profile 3	8	974	\$104	5.8%	47.0	14.4	M	100%	-	100%	-	-	-
Profile 4	2	220	\$119	5.8%	50.0	19.9	M	100%	-	100%	-	-	-
Profile 5	2	267	\$121	4.7%	50.3	18.5	M	100%	-	100%	-	-	-
Profile 6	1	139	\$56	8.8%	41.8	5.4	M	-	-	100%	-	-	-
Profile 7	4	302	\$74	4.6%	40.3	5.4	M	-	100%	-	-	-	-
Profile 8	5	96	\$82	4.9%	45.9	13.6	M	-	100%	-	-	-	-
Profile 9	3	394	\$95	5.3%	43.0	10.2	M	-	100%	-	-	-	-
Profile 10	1	137	\$101	1.7%	43.9	11.6	M	-	100%	-	-	-	-
Profile 11	4	178	\$71	5.2%	44.5	11.2	M	-	-	-	100%	-	-
Profile 12	15	128	\$84	7.2%	40.8	6.2	M	-	-	-	76%	24%	-
Profile 13	14	306	\$98	7.4%	40.7	6.9	M	-	-	-	97%	3%	-
Profile 14	42	320	\$113	9.0%	44.3	11.7	M	-	-	-	99%	1%	-
Profile 15	39	1,038	\$129	10.2%	46.7	14.7	M	-	-	-	86%	14%	-
Profile 16	48	714	\$142	12.5%	47.4	15.9	M	-	-	-	85%	15%	-
Profile 17	24	725	\$154	13.2%	47.0	14.6	M	-	-	-	90%	10%	-
Profile 18	37	304	\$166	13.1%	47.2	14.8	M	-	-	-	71%	29%	-
Profile 19	29	322	\$177	16.1%	49.1	17.4	M	-	-	-	34%	66%	-
Profile 20	32	340	\$190	17.6%	48.0	16.3	M	-	-	-	34%	66%	-
Profile 21	50	505	\$226	23.5%	49.2	17.7	M	-	-	-	34%	66%	-
Profile 22	8	22	\$294	39.7%	39.6	8.6	M	-	-	-	59%	41%	-
Profile 23	10	10	\$323	42.8%	48.3	13.2	M	-	-	-	-	-	100%
Profile 24	4	4	\$404	54.6%	43.8	11.5	F	-	-	-	-	-	100%
Profile 25	3	3	\$914	113.2%	48.8	18.4	F	-	-	-	-	-	100%

¹ A 13% geographic differential was applied to market cash compensation values for employee profiles, excluding executives.

² Market target bonus for each profile does not include zero or blank target bonus.

APPENDIX A – II: Benchmark Jobs and Employee Profile Alignment¹

¹ Jobs have been sorted by TCS Study Category for ease of view

SCE Executive Benchmark Jobs Included in TCS Study²

2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC001	Executive 1	Profile 25	1
GRC005	Executive 2	Profile 24	1
GRC408	Executive 3	Profile 23	1
GRC407	Executive 4	Profile 23	1
GRC387	Executive 5	Profile 24	1
GRC411	Executive 6	Profile 23	1
GRC425	Executive 7	Profile 23	1
GRC426	Executive 8	Profile 23	1
GRC384	Executive 9	Profile 25	1
GRC424	Executive 10	Profile 23	1
GRC422	Executive 11	Profile 23	1
GRC354	Executive 12	Profile 25	1
GRC412	Executive 13	Profile 23	1
GRC389	Executive 14	Profile 24	1
GRC410	Executive 15	Profile 23	1
GRC388	Executive 16	Profile 24	1
GRC423	Executive 17	Profile 23	1

² Job titles for Executive category have been masked since all roles only have one employee/incumbent.

SCE Management/Supervisor Benchmark Jobs Included in TCS Study³

Management/Supervisor			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC003	Senior Attorney	Profile 21	55
GRC229	Emerging Technologies Acquisition & Implementation Sr. Project Manager	Profile 18	5
GRC323	Business Operations Analysis, Principal Manager	Profile 21	18
GRC258	Regulatory Affairs & Compliance, Principal Manager	Profile 21	18
GRC421	Planning Manager	Profile 19	78
GRC149	Engineer, Sr. Manager	Profile 21	64
GRC240	Major Construction Sr. Project Manager	Profile 21	10
GRC148	Engineer, Principal Manager	Profile 21	23
GRC145	Manager/Supervisor 1	Profile 21	2
GRC420	Senior Supervisor Energy Delivery/Distribution	Profile 18	31
GRC248	Project Management, Principal Manager	Profile 21	7
GRC249	Project Management, Sr. Manager	Profile 20	21
GRC071	Business Analyst, Sr. Manager	Profile 20	52
GRC084	Government Relations, Principal Manager	Profile 21	5
GRC004	Director & Managing Attorney	Profile 21	11
GRC299	General Foreman, Supervisor	Profile 15	72
GRC283	Supply Chain, Sr. Manager	Profile 20	13
GRC126	Conservation/Efficiency, Sr. Manager	Profile 21	11
GRC235	Manager/Supervisor 3	Profile 20	2
GRC115	Energy Distribution, Manager	Profile 18	14
GRC140	Health & Safety, Sr. Manager	Profile 20	7
GRC298	Field, Superviosr	Profile 16	81
GRC007	Finance, Sr. Mgr	Profile 20	4
GRC304	Transportation Services, Manager	Profile 16	9
GRC246	Project Control Services, Supervisor	Profile 15	74
GRC117	Energy Distribution, Sr. Manager	Profile 20	19
GRC128	Manager/Supervisor 4	Profile 21	3
GRC282	Manager/Supervisor 5	Profile 21	3
GRC259	Regulatory Affairs & Compliance, Sr. Manager	Profile 21	17
GRC261	Real Estate & Facilities Management, Manager	Profile 17	11
GRC250	Sr. Project Manager	Profile 20	48
GRC237	Information Technology Sr. Project Manager	Profile 19	19

³ Job titles for Management/Supervisor category have been masked where roles have 3 or less employees/incumbents..

Management/Supervisor			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC244	Project Control Services Sr. Project Manager	Profile 19	5
GRC135	Environmental, Sr. Manager	Profile 20	17
GRC085	Manager/Supervisor 6	Profile 21	3
GRC074	Business Analyst, Manager	Profile 17	48
GRC119	Energy Distribution, Supervisor	Profile 16	5
GRC147	Engineer, Manager	Profile 19	61
GRC293	Manager/Supervisor 7	Profile 16	2
GRC166	Rates Sr. Manager	Profile 20	5
GRC198	Operations Mid, Manager	Profile 19	12
GRC317	Assistant General Counsel	Profile 22	4
GRC297	Apparatus, Supervisor	Profile 16	5
GRC137	Health & Safety, Manager	Profile 17	6
GRC116	Energy Distribution, Principal Manager	Profile 21	19
GRC027	Manager/Supervisor 8	Profile 16	2
GRC157	Electrical Transmission Operations, Principal Manager	Profile 21	6
GRC253	QA/Process Improvement, Sr. Manager	Profile 20	6
GRC129	Conversation/Efficiency, Manager	Profile 18	8
GRC178	IT Operations, Manager	Profile 19	5
GRC138	Health & Safety, Principal Manager	Profile 21	4
GRC049	Tech Specialist, Sr. Manager	Profile 20	4
GRC300	Substation Operations, Supervisor	Profile 19	5
GRC172	IS Security, Sr. Manager	Profile 21	6
GRC204	Manager/Supervisor 9	Profile 20	2
GRC333	Manager/Supervisor 10	Profile 16	3
GRC316	Manager/Supervisor 11	Profile 21	1
GRC052	Audit, Sr. Manager	Profile 20	7
GRC306	Manager/Supervisor 12	Profile 19	2
GRC339	Manager/Supervisor 13	Profile 21	1
GRC338	Manager/Supervisor 14	Profile 21	1
GRC082	Communications, Sr. Manager	Profile 20	4
GRC227	Electric Transmission and/or Distribution Sr. Project Manager	Profile 18	6
GRC199	Electrical Systems/Grid & Power Training (JEM), Manager	Profile 19	6
GRC067	Manager/Supervisor 15	Profile 21	2

SCE Management/Supervisor Benchmark Jobs Included in TCS Study (cont'd)³

Management/Supervisor			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC252	QA/Process Improvement, Manager	Profile 17	4
GRC417	Customer Billing Resolution, Associate Specialist	Profile 12	31
GRC375	Manager/Supervisor 16	Profile 21	1
GRC050	Manager/Supervisor 17	Profile 14	1
GRC180	Manager/Supervisor 18	Profile 21	2
GRC342	Manager/Supervisor 19	Profile 22	1
GRC231	Engineering Sr. Project Manager	Profile 21	6
GRC308	Manager/Supervisor 20	Profile 15	2
GRC169	IS Security, Manager	Profile 19	7
GRC312	Manager/Supervisor 21	Profile 14	1
GRC301	Manager/Supervisor 22	Profile 19	2
GRC336	Manager/Supervisor 23	Profile 22	1
GRC247	Project Management, Manager	Profile 18	8
GRC047	Tech Specialist, Manager	Profile 18	8
GRC179	Manager/Supervisor 24	Profile 21	1
GRC233	Facilities Construction Sr. Project Manager	Profile 19	4
GRC264	Manager/Supervisor 25	Profile 19	2
GRC419	Customer Billing Resolution, Senior Supervisor	Profile 13	10
GRC305	Manager/Supervisor 26	Profile 20	2
GRC068	Manager/Supervisor 27	Profile 17	2
GRC307	Vegetation Management & Forestry, Manager	Profile 18	8
GRC344	Manager/Supervisor 28	Profile 22	1
GRC263	Manager/Supervisor 29	Profile 21	2
GRC191	Manager/Supervisor 30	Profile 18	1
GRC337	Manager/Supervisor 31	Profile 21	2
GRC318	Manager/Supervisor 32	Profile 21	1
GRC287	Manager/Supervisor 33	Profile 19	2
GRC243	Manager/Supervisor 34	Profile 21	2
GRC146	Manager/Supervisor 35	Profile 21	2
GRC303	Manager/Supervisor 36	Profile 21	1
GRC275	Manager/Supervisor 37	Profile 19	3
GRC205	Manager/Supervisor 38	Profile 21	2
GRC192	Modeling, Forecasting, and Economic Analysis, Principal Manager	Profile 21	5

³ Job titles for Management/Supervisor category have been masked where roles have 3 or less employees/incumbents..

SCE Management/Supervisor Benchmark Jobs Included in TCS Study (cont'd)³

Management/Supervisor			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC366	Manager/Supervisor 39	Profile 21	1
GRC069	Manager/Supervisor 40	Profile 20	2
GRC193	Manager/Supervisor 41	Profile 20	2
GRC340	Manager/Supervisor 42	Profile 22	1
GRC152	Manager/Supervisor 43	Profile 19	1
GRC206	Manager/Supervisor 44	Profile 20	3
GRC271	Manager/Supervisor 45	Profile 21	2
GRC335	Manager/Supervisor 46	Profile 21	1
GRC081	Manager/Supervisor 47	Profile 21	3
GRC019	Manager/Supervisor 49	Profile 21	1
GRC017	Manager/Supervisor 50	Profile 17	2
GRC294	Manager/Supervisor 51	Profile 21	2
GRC288	Business Resiliency, Sr. Manager	Profile 20	4
GRC341	Manager/Supervisor 52	Profile 22	1
GRC274	Manager/Supervisor 53	Profile 21	1
GRC296	Manager/Supervisor 54	Profile 20	2
GRC006	Manager/Supervisor 55	Profile 21	1
GRC267	Manager/Supervisor 56	Profile 21	2
GRC154	Manager/Supervisor 57	Profile 21	1

³ Job titles for Management/Supervisor category have been masked where roles have 3 or less employees/incumbents..

SCE Professional/Technical Benchmark Jobs Included in TCS Study⁴

Professional/Technical			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC153	Energy Trading Ops/Support, Advisor	Profile 16	9
GRC362	IS Security, Advisor	Profile 17	25
GRC046	Tech Specialist, Advisor	Profile 16	58
GRC380	Planning, Advisor	Profile 17	106
GRC113	Sr. Engineer I	Profile 17	145
GRC051	Business Controls, Sr. Advisor	Profile 19	8
GRC226	Electric Transmission and/or Distribution Project Manager	Profile 16	82
GRC122	Proprietary Telecom System, Sr. Specialist	Profile 15	22
GRC096	Process Improvement, Sr. Advisor	Profile 18	19
GRC070	Business Analyst Sr. Specialist	Profile 15	232
GRC040	Tech Specialist, Sr. Specialist	Profile 15	59
GRC242	Project Manager	Profile 16	65
GRC347	Professional/Technical 1	Profile 16	3
GRC058	Accounting Advisor	Profile 15	6
GRC239	Major Construction Project Manager	Profile 17	20
GRC072	Business Analyst , Advisor	Profile 17	198
GRC181	IT Outsourcing Management, Advisor	Profile 15	24
GRC281	Suppliers Diversity Program Management, Advisor	Profile 16	4
GRC189	Modeling, Forecasting, and Economic Analysis, Sr. Advisor	Profile 19	19
GRC095	Regulatory Affairs & Compliance, Sr. Advisor	Profile 21	52
GRC016	Contract Admin, Sr. Advisor	Profile 18	6
GRC130	Conversation/Efficiency, Sr. Specialist	Profile 14	25
GRC133	Environmental Science, Sr. Advisor	Profile 18	34
GRC120	Proprietary Telecom System, Advisor	Profile 16	27
GRC073	Business Analyst, Sr. Advisor	Profile 21	112
GRC382	Planning, Specialist	Profile 15	246
GRC136	Health & Safety, Advisor	Profile 15	49
GRC127	Conservation/Efficiency, Advisor	Profile 16	54
GRC367	IT Development, Sr. Advisor	Profile 18	5
GRC251	QA/Process Improvement, Advisor	Profile 16	18
GRC176	IT Operations, Sr. Advisor	Profile 18	6
GRC171	IS Security, Sr. Advisor	Profile 20	8
GRC174	IT Asset Management, Sr. Advisor	Profile 18	4

⁴ Job titles for Professional/Technical category have been masked where roles have 3 or less employees/incumbents..

SCE Professional/Technical Benchmark Jobs Included in TCS Study (cont'd)⁴

Professional/Technical			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC077	Corporate Communications & Giving Sr. Advisor	Profile 19	16
GRC182	IT Outsourcing Management, Sr. Advisor	Profile 18	13
GRC350	Professional/Technical 2	Profile 16	1
GRC177	IT Operations, Sr. Specialist	Profile 15	5
GRC086	Governement Relations, Advisor	Profile 17	32
GRC236	Information Technology Project Manager	Profile 17	47
GRC210	Professional/Technical 3	Profile 14	1
GRC203	Energy Advisor III	Profile 14	8
GRC150	Electrical Systems/Grid & Bulk Power Training, Advisor	Profile 18	7
GRC173	IS Security, Sr. Specialist	Profile 15	22
GRC151	Electrical Systems/Grid & Bulk Power Training, Sr. Specialist	Profile 16	8
GRC175	IT Operations, Advisor	Profile 17	10
GRC064	Account Management, Advisor	Profile 16	13
GRC359	Human Resources Information System (HRIS), Advisor	Profile 16	5
GRC187	Modeling, Forecasting, and Economic Analysis, Advisor	Profile 17	26
GRC018	Claims Resolution, Specialist	Profile 12	8
GRC209	Marketing Communications, Sr. Advisor	Profile 20	4
GRC105	Application Development, Sr. Specialist	Profile 15	12
GRC184	Professional/Technical 4	Profile 16	1
GRC364	IT Architecture, Sr. Advisor	Profile 20	32
GRC273	Strategic Planning & Corporate Development, Sr. Advisor	Profile 20	30
GRC398	Technical Training, Sr. Specialist	Profile 14	18
GRC284	Tech Purchasing, Advisor	Profile 16	41
GRC048	Tech Specialist, Sr. Advisor	Profile 19	17
GRC256	Process Improvement, Advisor	Profile 16	10
GRC327	Business Systems Analysis, Sr. Specialist	Profile 14	23
GRC211	Professional/Technical 5	Profile 16	2
GRC165	Rates, Sr. Advisor	Profile 19	10
GRC254	QA/Process Improvement, Sr. Specialist	Profile 14	17
GRC079	Professional/Technical 6	Profile 14	3
GRC397	Technical Training, Sr. Advisor	Profile 18	4
GRC357	Professional/Technical 7	Profile 15	3
GRC272	Strategic Planning & Corporate Development, Advisor	Profile 16	11

⁴ Job titles for Professional/Technical category have been masked where roles have 3 or less employees/incumbents..

SCE Professional/Technical Benchmark Jobs Included in TCS Study (cont'd)⁴

Professional/Technical			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC111	Engineer II	Profile 13	161
GRC125	Quality Control/Inspection, Sr. Specialist	Profile 15	65
GRC313	Workers Comp, Advisor	Profile 14	5
GRC351	Energy Management Systems (EMS) Development, Advisor	Profile 18	13
GRC353	Energy Management Systems (EMS) Development, Sr. Specialist	Profile 16	11
GRc207	Marketing Communications, Advisor	Profile 15	9
GRC379	Organizational Development, Sr. Advisor	Profile 20	12
GRC164	Rates, Advisor	Profile 16	6
GRC065	Account Management, Sr. Specialist	Profile 14	21
GRC183	Professional/Technical 8	Profile 19	3
GRC418	Customer Billing Resolution, Specialist	Profile 11	167
GRC112	Consulting Engineer	Profile 21	9
GRC372	Professional/Technical 9	Profile 18	2
GRC289	Business Resiliency, Advisor	Profile 16	17
GRC314	Professional/Technical 10	Profile 14	2
GRC159	Financial Analysis, Advisor	Profile 15	28
GRC162	Financial Analysis, Sr. Advisor	Profile 18	34
GRC134	Environmental Science, Sr. Specialist	Profile 14	12
GRC141	Energy Marketing & Trading Financial Analysis, Advisor	Profile 17	6
GRC132	Environmental Science, Advisor	Profile 16	57
GRC279	Supply Chain, Advisor	Profile 15	6
GRC123	Quality Control/Inspection, Advisor	Profile 15	9
GRC255	QA/Process Improvement, Sr. Advisor	Profile 19	13
GRC091	Client Service Delivery Management, Sr. Advisor	Profile 20	9
GRC230	Engineering Project Manager	Profile 18	8
GRC190	Modeling, Forecasting, and Economic Analysis, Sr. Specialist	Profile 14	11
GRC060	Accountant Senior	Profile 13	14
GRC104	Process Improvement, Sr. Specialist	Profile 14	5
GRC219	Professional/Technical 11	Profile 15	3
GRC218	Professional/Technical 12	Profile 16	2
GRC257	Regulatory Affairs & Compliance, Advisor	Profile 16	36
GRC321	Professional/Technical 13	Profile 17	1
GRC025	Legal Support, Sr. Specialist	Profile 14	9

⁴ Job titles for Professional/Technical category have been masked where roles have 3 or less employees/incumbents..

SCE Professional/Technical Benchmark Jobs Included in TCS Study (cont'd)⁴

Professional/Technical			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC066	Professional/Technical 14	Profile 20	2
GRC201	Energy Advisor II	Profile 13	50
GRC163	Financial Analysis, Sr. Specialist	Profile 14	20
GRC332	Professional/Technical 15	Profile 18	2
GRC290	Business Resiliency, Sr. Advisor	Profile 18	18
GRC107	Energy Trading, Sr. Specialist	Profile 15	11
GRC059	Professional/Technical 16	Profile 18	2
GRC278	Supply Chain Development & Optimization, Sr. Specialist	Profile 14	7
GRC015	Contract Admin, Advisor	Profile 16	9
GRC241	Project Management Associate Project Manager	Profile 15	13
GRC276	Professional/Technical 17	Profile 16	2
GRC392	Tax, Advisor	Profile 16	6
GRC260	Regulatory Affairs & Compliance, Sr. Specialist	Profile 14	17
GRC310	Vegetation Management & Forestry Generalist, Sr. Specialist	Profile 13	37
GRC156	Energy Trading Ops/Support, Specialist	Profile 12	5
GRC328	Compensation, Advisor	Profile 16	5
GRC108	Professional/Technical 18	Profile 14	2
GRC014	Contract Admin, Sr. Specialist	Profile 14	21
GRC196	Predictive Analytics/Data Science, Sr. Advisor	Profile 20	7
GRC224	Professional/Technical 19	Profile 14	1
GRC319	Professional/Technical 20	Profile 8	1
GRC324	Business Systems Analysis, Advisor	Profile 16	5
GRC365	IT Development, Advisor	Profile 16	6
GRC217	Product Management, Sr. Advisor	Profile 20	4
GRC092	Client Service Delivery Management, Advisor	Profile 16	7
GRC110	Sr. Engineer II	Profile 19	6
GRC061	Accountant	Profile 12	14
GRC238	Information Technology Associate Project Manager	Profile 15	6
GRC158	Professional/Technical 21	Profile 15	1
GRC228	Emerging Technologies Acquisition & Implementation Project Manager	Profile 17	7
GRC286	Tech Purchasing, Sr. Specialist	Profile 14	19
GRC216	Professional/Technical 22	Profile 13	2
GRC212	Professional/Technical 23	Profile 12	1

⁴ Job titles for Professional/Technical category have been masked where roles have 3 or less employees/incumbents..

SCE Professional/Technical Benchmark Jobs Included in TCS Study (cont'd)⁴

Professional/Technical			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC099	Professional/Technical 24	Profile 17	3
GRC097	Health & Safety, Sr. Advisor	Profile 18	13
GRC167	Professional/Technical 25	Profile 14	3
GRC118	Energy Distribution , Sr. Specialist	Profile 14	8
GRC053	Business Controls, Advisor	Profile 16	5
GRC262	Real Estate & Facilities Management, Advisor	Profile 15	13
GRC232	Facilities Construction Project Manager	Profile 17	7
GRC054	Professional/Technical 26	Profile 14	1
GRC144	Professional/Technical 27	Profile 15	3
GRC383	Professional/Technical 28	Profile 12	1
GRC083	Environmental Affairs & Compliance, Sr. Advisor	Profile 19	8
GRC369	Labor Relations, Advisor	Profile 16	4
GRC360	Human Resources Information System (HRIS), Sr. Specialist	Profile 14	4
GRC121	Proprietary Telecom System, Specialist	Profile 13	6
GRC028	Professional/Technical 29	Profile 16	1
GRC396	Technical Training, Specialist	Profile 13	9
GRC393	Tax, Sr. Advisor	Profile 20	4
GRC045	Tech Documentation Control, Sr. Specialist	Profile 13	4
GRC186	Management Data Analysis, Sr. Specialist	Profile 14	5
GRC395	Technical Training, Advisor	Profile 15	5
GRC374	Learning & Development, Sr. Advisor	Profile 18	5
GRC295	Security, Specialist	Profile 12	8
GRC026	Professional/Technical 30	Profile 16	3
GRC055	Auditor Senior	Profile 14	4
GRC161	Financial Analysis, Specialist	Profile 12	15
GRC076	Corporate Communications & Giving Advisor	Profile 15	8
GRC062	Financial Reporting, Advisor	Profile 16	4
GRC401	Technical Writing, Sr. Specialist	Profile 14	5
GRC390	Professional/Technical 31	Profile 20	2
GRC292	Security, Advisor	Profile 15	4
GRC078	Creative Design and Writing Services Advisor	Profile 15	5
GRC329	Professional/Technical 32	Profile 19	3
GRC368	IT Development, Sr. Specialist	Profile 15	4

⁴ Job titles for Professional/Technical category have been masked where roles have 3 or less employees/incumbents..

SCE Professional/Technical Benchmark Jobs Included in TCS Study (cont'd)⁴

Professional/Technical			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC322	Professional/Technical 33	Profile 18	1
GRC094	Supply Chain, Sr. Advisor	Profile 18	4
GRC213	Professional/Technical 34	Profile 14	2
GRC277	Professional/Technical 35	Profile 19	3
GRC291	Business Resiliency, Sr. Specialist	Profile 14	5
GRC285	Tech Purchasing, Specialist	Profile 12	4
GRC225	Professional/Technical 36	Profile 14	1
GRC194	Predictive Analytics/Data Science, Advisor	Profile 17	15
GRC265	Professional/Technical 37	Profile 14	2
GRC363	IT Architecture, Advisor	Profile 18	4
GRC220	Professional/Technical 38	Profile 18	3
GRC371	Professional/Technical 39	Profile 15	2
GRC208	Professional/Technical 40	Profile 12	1
GRC170	IS Security, Specialist	Profile 13	8
GRC370	Professional/Technical 41	Profile 18	1
GRC080	Professional/Technical 42	Profile 18	1
GRC221	Professional/Technical 43	Profile 15	3
GRC373	Professional/Technical 44	Profile 15	3
GRC056	Audits Sr. Advisor	Profile 18	4
GRC029	Professional/Technical 45	Profile 16	2
GRC024	Professional/Technical 46	Profile 17	2
GRC349	Professional/Technical 47	Profile 14	1
GRC020	Professional/Technical 48	Profile 11	1
GRC302	Professional/Technical 49	Profile 16	2
GRC214	Professional/Technical 50	Profile 14	2
GRC022	Talent Acquisition, Advisor	Profile 14	15
GRC215	Professional/Technical 51	Profile 12	1
GRC002	Attorney	Profile 22	13
GRC320	Professional/Technical 51	Profile 17	2
GRC168	Professional/Technical 52	Profile 15	2
GRC131	Professional/Technical 53	Profile 17	2
GRC378	Professional/Technical 54	Profile 16	2
GRC391	Professional/Technical 55	Profile 18	1

⁴ Job titles for Professional/Technical category have been masked where roles have 3 or less employees/incumbents..

SCE Physical/Technical Benchmark Jobs Included in TCS Study⁵

Physical/Technical			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC010	Material Handler	Profile 3	69
GRC013	Journeyman Lineman	Profile 3	643
GRC405	Troubleman	Profile 4	211
GRC200	Energy Advisor I	Profile 6	139
GRC402	Technician	Profile 2	53
GRC386	Substation Electrician	Profile 5	111
GRC361	Inspector, Electrical System	Profile 3	80
GRC101	Operator	Profile 3	129
GRC358	Form Electrical Crew	Profile 5	156
GRC399	Physical/Technical 1	Profile 3	3
GRC385	Field Service II	Profile 2	105
GRC012	Groundman	Profile 2	433
GRC100	Hydro Mechanic	Profile 3	18
GRC348	Electrician Construction	Profile 2	49
GRC413	Construction Welder	Profile 2	4
GRC376	Meter Technician V	Profile 2	52
GRC008	Cable Splicer	Profile 4	9
GCR010	Physical/Technical 2	Profile 3	1
GRC400	Communication Technician	Profile 3	31

⁵ Job titles for Physical/Technical category have been masked where roles have 3 or less employees/incumbents..

SCE Clerical Benchmark Jobs Included in TCS Study⁶

Clerical			
2025 GRC Study Position #	SCE Benchmark Job Title	Profile	Number of SCE Employees
GRC381	Planning, Advisor	Profile 9	235
GRC415	Administrative Services Generalist	Profile 7	117
GRC042	Design/Drafting, Specialist	Profile 9	136
GRC356	Executive Assistant II	Profile 9	33
GRC416	Business Operations Analysis, Specialist	Profile 10	137
GRC355	Executive Assistant I	Profile 8	55
GRC043	Tech Specialist, Associate Specialist	Profile 7	102
GRC041	Design/Drafting, Associate Specialist	Profile 7	82
GRC044	GIS Tech Specialist, Specialist	Profile 8	30
GRC031	Mailing & Logistic, Specialist II	Profile 1	15
GRC030	Mailing & Logistic, Specialist I	Profile 1	6
GRC114	Energy Distribution Associate Specialist	Profile 8	5
GRC309	Vegetation Management & Forestry Generalist, Specialist	Profile 8	7
GRC124	Clerical 1	Profile 7	1

⁶ Job titles for Clerical category have been masked where roles have 3 or less employees/incumbents.

APPENDIX B – I: Detailed Competitive Summary by Employee Category – SCE

Executive																								
SCE Averages										Competitive Market Average								Variance - SCE +/- Market						
2025 GRC Study Position #	SCE Benchmark Job Title	Total # of Employees (EEs)	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	
GRC001	Executive 1	1	\$735	\$1,103	\$1,519	\$1,911	\$252	\$3,265	\$3,681	\$763	\$1,448	\$1,583	\$1,845	\$140	\$3,433	\$3,568	96.3%	76.1%	96.0%	103.6%	179.5%	95.1%	103.2%	
GRC005	Executive 2	1	\$400	\$600	\$648	\$376	\$104	\$1,080	\$1,128	\$362	\$556	\$596	\$328	\$67	\$952	\$991	110.6%	107.9%	108.8%	114.6%	154.8%	113.5%	113.8%	
GRC408	Executive 3	1	\$322	\$483	\$476	\$230	\$78	\$791	\$784	\$296	\$415	\$446	\$181	\$51	\$647	\$678	108.6%	116.4%	106.8%	127.0%	152.6%	122.2%	115.6%	
GRC407	Executive 4	1	\$270	\$405	\$372	\$163	\$69	\$638	\$604	\$313	\$446	\$460	\$152	\$53	\$651	\$665	86.2%	90.8%	80.8%	107.3%	130.6%	97.9%	90.8%	
GRC387	Executive 5	1	\$390	\$584	\$671	\$370	\$102	\$1,057	\$1,143	\$362	\$520	\$539	\$318	\$67	\$904	\$924	107.7%	112.4%	124.5%	116.6%	151.9%	116.8%	123.8%	
GRC411	Executive 6	1	\$347	\$521	\$525	\$260	\$83	\$864	\$869	\$375	\$539	\$594	\$309	\$59	\$907	\$962	92.5%	96.5%	88.5%	84.3%	139.7%	95.2%	90.3%	
GRC425	Executive 7	1	\$296	\$444	\$429	\$192	\$74	\$710	\$695	\$341	\$488	\$507	\$316	\$56	\$861	\$879	86.8%	90.9%	84.6%	60.8%	132.2%	82.5%	79.1%	
GRC426	Executive 8	1	\$305	\$457	\$418	\$118	\$74	\$650	\$611	\$296	\$415	\$446	\$181	\$51	\$647	\$678	102.9%	110.3%	93.7%	65.3%	145.2%	100.4%	90.0%	
GRC384	Executive 9	1	\$1,370	\$2,740	\$3,445	\$8,768	\$428	\$11,936	\$12,641	\$1,360	\$3,297	\$3,707	\$8,940	\$215	\$12,452	\$12,861	100.8%	83.1%	92.9%	98.1%	199.1%	95.9%	98.3%	
GRC424	Executive 10	1	\$337	\$506	\$561	\$236	\$81	\$823	\$879	\$311	\$448	\$460	\$224	\$53	\$725	\$737	108.7%	112.9%	122.0%	105.3%	153.7%	113.5%	119.2%	
GRC422	Executive 11	1	\$350	\$525	\$543	\$245	\$83	\$854	\$871	\$353	\$509	\$587	\$377	\$57	\$943	\$1,021	99.3%	103.2%	92.5%	65.1%	146.2%	90.6%	85.3%	
GRC354	Executive 12	1	\$640	\$960	\$1,266	\$1,312	\$225	\$2,497	\$2,804	\$621	\$1,103	\$1,269	\$1,368	\$122	\$2,592	\$2,758	103.1%	87.1%	99.8%	96.0%	184.2%	96.3%	101.6%	
GRC412	Executive 13	1	\$319	\$479	\$474	\$218	\$78	\$774	\$769	\$315	\$453	\$485	\$237	\$53	\$744	\$775	101.2%	105.6%	97.7%	91.9%	146.2%	104.1%	99.3%	
GRC389	Executive 14	1	\$430	\$645	\$597	\$559	\$110	\$1,314	\$1,266	\$502	\$837	\$939	\$848	\$82	\$1,767	\$1,870	85.6%	77.1%	63.6%	65.9%	133.3%	74.4%	67.7%	
GRC410	Executive 15	1	\$309	\$464	\$464	\$196	\$76	\$735	\$735	\$296	\$410	\$438	\$196	\$51	\$657	\$685	104.4%	113.1%	105.9%	99.7%	148.3%	111.8%	107.3%	
GRC388	Executive 16	1	\$450	\$698	\$528	\$496	\$113	\$1,307	\$1,137	\$391	\$587	\$713	\$424	\$70	\$1,082	\$1,208	115.0%	118.8%	74.1%	117.0%	160.8%	120.8%	94.2%	
GRC423	Executive 17	1	\$343	\$498	\$414	\$155	\$88	\$742	\$658	\$335	\$492	\$524	\$266	\$55	\$813	\$846	102.4%	101.1%	78.9%	58.4%	160.3%	91.2%	77.8%	
Benchmark Incumbents			17	\$448	\$712	\$785	\$930	\$125	\$1,767	\$1,840	\$447	\$763	\$841	\$971	\$77	\$1,810	\$1,889	100.3%	93.4%	93.4%	95.7%	162.4%	97.6%	97.4%
Total Incumbents			41																					
Coverage			41.5%																					

Management/Supervisor		SCE Averages								Competitive Market Average								Variance - SCE +/- Market					
2025 GRC Study Position #	SCE Benchmark Job Title	Total # of Employees (EEs)	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp
GRC417	Customer Billing Resolution, Associate Specialist	31	\$51	\$53	\$54	\$0	\$16	\$70	\$70	\$63	\$64	\$64	\$0	\$14	\$78	\$78	81.7%	83.2%	83.6%	-	119.5%	89.5%	89.8%
GRC419	Customer Billing Resolution, Senior Supervisor	10	\$103	\$119	\$115	\$0	\$23	\$142	\$138	\$105	\$115	\$115	\$0	\$18	\$133	\$133	98.0%	103.3%	99.9%	-	131.1%	107.1%	104.1%
GRC312	Manager/Supervisor 21	1	\$110	\$121	\$123	\$0	\$28	\$150	\$152	\$109	\$115	\$122	\$0	\$22	\$137	\$144	101.0%	105.7%	101.2%	-	128.7%	109.4%	105.4%
GRC050	Manager/Supervisor 17	1	\$114	\$126	\$127	\$0	\$29	\$155	\$156	\$118	\$126	\$127	\$0	\$23	\$149	\$150	96.7%	99.9%	100.0%	-	126.7%	104.0%	104.0%
GRC246	Project Control Services, Supervisor	74	\$163	\$179	\$180	\$0	\$34	\$213	\$214	\$123	\$136	\$140	\$0	\$23	\$159	\$163	131.7%	131.7%	128.8%	-	148.6%	134.1%	131.6%
GRC308	Manager/Supervisor 20	2	\$109	\$120	\$120	\$0	\$27	\$147	\$146	\$126	\$139	\$142	\$0	\$23	\$161	\$165	86.7%	86.4%	84.2%	-	116.5%	90.7%	88.7%
GRC299	General Foreman, Supervisor	72	\$157	\$172	\$173	\$0	\$33	\$205	\$206	\$129	\$144	\$142	\$0	\$23	\$167	\$165	121.0%	120.0%	121.6%	-	142.2%	123.1%	124.5%
GRC297	Apparatus, Supervisor	5	\$174	\$191	\$194	\$0	\$40	\$231	\$234	\$131	\$145	\$144	\$0	\$28	\$173	\$172	132.5%	131.7%	134.9%	-	140.8%	133.2%	135.8%
GRC298	Field, Supervisor	81	\$165	\$181	\$182	\$0	\$38	\$220	\$220	\$131	\$145	\$144	\$0	\$28	\$173	\$172	125.6%	124.9%	126.5%	-	136.9%	126.8%	128.2%
GRC304	Transportation Services, Manager	9	\$131	\$151	\$153	\$0	\$34	\$185	\$187	\$132	\$150	\$151	\$0	\$28	\$178	\$179	99.5%	100.8%	101.2%	-	122.2%	104.1%	104.5%
GRC333	Manager/Supervisor 10	3	\$122	\$140	\$143	\$0	\$33	\$174	\$176	\$134	\$157	\$159	\$0	\$28	\$186	\$188	90.8%	89.3%	89.7%	-	117.4%	93.6%	93.9%
GRC119	Energy Distribution, Supervisor	5	\$111	\$128	\$128	\$0	\$32	\$160	\$160	\$136	\$151	\$154	\$0	\$29	\$179	\$183	81.5%	84.7%	83.0%	-	112.1%	89.1%	87.6%
GRC293	Manager/Supervisor 7	2	\$140	\$161	\$162	\$0	\$35	\$197	\$198	\$137	\$155	\$153	\$0	\$29	\$184	\$182	102.6%	103.8%	105.8%	-	124.3%	107.0%	108.7%
GRC027	Manager/Supervisor 8	2	\$149	\$171	\$173	\$0	\$37	\$208	\$209	\$139	\$164	\$165	\$0	\$29	\$192	\$193	107.3%	104.8%	104.9%	-	127.2%	108.1%	108.2%
GRC137	Health & Safety, Manager	6	\$157	\$181	\$182	\$0	\$33	\$214	\$215	\$146	\$165	\$166	\$0	\$25	\$190	\$191	107.9%	109.6%	109.4%	-	133.6%	112.8%	112.6%
GRC261	Real Estate & Facilities Management, Manager	11	\$145	\$167	\$168	\$0	\$32	\$199	\$200	\$146	\$171	\$171	\$0	\$25	\$196	\$197	99.4%	98.0%	97.7%	-	127.7%	101.8%	101.6%
GRC074	Business Analyst, Manager	48	\$135	\$155	\$158	\$0	\$31	\$186	\$189	\$147	\$161	\$149	\$0	\$25	\$186	\$175	91.8%	96.7%	105.7%	-	122.4%	100.2%	108.1%
GRC252	QA/Process Improvement, Manager	4	\$143	\$165	\$167	\$0	\$32	\$196	\$199	\$148	\$168	\$170	\$0	\$25	\$193	\$195	96.4%	98.0%	98.7%	-	125.6%	101.6%	102.2%
GRC017	Manager/Supervisor 50	2	\$133	\$153	\$142	\$0	\$30	\$183	\$173	\$149	\$167	\$163	\$0	\$25	\$193	\$188	89.0%	91.2%	87.4%	-	120.4%	95.0%	91.8%
GRC068	Manager/Supervisor 27	2	\$135	\$155	\$157	\$0	\$32	\$186	\$189	\$151	\$178	\$174	\$0	\$25	\$204	\$200	89.5%	86.9%	90.1%	-	124.0%	91.6%	94.4%
GRC047	Tech Specialist, Manager	8	\$147	\$169	\$171	\$0	\$37	\$206	\$208	\$153	\$175	\$179	\$0	\$30	\$206	\$209	96.2%	96.6%	95.6%	-	120.8%	100.2%	99.2%
GRC129	Conversation/Efficiency, Manager	8	\$138	\$159	\$160	\$0	\$36	\$195	\$195	\$154	\$174	\$177	\$0	\$31	\$205	\$208	90.0%	91.2%	90.1%	-	116.7%	95.0%	94.0%
GRC307	Vegetation Management & Forestry, Manager	8	\$132	\$152	\$152	\$0	\$35	\$188	\$188	\$156	\$181	\$186	\$0	\$31	\$212	\$216	85.1%	84.0%	82.1%	-	115.2%	88.5%	86.8%
GRC191	Manager/Supervisor 30	1	\$156	\$180	\$185	\$0	\$38	\$218	\$222	\$156	\$179	\$183	\$0	\$31	\$210	\$213	99.9%	100.3%	101.0%	-	123.3%	103.7%	104.2%
GRC247	Project Management, Manager	8	\$147	\$169	\$170	\$0	\$37	\$206	\$207	\$157	\$177	\$177	\$0	\$31	\$208	\$207	93.5%	95.1%	96.0%	-	119.9%	98.7%	99.5%
GRC115	Energy Distribution, Manager	14	\$145	\$167	\$171	\$0	\$37	\$203	\$207	\$157	\$180	\$184	\$0	\$31	\$211	\$215	92.4%	92.5%	92.7%	-	118.7%	96.3%	96.5%
GRC420	Senior Supervisor Energy Delivery/Distribution	31	\$135	\$155	\$156	\$0	\$35	\$190	\$191	\$157	\$180	\$184	\$0	\$31	\$211	\$215	85.7%	85.8%	84.7%	-	114.4%	89.9%	89.0%
GRC229	Emerging Technologies Acquisition & Implementation Sr. Project Manager	5	\$165	\$198	\$201	\$0	\$39	\$237	\$240	\$160	\$190	\$196	\$0	\$31	\$221	\$227	102.7%	104.0%	102.6%	-	125.2%	107.0%	105.7%
GRC227	Electric Transmission and/or Distribution Sr. Project Manager	6	\$148	\$170	\$172	\$0	\$37	\$207	\$209	\$162	\$186	\$191	\$0	\$31	\$217	\$222	91.4%	91.8%	90.3%	-	118.2%	95.6%	94.3%
GRC178	IT Operations, Manager	5	\$152	\$175	\$176	\$0	\$33	\$208	\$209	\$167	\$184	\$185	\$0	\$27	\$211	\$212	91.2%	95.0%	95.4%	-	122.4%	98.5%	98.8%
GRC198	Operations Mid, Manager	12	\$182	\$210	\$211	\$0	\$37	\$246	\$248	\$168	\$195	\$186	\$0	\$27	\$222	\$213	108.5%	107.5%	113.3%	-	135.9%	111.0%	116.2%
GRC287	Manager/Supervisor 33	2	\$147	\$169	\$175	\$0	\$32	\$201	\$208	\$169	\$191	\$196	\$0	\$27	\$218	\$223	86.6%	88.4%	89.4%	-	119.1%	92.2%	93.0%
GRC275	Manager/Supervisor 37	3	\$170	\$204	\$197	\$0	\$35	\$240	\$232	\$170	\$206	\$201	\$0	\$27	\$234	\$228	100.2%	99.0%	98.2%	-	129.3%	102.5%	101.9%
GRC147	Engineer, Manager	61	\$157	\$181	\$184	\$0	\$34	\$214	\$217	\$171	\$195	\$193	\$0	\$27	\$222	\$220	92.1%	92.6%	95.4%	-	123.4%	96.4%	98.8%
GRC233	Facilities Construction Sr. Project Manager	4	\$157	\$181	\$185	\$0	\$34	\$214	\$219	\$171	\$191	\$181	\$0	\$27	\$219	\$208	91.9%	94.6%	102.6%	-	123.0%	98.1%	105.3%
GRC421	Planning Manager	78	\$144	\$165	\$168	\$0	\$32	\$197	\$200	\$172	\$198	\$195	\$0	\$27	\$226	\$222	83.6%	83.3%	86.2%	-	117.0%	87.4%	90.0%
GRC300	Substation Operations, Supervisor	5	\$142	\$157	\$157	\$0	\$32	\$189	\$190	\$174	\$208	\$210	\$0	\$28	\$236	\$238	81.6%	75.3%	74.8%	-	116.8%	80.2%	79.7%
GRC169	IS Security, Manager	7	\$162	\$194	\$193	\$0	\$34	\$228	\$227	\$175	\$199	\$198	\$0	\$28	\$227	\$226	92.6%	97.4%	97.4%	-	123.7%	100.6%	100.6%
GRC306	Manager/Supervisor 12	2	\$184	\$220	\$228	\$0	\$37	\$257	\$264	\$176	\$203	\$218	\$0	\$28	\$231	\$246	104.5%	108.5%	104.3%	-	132.8%	111.4%	107.5%
GRC264	Manager/Supervisor 25	2	\$165	\$198	\$202	\$0	\$35	\$233	\$237	\$178	\$212	\$213	\$0	\$28	\$240	\$241	92.8%	93.6%	94.7%	-	123.9%	97.2%	98.1%
GRC152	Manager/Supervisor 43	1	\$152	\$175	\$180	\$0	\$33	\$208	\$213	\$179	\$215	\$220	\$0	\$28	\$243	\$248	85.1%	81.4%	81.7%	-	118.1%	85.6%	85.8%
GRC199	Electrical Systems/Grid & Power Training (JEM), Manager	6	\$170	\$188	\$192	\$0	\$35	\$223	\$227	\$179	\$215	\$220	\$0	\$28	\$243	\$248	95.4%	87.2%	87.1%	-	126.0%	91.6%	91.5%
GRC301	Manager/Supervisor 22	2	\$150	\$173	\$176	\$0	\$33	\$206	\$209	\$179	\$200	\$216	\$0	\$28	\$228	\$244	84.2%	86.4%	81.5%	-	117.3%	90.2%	85.6%
GRC244	Project Control Services Sr. Project Manager	5	\$154	\$177	\$182	\$0	\$33	\$211	\$215	\$181	\$213	\$227	\$0	\$28	\$241	\$256	85.4%	83.4%	80.0%	-	118.3%	87.4%	84.2%
GRC237	Information Technology Sr. Project Manager	19	\$167	\$200	\$204	\$0	\$35	\$235	\$239	\$181	\$208	\$211	\$0	\$28	\$236	\$239	92.2%	96.3%	96.6%	-	123.8%	99.5%	99.8%
GRC253	QA/Process Improvement, Sr. Manager	6	\$175	\$209	\$215	\$0	\$40	\$250	\$256	\$184	\$213	\$214	\$0	\$34	\$246	\$247	95.0%	98.5%	100.8%	-	120.0%	101.5%	103.4%
GRC250	Sr. Project Manager	48	\$155	\$178	\$182	\$0	\$38	\$216	\$220	\$184	\$211	\$201	\$0	\$34	\$245	\$235	84.2%	84.3%	90.7%	-	112.9%	88.2%	93.9%
GRC296	Manager/Supervisor 54	2	\$162	\$194	\$202	\$0	\$39	\$233	\$241	\$184	\$216	\$214	\$0	\$34	\$250	\$248	88.1%	89.9%	94.2%	-	115.5%	93.3%	97.1%
GRC305	Manager/Supervisor 26	2	\$204	\$255	\$266	\$0	\$44	\$299	\$310	\$184	\$241	\$240	\$0	\$34	\$275	\$274	110.8%	105.8%	110.7%	-	130.5%	108.8%	113.2%
GRC235	Manager/Supervisor 3	2	\$156	\$179	\$184	\$0	\$39	\$218	\$223	\$185	\$211	\$203	\$0	\$34	\$245	\$237	84.4%	85.0%	90.7%	-	114.1%	89.0%	94.1%
GRC049	Tech Specialist, Sr. Manager	4	\$178	\$213	\$217	\$0	\$41	\$254	\$257	\$186	\$221	\$217	\$0	\$34	\$255	\$251							

Management/Supervisor		SCE Averages										Competitive Market Average								Variance - SCE +/- Market							
2025 GRC Study Position #	SCE Benchmark Job Title	Total # of Employees (EEs)	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp				
GRC204	Manager/Supervisor 9	2	\$143	\$165	\$166	\$0	\$37	\$202	\$203	\$194	\$236	\$249	\$0	\$35	\$270	\$284	74.0%	70.0%	66.7%	-	106.2%	74.6%	71.5%				
GRC071	Business Analyst, Sr. Manager	52	\$172	\$206	\$211	\$0	\$40	\$246	\$251	\$195	\$217	\$202	\$0	\$35	\$251	\$237	88.1%	95.0%	104.3%	-	115.8%	97.9%	106.0%				
GRC206	Manager/Supervisor 44	3	\$165	\$197	\$202	\$0	\$39	\$237	\$241	\$196	\$230	\$234	\$0	\$35	\$265	\$269	84.1%	85.9%	86.3%	-	113.1%	89.5%	89.8%				
GRC166	Rates Sr. Manager	5	\$180	\$224	\$231	\$0	\$41	\$265	\$272	\$196	\$244	\$262	\$0	\$35	\$279	\$296	91.7%	92.0%	88.1%	-	118.3%	95.3%	91.6%				
GRC135	Environmental, Sr. Manager	17	\$174	\$209	\$214	\$0	\$40	\$250	\$254	\$198	\$240	\$246	\$0	\$35	\$275	\$281	87.9%	87.3%	87.0%	-	115.7%	90.9%	90.6%				
GRC249	Project Management, Sr. Manager	21	\$176	\$211	\$216	\$0	\$41	\$252	\$257	\$199	\$232	\$232	\$0	\$35	\$267	\$267	88.3%	91.0%	93.3%	-	116.0%	94.3%	96.3%				
GRC259	Regulatory Affairs & Compliance, Sr. Manager	17	\$178	\$223	\$225	\$0	\$42	\$265	\$267	\$200	\$241	\$243	\$0	\$36	\$277	\$280	89.2%	92.6%	92.5%	-	114.1%	95.5%	95.3%				
GRC145	Manager/Supervisor 1	2	\$221	\$277	\$281	\$0	\$47	\$324	\$327	\$201	\$242	\$248	\$0	\$37	\$279	\$285	110.4%	114.4%	113.0%	-	128.2%	116.2%	114.9%				
GRC146	Manager/Supervisor 35	2	\$181	\$226	\$231	\$0	\$42	\$268	\$272	\$201	\$242	\$248	\$0	\$37	\$279	\$285	90.1%	93.3%	92.8%	-	114.7%	96.1%	95.6%				
GRC126	Conservation/Efficiency, Sr. Manager	11	\$168	\$201	\$202	\$0	\$40	\$241	\$242	\$201	\$232	\$236	\$0	\$37	\$269	\$273	83.2%	86.7%	85.4%	-	110.3%	89.9%	88.8%				
GRC240	Major Construction Sr. Project Manager	10	\$179	\$223	\$225	\$0	\$42	\$265	\$266	\$202	\$237	\$250	\$0	\$37	\$273	\$287	88.5%	94.3%	89.9%	-	113.8%	96.9%	92.9%				
GRC149	Engineer, Sr. Manager	64	\$184	\$230	\$233	\$0	\$42	\$272	\$275	\$203	\$242	\$242	\$0	\$37	\$279	\$279	90.8%	95.1%	96.2%	-	115.2%	97.8%	98.7%				
GRC243	Manager/Supervisor 34	2	\$151	\$174	\$178	\$0	\$38	\$212	\$217	\$204	\$242	\$235	\$0	\$37	\$279	\$272	74.2%	71.9%	76.0%	-	104.1%	76.2%	79.8%				
GRC180	Manager/Supervisor 18	2	\$172	\$206	\$206	\$0	\$41	\$247	\$247	\$204	\$234	\$235	\$0	\$37	\$271	\$272	84.0%	88.0%	87.6%	-	110.7%	91.0%	90.7%				
GRC006	Manager/Supervisor 55	1	\$225	\$282	\$308	\$0	\$47	\$329	\$355	\$206	\$244	\$244	\$0	\$37	\$281	\$281	109.6%	115.5%	126.1%	-	128.0%	117.2%	126.3%				
GRC231	Engineering Sr. Project Manager	6	\$167	\$200	\$202	\$0	\$40	\$240	\$242	\$210	\$224	\$228	\$0	\$37	\$261	\$265	79.5%	89.3%	88.5%	-	107.8%	91.9%	91.2%				
GRC303	Manager/Supervisor 36	1	\$210	\$262	\$273	\$0	\$45	\$308	\$318	\$211	\$254	\$276	\$0	\$37	\$292	\$313	99.8%	103.2%	99.0%	-	121.5%	105.5%	101.7%				
GRC154	Manager/Supervisor 57	1	\$183	\$229	\$234	\$0	\$42	\$272	\$276	\$211	\$231	\$245	\$0	\$37	\$268	\$282	86.8%	99.4%	95.7%	-	112.7%	101.3%	98.0%				
GRC172	IS Security, Sr. Manager	6	\$189	\$236	\$244	\$0	\$43	\$279	\$286	\$212	\$248	\$252	\$0	\$37	\$285	\$290	89.1%	95.2%	96.5%	-	114.3%	97.7%	98.8%				
GRC085	Manager/Supervisor 6	3	\$177	\$221	\$225	\$0	\$41	\$262	\$266	\$213	\$263	\$266	\$0	\$38	\$300	\$303	82.8%	84.0%	84.6%	-	110.0%	87.2%	87.7%				
GRC274	Manager/Supervisor 53	1	\$193	\$241	\$243	\$0	\$43	\$284	\$287	\$214	\$264	\$257	\$0	\$38	\$301	\$295	90.3%	91.3%	94.6%	-	115.2%	94.3%	97.2%				
GRC138	Health & Safety, Principal Manager	4	\$211	\$264	\$277	\$0	\$46	\$309	\$323	\$218	\$266	\$274	\$0	\$38	\$304	\$312	96.5%	99.0%	101.2%	-	119.7%	101.5%	103.5%				
GRC323	Business Operations Analysis, Principal Manager	18	\$204	\$256	\$263	\$0	\$45	\$300	\$308	\$219	\$256	\$249	\$0	\$38	\$294	\$287	93.3%	99.8%	105.7%	-	117.9%	102.1%	107.4%				
GRC294	Manager/Supervisor 51	2	\$211	\$264	\$272	\$0	\$46	\$310	\$318	\$222	\$258	\$265	\$0	\$38	\$297	\$303	95.2%	102.3%	102.6%	-	118.8%	104.4%	104.6%				
GRC081	Manager/Supervisor 47	3	\$174	\$217	\$198	\$0	\$41	\$258	\$239	\$223	\$274	\$267	\$0	\$38	\$313	\$306	77.9%	79.2%	74.0%	-	106.7%	82.5%	78.1%				
GRC019	Manager/Supervisor 49	1	\$216	\$270	\$278	\$0	\$46	\$316	\$324	\$226	\$262	\$254	\$0	\$39	\$301	\$293	95.4%	102.9%	109.1%	-	119.1%	105.0%	110.4%				
GRC116	Energy Distribution, Principal Manager	19	\$217	\$271	\$279	\$0	\$46	\$317	\$325	\$226	\$294	\$316	\$0	\$39	\$332	\$354	95.7%	92.3%	88.4%	-	119.4%	95.4%	91.8%				
GRC282	Manager/Supervisor 5	3	\$222	\$278	\$286	\$0	\$46	\$324	\$332	\$227	\$283	\$285	\$0	\$39	\$321	\$323	98.1%	98.4%	100.4%	-	119.4%	101.0%	102.7%				
GRC267	Manager/Supervisor 56	2	\$215	\$268	\$283	\$0	\$46	\$314	\$329	\$228	\$276	\$287	\$0	\$39	\$315	\$326	94.0%	97.3%	98.5%	-	118.2%	99.8%	100.8%				
GRC067	Manager/Supervisor 15	2	\$207	\$259	\$266	\$0	\$45	\$304	\$311	\$228	\$294	\$290	\$0	\$39	\$333	\$329	90.8%	88.2%	91.7%	-	116.0%	91.4%	94.6%				
GRC192	Modeling, Forecasting, and Economic Analysis, Principal Manager	5	\$208	\$259	\$273	\$0	\$45	\$305	\$318	\$229	\$274	\$286	\$0	\$39	\$313	\$325	90.7%	94.8%	95.4%	-	115.9%	97.4%	97.8%				
GRC366	Manager/Supervisor 39	1	\$206	\$257	\$261	\$0	\$45	\$302	\$306	\$229	\$279	\$285	\$0	\$39	\$318	\$324	89.6%	92.1%	91.7%	-	115.2%	94.9%	94.5%				
GRC004	Director & Managing Attorney	11	\$259	\$337	\$347	\$0	\$51	\$388	\$398	\$233	\$291	\$309	\$0	\$39	\$331	\$348	111.0%	115.6%	112.3%	-	130.5%	117.4%	114.3%				
GRC148	Engineer, Principal Manager	23	\$221	\$276	\$288	\$0	\$47	\$323	\$335	\$233	\$292	\$284	\$0	\$39	\$331	\$323	94.6%	94.5%	101.3%	-	118.8%	97.4%	103.4%				
GRC179	Manager/Supervisor 24	1	\$210	\$262	\$264	\$0	\$45	\$307	\$310	\$234	\$281	\$279	\$0	\$39	\$320	\$318	89.7%	93.2%	94.9%	-	115.3%	96.0%	97.4%				
GRC337	Manager/Supervisor 31	2	\$244	\$317	\$325	\$94	\$50	\$461	\$468	\$234	\$334	\$351	\$185	\$39	\$559	\$576	104.0%	94.9%	92.5%	50.6%	125.6%	82.4%	81.3%				
GRC263	Manager/Supervisor 29	2	\$202	\$253	\$266	\$0	\$44	\$297	\$310	\$236	\$292	\$299	\$0	\$40	\$331	\$338	85.6%	86.6%	89.0%	-	112.4%	89.7%	91.8%				
GRC258	Regulatory Affairs & Compliance, Principal Manager	18	\$220	\$275	\$281	\$0	\$47	\$322	\$328	\$236	\$294	\$295	\$0	\$40	\$333	\$335	93.2%	93.7%	95.2%	-	117.6%	96.5%	97.8%				
GRC248	Project Management, Principal Manager	7	\$217	\$271	\$280	\$0	\$46	\$318	\$326	\$238	\$287	\$284	\$0	\$40	\$327	\$324	91.1%	94.6%	96.6%	-	116.8%	97.3%	100.8%				
GRC128	Manager/Supervisor 4	3	\$228	\$284	\$299	\$0	\$48	\$332	\$346	\$240	\$300	\$286	\$0	\$40	\$340	\$326	94.7%	94.7%	104.5%	-	119.1%	97.6%	106.3%				
GRC205	Manager/Supervisor 38	2	\$207	\$259	\$267	\$0	\$45	\$304	\$312	\$240	\$297	\$311	\$0	\$40	\$337	\$351	86.1%	87.2%	85.8%	-	112.8%	90.2%	88.9%				
GRC271	Manager/Supervisor 45	2	\$224	\$280	\$281	\$0	\$47	\$327	\$329	\$243	\$302	\$310	\$0	\$40	\$343	\$350	92.3%	92.6%	90.7%	-	117.4%	95.5%	93.8%				
GRC003	Senior Attorney	55	\$233	\$291	\$290	\$32	\$48	\$371	\$370	\$245	\$295	\$304	\$53	\$40	\$388	\$397	95.2%	98.6%	95.3%	59.8%	119.7%	95.5%	93.1%				
GRC084	Government Relations, Principal Manager	5	\$198	\$248	\$246	\$0	\$44	\$292	\$290	\$250	\$316	\$324	\$0	\$41	\$357	\$364	79.3%	78.4%	75.9%	-	109.0%	81.9%	79.6%				
GRC335	Manager/Supervisor 46	1	\$243	\$316	\$327	\$97	\$49	\$463	\$474	\$254	\$321	\$351	\$157	\$41	\$519	\$549	95.7%	98.6%	93.1%	62.0%	120.3%	89.2%	86.2%				
GRC316	Manager/Supervisor 11	1	\$272	\$381	\$406	\$150	\$53	\$583	\$609	\$255	\$336	\$345	\$109	\$41	\$485	\$495	106.7%	113.4%	117.8%	137.7%	128.5%	120.2%	123.0%				
GRC157	Electrical Transmission Operations, Principal Manager	6	\$222	\$277	\$281	\$0	\$47	\$324	\$328	\$257	\$325	\$351	\$0	\$41	\$366	\$392	86.4%	85.4%	80.1%	-	113.7%	88.6%	83.6%				
GRC318	Manager/Supervisor 32	1	\$234	\$304	\$316	\$91	\$48	\$443	\$455	\$260	\$348	\$379	\$142	\$42	\$532	\$563	90.0%	87.3%	83.4%	63.8%	116.1%	83.3%	80.9%				
GRC375	Manager/Supervisor 16	1	\$260	\$364	\$347	\$128	\$51	\$543	\$526	\$264	\$356	\$371	\$161	\$42	\$560	\$574	98.3%	102.2%	93.4%	79.1%	122.6%	97.1%	91.6%				
GRC339	Manager/Supervisor 13	1	\$265	\$345	\$369	\$111	\$52	\$508	\$532	\$266	\$363	\$369	\$147	\$42	\$552	\$558	99.8%	95.0%	99.9%	75.7%	123.7%	92.1%	95.3%				
GRC338																											

Professional / Technical		SCE Averages										Competitive Market Average								Variance - SCE +/- Market							
2025 GRC Study Position #	SCE Benchmark Job Title	Total # of Employees (EEs)	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp				
GRC153	Energy Trading Ops/Support, Advisor	9	\$124	\$143	\$139	\$0	\$34	\$177	\$173	\$144	\$166	\$167	\$0	\$29	\$195	\$196	86.2%	86.2%	83.5%	-	116.4%	90.7%	88.4%				
GRC362	IS Security, Advisor	25	\$141	\$162	\$162	\$0	\$32	\$194	\$194	\$156	\$175	\$177	\$0	\$26	\$201	\$203	90.5%	92.7%	91.5%	-	121.9%	96.5%	95.4%				
GRC046	Tech Specialist, Advisor	58	\$131	\$151	\$149	\$0	\$34	\$185	\$184	\$148	\$164	\$167	\$0	\$29	\$194	\$197	88.5%	91.5%	89.3%	-	116.4%	95.3%	93.4%				
GRC380	Planning, Advisor	106	\$132	\$151	\$153	\$0	\$30	\$182	\$183	\$160	\$180	\$179	\$0	\$26	\$206	\$205	82.4%	84.3%	85.4%	-	115.8%	88.3%	89.3%				
GRC113	Sr. Engineer I	145	\$153	\$176	\$178	\$0	\$33	\$209	\$211	\$157	\$175	\$174	\$0	\$26	\$201	\$200	97.3%	100.3%	102.1%	-	126.8%	103.7%	105.3%				
GRC051	Business Controls, Sr. Advisor	8	\$142	\$163	\$160	\$0	\$32	\$195	\$192	\$182	\$210	\$212	\$0	\$28	\$238	\$241	77.6%	77.6%	75.3%	-	112.7%	81.8%	79.7%				
GRC226	Electric Transmission and/or Distribution Project Manager	82	\$132	\$152	\$153	\$0	\$35	\$186	\$187	\$150	\$169	\$170	\$0	\$30	\$198	\$199	88.1%	90.0%	90.0%	-	116.5%	93.9%	93.9%				
GRC122	Proprietary Telecom System, Sr. Specialist	22	\$124	\$142	\$142	\$0	\$29	\$171	\$171	\$128	\$147	\$151	\$0	\$23	\$170	\$174	96.3%	97.0%	93.7%	-	125.6%	100.9%	98.0%				
GRC096	Process Improvement, Sr. Advisor	19	\$153	\$176	\$177	\$0	\$37	\$213	\$214	\$173	\$197	\$203	\$0	\$32	\$229	\$236	88.6%	89.3%	86.9%	-	116.7%	93.1%	90.9%				
GRC070	Business Analyst Sr. Specialist	231	\$100	\$110	\$109	\$0	\$26	\$136	\$135	\$132	\$150	\$146	\$0	\$23	\$174	\$170	76.1%	73.4%	74.4%	-	112.1%	78.7%	79.6%				
GRC040	Tech Specialist, Sr. Specialist	59	\$103	\$114	\$113	\$0	\$27	\$140	\$139	\$126	\$139	\$141	\$0	\$23	\$162	\$164	81.9%	81.7%	80.2%	-	116.0%	86.6%	85.2%				
GRC242	Project Manager	65	\$128	\$147	\$147	\$0	\$34	\$181	\$181	\$148	\$164	\$162	\$0	\$29	\$193	\$191	86.7%	89.8%	90.9%	-	115.4%	93.7%	94.7%				
GRC347	Professional/Technical 1	3	\$132	\$152	\$157	\$0	\$35	\$187	\$192	\$149	\$171	\$174	\$0	\$30	\$200	\$203	88.8%	89.1%	90.6%	-	116.7%	93.1%	94.4%				
GRC058	Accounting Advisor	6	\$129	\$148	\$149	\$0	\$30	\$178	\$179	\$126	\$140	\$144	\$0	\$23	\$163	\$167	102.1%	105.9%	103.2%	-	129.3%	109.2%	106.8%				
GRC239	Major Construction Project Manager	20	\$144	\$166	\$167	\$0	\$32	\$197	\$198	\$161	\$184	\$190	\$0	\$26	\$210	\$217	89.6%	90.1%	87.5%	-	121.2%	94.0%	91.6%				
GRC072	Business Analyst, Advisor	197	\$118	\$135	\$135	\$0	\$29	\$164	\$163	\$159	\$183	\$188	\$0	\$26	\$209	\$214	73.8%	73.7%	71.8%	-	109.7%	78.2%	76.4%				
GRC181	IT Outsourcing Management, Advisor	24	\$137	\$157	\$155	\$0	\$31	\$188	\$185	\$133	\$154	\$149	\$0	\$24	\$177	\$173	102.7%	102.2%	103.6%	-	130.2%	105.9%	107.3%				
GRC281	Suppliers Diversity Program Management, Advisor	4	\$123	\$141	\$140	\$0	\$33	\$175	\$173	\$141	\$160	\$159	\$0	\$29	\$189	\$187	87.1%	88.3%	88.2%	-	115.5%	92.5%	92.4%				
GRC189	Modeling, Forecasting, and Economic Analysis, Sr. Advisor	19	\$154	\$177	\$179	\$0	\$33	\$210	\$213	\$183	\$233	\$212	\$0	\$28	\$261	\$241	83.8%	76.0%	84.4%	-	117.7%	80.5%	88.4%				
GRC095	Regulatory Affairs & Compliance, Sr. Advisor	52	\$151	\$174	\$174	\$0	\$38	\$212	\$212	\$207	\$248	\$249	\$0	\$37	\$285	\$286	73.3%	70.2%	69.6%	-	103.5%	74.5%	74.0%				
GRC016	Contract Admin, Sr. Advisor	6	\$140	\$161	\$159	\$0	\$36	\$197	\$195	\$168	\$181	\$182	\$0	\$32	\$212	\$214	83.6%	89.2%	87.3%	-	113.4%	92.8%	91.2%				
GRC130	Conversation/Efficiency, Sr. Specialist	25	\$102	\$112	\$111	\$0	\$27	\$140	\$138	\$117	\$129	\$132	\$0	\$23	\$152	\$155	87.5%	86.8%	84.1%	-	120.9%	91.9%	89.5%				
GRC133	Environmental Science, Sr. Advisor	34	\$150	\$172	\$172	\$0	\$37	\$210	\$209	\$174	\$193	\$198	\$0	\$32	\$226	\$231	86.3%	89.2%	86.8%	-	115.3%	92.9%	90.8%				
GRC120	Proprietary Telecom System, Advisor	27	\$141	\$163	\$163	\$0	\$36	\$198	\$198	\$141	\$162	\$171	\$0	\$29	\$191	\$200	100.1%	100.1%	95.1%	-	123.6%	103.6%	99.3%				
GRC073	Business Analyst, Sr. Advisor	111	\$147	\$169	\$171	\$0	\$38	\$206	\$209	\$206	\$247	\$236	\$0	\$37	\$284	\$273	71.1%	68.3%	72.7%	-	102.2%	72.7%	76.7%				
GRC382	Planning, Specialist	246	\$112	\$129	\$125	\$0	\$28	\$156	\$153	\$127	\$137	\$137	\$0	\$23	\$160	\$160	88.2%	94.3%	91.3%	-	120.2%	98.0%	95.5%				
GRC136	Health & Safety, Advisor	49	\$133	\$153	\$150	\$0	\$30	\$183	\$180	\$135	\$152	\$150	\$0	\$24	\$175	\$174	98.2%	100.8%	100.0%	-	127.0%	104.3%	103.7%				
GRC127	Conservation/Efficiency, Advisor	54	\$120	\$138	\$135	\$0	\$33	\$171	\$168	\$136	\$150	\$154	\$0	\$29	\$179	\$182	87.8%	91.5%	87.9%	-	115.9%	95.4%	92.3%				
GRC367	IT Development, Sr. Advisor	5	\$147	\$170	\$170	\$0	\$37	\$206	\$207	\$174	\$197	\$200	\$0	\$32	\$230	\$232	84.7%	85.9%	85.0%	-	114.3%	89.9%	89.1%				
GRC251	QA/Process Improvement, Advisor	18	\$119	\$137	\$138	\$0	\$33	\$170	\$171	\$142	\$157	\$159	\$0	\$29	\$186	\$188	83.8%	87.2%	87.0%	-	113.6%	91.3%	91.1%				
GRC176	IT Operations, Sr. Advisor	6	\$162	\$186	\$191	\$0	\$39	\$224	\$229	\$171	\$200	\$207	\$0	\$32	\$232	\$239	94.5%	92.8%	92.2%	-	120.8%	96.7%	96.0%				
GRC171	IS Security, Sr. Advisor	8	\$159	\$182	\$185	\$0	\$39	\$221	\$223	\$186	\$206	\$206	\$0	\$34	\$240	\$240	85.1%	88.5%	89.6%	-	113.9%	92.1%	93.0%				
GRC174	IT Asset Management, Sr. Advisor	4	\$161	\$185	\$187	\$0	\$38	\$223	\$225	\$174	\$185	\$189	\$0	\$32	\$217	\$221	92.5%	99.7%	98.8%	-	119.4%	102.6%	101.8%				
GRC077	Corporate Communications & Giving Sr. Advisor	15	\$146	\$168	\$167	\$0	\$32	\$200	\$199	\$181	\$213	\$213	\$0	\$28	\$241	\$242	80.6%	78.8%	78.2%	-	114.8%	83.0%	82.5%				
GRC182	IT Outsourcing Management, Sr. Advisor	13	\$165	\$190	\$191	\$0	\$39	\$229	\$230	\$175	\$210	\$192	\$0	\$32	\$243	\$224	94.3%	90.2%	99.4%	-	120.6%	94.2%	102.5%				
GRC350	Professional/Technical 2	1	\$166	\$199	\$200	\$0	\$39	\$238	\$238	\$148	\$163	\$164	\$0	\$29	\$193	\$194	112.2%	121.8%	121.4%	-	130.9%	123.2%	122.9%				
GRC177	IT Operations, Sr. Specialist	5	\$118	\$130	\$132	\$0	\$29	\$159	\$160	\$127	\$137	\$138	\$0	\$23	\$160	\$161	93.2%	94.8%	95.7%	-	123.4%	99.0%	99.7%				
GRC086	Government Relations, Advisor	31	\$131	\$151	\$149	\$0	\$30	\$181	\$179	\$152	\$173	\$172	\$0	\$26	\$198	\$198	86.5%	87.5%	86.5%	-	118.9%	91.6%	90.7%				
GRC236	Information Technology Project Manager	47	\$145	\$167	\$164	\$0	\$32	\$199	\$196	\$157	\$176	\$176	\$0	\$26	\$202	\$202	92.5%	94.9%	93.4%	-	123.6%	98.5%	97.3%				
GRC210	Professional/Technical 3	1	\$117	\$129	\$130	\$0	\$29	\$158	\$159	\$115	\$125	\$124	\$0	\$23	\$148	\$147	102.2%	102.9%	104.8%	-	129.9%	107.0%	108.6%				
GRC203	Energy Advisor III	8	\$67	\$70	\$70	\$0	\$23	\$93	\$93	\$78	\$87	\$81	\$0	\$20	\$106	\$100	86.2%	80.3%	87.1%	-	118.6%	87.3%	93.3%				
GRC150	Electrical Systems/Grid & Bulk Power Training, Advisor	7	\$125	\$144	\$144	\$0	\$34	\$178	\$178	\$167	\$192	\$196	\$0	\$32	\$224	\$227	74.9%	74.7%	73.4%	-	108.4%	79.4%	78.3%				
Grc173	IS Security, Sr. Specialist	22	\$117	\$135	\$134	\$0	\$28	\$163	\$162	\$129	\$140	\$141	\$0	\$23	\$163	\$164	90.8%	96.5%	95.1%	-	122.0%	100.1%	98.9%				
GRC151	Electrical Systems/Grid & Bulk Power Training, Sr. Specialist	8	\$123	\$142	\$142	\$0	\$35	\$177	\$177	\$144	\$165	\$166	\$0	\$29	\$195	\$195	85.7%	85.8%	85.6%	-	120.0%	90.9%	90.7%				
GRC175	IT Operations, Advisor	10	\$137	\$157	\$159	\$0	\$31	\$188	\$190	\$152	\$170	\$173	\$0	\$26	\$195	\$198	90.1%	92.6%	91.9%	-	121.3%	96.3%	95.6%				
GRC064	Account Management, Advisor	13	\$122	\$140	\$135	\$0	\$33	\$174	\$169	\$144	\$166	\$163	\$0	\$29	\$195	\$193	84.7%	84.5%	82.9%	-	114.1%	88.9%	87.6%				
GRC359	Human Resources Information System (HRIS), Advisor	5	\$133	\$153	\$147	\$0	\$35	\$187	\$182	\$143	\$161	\$161	\$0	\$29	\$190	\$190	93.1%	94.8%	91.6%	-	119.1%	98.5%	95.8%				
GRC187	Modeling, Forecasting, and Economic Analysis, Advisor	26	\$130	\$149	\$149	\$0	\$30	\$179	\$179	\$151	\$168	\$170	\$0	\$26	\$194	\$195	85.6%	88.6%	88.0%	-	118.0%	92.5%	91.9%				
GRC018	Claims Resolution, Specialist	8	\$89	\$96	\$97	\$0	\$21	\$117	\$118	\$83	\$90	\$91	\$0	\$15	\$105	\$106	107.5%	107.3%	107.2%	-	137.4%	111.6%	111.5%				
GRC209	Marketing Communications, Sr. Advisor	4	\$151	\$174	\$174	\$0	\$38	\$211	\$211	\$186	\$208	\$214	\$0	\$34	\$242	\$248	81.1%	83.6%	81.3%	-	110.9%	87.4%	85.4%				
GRC105	Application Development, Sr. Specialist	12	\$116	\$133	\$133	\$0	\$28	\$162	\$161	\$129	\$140	\$142	\$0	\$23	\$163</												

Professional / Technical																							
		SCE Averages								Competitive Market Average							Variance - SCE +/- Market						
2025 GRC Position #	SCE Benchmark Job Title	Total # of Employees (EEs)	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp
GRC165	Rates, Sr. Advisor	10	\$152	\$175	\$179	\$0	\$33	\$208	\$212	\$183	\$207	\$215	\$0	\$28	\$235	\$243	83.0%	84.4%	83.4%	-	116.8%	88.3%	87.3%
GRC254	QA/Process Improvement, Sr. Specialist	17	\$102	\$112	\$111	\$0	\$27	\$140	\$138	\$115	\$124	\$125	\$0	\$23	\$147	\$148	88.6%	90.7%	88.7%	-	121.6%	95.5%	93.7%
GRC079	Professional/Technical 6	3	\$93	\$103	\$101	\$0	\$26	\$129	\$128	\$106	\$115	\$116	\$0	\$22	\$137	\$137	87.9%	89.2%	87.8%	-	120.8%	94.3%	93.0%
GRC397	Technical Training, Sr. Advisor	4	\$142	\$163	\$166	\$0	\$36	\$200	\$202	\$167	\$181	\$179	\$0	\$32	\$213	\$210	85.3%	90.2%	92.8%	-	114.5%	93.8%	96.1%
GRC357	Professional/Technical 7	1	\$118	\$130	\$133	\$0	\$28	\$158	\$160	\$124	\$132	\$133	\$0	\$23	\$155	\$156	95.7%	98.4%	99.7%	-	121.0%	101.7%	102.8%
GRC272	Strategic Planning & Corporate Development, Advisor	11	\$129	\$149	\$148	\$0	\$34	\$183	\$182	\$148	\$164	\$163	\$0	\$29	\$194	\$193	87.5%	90.6%	90.5%	-	115.9%	94.5%	94.4%
GRC111	Engineer II	161	\$98	\$107	\$106	\$0	\$23	\$131	\$129	\$102	\$110	\$110	\$0	\$18	\$128	\$128	95.6%	97.3%	96.0%	-	130.9%	101.9%	100.8%
GRC125	Quality Control/Inspection, Sr. Specialist	65	\$106	\$117	\$116	\$0	\$27	\$144	\$143	\$126	\$137	\$139	\$0	\$23	\$160	\$162	84.2%	85.0%	83.5%	-	117.4%	89.7%	88.3%
GRC313	Workers Comp, Advisor	5	\$108	\$119	\$118	\$0	\$28	\$147	\$147	\$118	\$125	\$128	\$0	\$23	\$148	\$151	91.6%	95.2%	92.1%	-	123.5%	99.6%	96.8%
GRC351	Energy Management Systems (EMS) Development, Advisor	13	\$149	\$172	\$170	\$0	\$37	\$209	\$207	\$165	\$181	\$178	\$0	\$31	\$213	\$210	90.8%	94.8%	95.7%	-	118.0%	98.2%	99.0%
GRC353	Energy Management Systems (EMS) Development, Sr. Specialist	11	\$120	\$138	\$136	\$0	\$33	\$171	\$169	\$141	\$150	\$148	\$0	\$29	\$179	\$177	85.3%	92.1%	91.8%	-	114.4%	95.7%	95.5%
GRC207	Marketing Communications, Advisor	9	\$124	\$143	\$141	\$0	\$29	\$172	\$170	\$131	\$144	\$145	\$0	\$23	\$168	\$168	94.6%	98.8%	97.6%	-	124.6%	102.4%	101.3%
GRC379	Organizational Development, Sr. Advisor	12	\$160	\$192	\$186	\$0	\$39	\$231	\$225	\$186	\$223	\$222	\$0	\$34	\$257	\$256	86.0%	86.1%	84.0%	-	114.2%	89.8%	88.0%
GRC164	Rates, Advisor	6	\$123	\$142	\$140	\$0	\$33	\$175	\$173	\$140	\$161	\$163	\$0	\$29	\$190	\$192	87.7%	87.7%	85.9%	-	115.8%	92.0%	90.4%
GRC065	Account Management, Sr. Specialist	21	\$100	\$110	\$110	\$0	\$27	\$138	\$137	\$113	\$127	\$126	\$0	\$22	\$149	\$148	88.5%	87.1%	87.0%	-	121.4%	92.3%	92.2%
GRC183	Professional/Technical 8	3	\$158	\$182	\$185	\$0	\$34	\$216	\$219	\$185	\$197	\$201	\$0	\$29	\$225	\$229	85.7%	92.4%	92.2%	-	118.6%	95.7%	95.5%
GRC418	Customer Billing Resolution, Specialist	167	\$68	\$71	\$72	\$0	\$20	\$91	\$92	\$72	\$76	\$76	\$0	\$16	\$92	\$92	94.5%	93.5%	94.2%	-	125.1%	99.1%	99.6%
GRC112	Consulting Engineer	9	\$196	\$245	\$251	\$0	\$44	\$289	\$295	\$206	\$251	\$231	\$0	\$37	\$288	\$268	95.2%	97.7%	108.6%	-	118.3%	100.3%	109.9%
GRC372	Professional/Technical 9	2	\$150	\$172	\$177	\$0	\$37	\$210	\$214	\$164	\$190	\$189	\$0	\$31	\$222	\$220	91.5%	90.7%	93.8%	-	118.4%	94.6%	97.3%
GRC289	Business Resiliency, Advisor	17	\$123	\$142	\$139	\$0	\$33	\$175	\$173	\$141	\$163	\$165	\$0	\$29	\$192	\$194	87.6%	87.2%	84.7%	-	115.7%	91.5%	89.3%
GRC314	Professional/Technical 10	2	\$87	\$96	\$94	\$0	\$26	\$121	\$120	\$106	\$116	\$114	\$0	\$22	\$138	\$136	82.1%	82.4%	82.3%	-	117.3%	88.0%	88.0%
GRC159	Financial Analysis, Advisor	28	\$126	\$144	\$140	\$0	\$29	\$174	\$170	\$132	\$146	\$144	\$0	\$24	\$170	\$167	95.2%	98.7%	97.6%	-	125.4%	102.4%	101.5%
GRC162	Financial Analysis, Sr. Advisor	34	\$152	\$175	\$171	\$0	\$37	\$212	\$208	\$165	\$185	\$183	\$0	\$31	\$216	\$215	91.9%	94.5%	93.3%	-	118.7%	98.0%	97.1%
GRC134	Environmental Science, Sr. Specialist	12	\$106	\$116	\$116	\$0	\$28	\$144	\$144	\$116	\$126	\$127	\$0	\$23	\$149	\$150	91.4%	92.5%	91.1%	-	123.3%	97.2%	96.0%
GRC141	Energy Marketing & Trading Financial Analysis, Advisor	6	\$131	\$150	\$151	\$0	\$31	\$181	\$182	\$150	\$180	\$180	\$0	\$25	\$205	\$205	86.8%	83.6%	83.8%	-	121.6%	88.3%	88.5%
GRC132	Environmental Science, Advisor	57	\$131	\$151	\$148	\$0	\$34	\$185	\$183	\$143	\$160	\$160	\$0	\$29	\$189	\$189	91.8%	94.0%	92.4%	-	118.4%	97.8%	96.4%
GRC279	Supply Chain, Advisor	6	\$127	\$146	\$147	\$0	\$30	\$175	\$177	\$135	\$146	\$146	\$0	\$24	\$170	\$170	93.8%	99.8%	100.7%	-	124.2%	103.3%	104.0%
GRC123	Quality Control/Inspection, Advisor	9	\$121	\$140	\$140	\$0	\$29	\$168	\$168	\$131	\$145	\$145	\$0	\$23	\$168	\$168	92.9%	96.4%	96.5%	-	123.4%	100.2%	100.2%
GRC255	QA/Process Improvement, Sr. Advisor	13	\$145	\$167	\$169	\$0	\$32	\$200	\$201	\$179	\$209	\$207	\$0	\$28	\$237	\$235	81.1%	80.0%	81.5%	-	115.0%	84.2%	85.5%
GRC091	Client Service Delivery Management, Sr. Advisor	9	\$153	\$176	\$180	\$0	\$38	\$214	\$218	\$188	\$217	\$225	\$0	\$34	\$251	\$259	81.5%	81.2%	79.9%	-	112.2%	85.4%	84.2%
GRC230	Engineering Project Manager	8	\$149	\$171	\$173	\$0	\$37	\$208	\$210	\$162	\$173	\$176	\$0	\$31	\$204	\$207	91.7%	98.9%	98.6%	-	119.1%	102.0%	101.7%
GRC190	Modeling, Forecasting, and Economic Analysis, Sr. Specialist	11	\$106	\$116	\$114	\$0	\$28	\$144	\$142	\$117	\$127	\$128	\$0	\$23	\$150	\$151	90.1%	91.4%	89.4%	-	122.6%	96.1%	94.4%
GRC060	Accountant Senior	14	\$110	\$121	\$119	\$0	\$24	\$145	\$144	\$101	\$107	\$107	\$0	\$18	\$124	\$125	109.2%	113.5%	111.2%	-	138.0%	116.9%	115.0%
GRC104	Process Improvement, Sr. Specialist	5	\$105	\$116	\$116	\$0	\$28	\$144	\$144	\$111	\$122	\$123	\$0	\$22	\$144	\$145	95.3%	94.9%	94.9%	-	125.4%	99.6%	99.6%
GRC219	Professional/Technical 11	3	\$119	\$137	\$139	\$0	\$29	\$165	\$167	\$131	\$149	\$148	\$0	\$23	\$173	\$171	90.6%	91.4%	93.9%	-	121.9%	95.5%	97.7%
GRC218	Professional/Technical 12	2	\$120	\$138	\$127	\$0	\$33	\$171	\$160	\$136	\$147	\$144	\$0	\$29	\$175	\$172	87.8%	93.9%	88.2%	-	116.7%	97.6%	92.9%
GRC257	Regulatory Affairs & Compliance, Advisor	36	\$122	\$140	\$140	\$0	\$33	\$174	\$173	\$148	\$166	\$165	\$0	\$30	\$195	\$194	82.3%	84.6%	85.1%	-	112.9%	88.9%	89.3%
GRC321	Professional/Technical 13	1	\$154	\$178	\$181	\$0	\$33	\$211	\$214	\$154	\$169	\$171	\$0	\$26	\$194	\$197	100.6%	105.3%	105.8%	-	128.9%	108.4%	108.8%
GRC025	Legal Support, Sr. Specialist	9	\$101	\$111	\$108	\$0	\$27	\$139	\$135	\$114	\$123	\$124	\$0	\$23	\$145	\$147	88.3%	90.5%	86.7%	-	121.3%	95.2%	92.0%
GRC066	Professional/Technical 14	2	\$148	\$170	\$171	\$0	\$37	\$207	\$208	\$195	\$230	\$220	\$0	\$35	\$265	\$255	75.8%	73.8%	77.4%	-	107.4%	78.2%	81.5%
GRC201	Energy Advisor II	50	\$58	\$60	\$60	\$0	\$18	\$78	\$78	\$70	\$72	\$73	\$0	\$15	\$87	\$89	82.6%	83.8%	81.9%	-	118.3%	89.9%	88.2%
GRC163	Financial Analysis, Sr. Specialist	18	\$108	\$119	\$115	\$0	\$28	\$147	\$143	\$110	\$119	\$118	\$0	\$22	\$141	\$140	97.9%	100.1%	97.1%	-	127.1%	104.4%	101.9%
GRC332	Professional/Technical 15	2	\$138	\$159	\$148	\$0	\$36	\$194	\$184	\$164	\$180	\$172	\$0	\$31	\$211	\$203	84.3%	88.1%	86.4%	-	113.8%	91.9%	90.6%
GRC290	Business Resiliency, Sr. Advisor	18	\$147	\$169	\$168	\$0	\$37	\$206	\$205	\$174	\$196	\$191	\$0	\$32	\$228	\$223	84.5%	86.2%	87.9%	-	114.2%	90.1%	91.7%
GRC107	Energy Trading, Sr. Specialist	11	\$128	\$147	\$148	\$0	\$30	\$178	\$179	\$134	\$151	\$157	\$0	\$24	\$175	\$181	95.1%	97.4%	94.6%	-	128.3%	101.6%	99.0%
GRC059	Professional/Technical 16	2	\$150	\$173	\$180	\$0	\$37	\$210	\$217	\$173	\$198	\$201	\$0	\$32	\$230	\$233	86.9%	87.2%	89.3%	-	115.7%	91.2%	93.0%
GRC278	Supply Chain Development & Optimization, Sr. Specialist	7	\$105	\$116	\$115	\$0	\$28	\$144	\$143	\$110	\$120	\$119	\$0	\$22	\$142	\$141	95.9%	96.8%	96.2%	-	125.7%	101.3%	100.8%
GRC015	Contract Admin, Advisor	9	\$112	\$129	\$128	\$0	\$32	\$161	\$160	\$136	\$149	\$147	\$0	\$29	\$178	\$176	82.3%	86.6%	87.0%	-	112.5%	90.8%	91.2%
GRC241	Project Management Associate Project Manager	13	\$99	\$109	\$109	\$0	\$26	\$135	\$135	\$122	\$131	\$132	\$0	\$23	\$154	\$154	81.4%	83.3%	82.4%	-	115.5%	88.1%	87.3%
GRC276	Professional/Technical 17	2	\$123	\$141	\$140	\$0	\$33	\$175	\$173	\$140	\$157	\$156	\$0	\$29	\$185	\$184	88.0%	90.3%	89.7%	-	116.0%	94.3%	93.8%
GRC392	Tax, Advisor	6	\$129	\$148	\$148	\$0	\$34	\$182	\$182	\$137	\$151	\$154	\$0	\$29	\$179	\$183	94.5%	98.5%	95.9%	-	118.6%	101.7%	99.5%
GRC260	Regulatory Affairs & Compliance, Sr. Specialist	17	\$104	\$115	\$1																		

Professional / Technical		SCE Averages								Competitive Market Average								Variance - SCE +/- Market							
2025 GRC Study Position #	SCE Benchmark Job Title	Total # of Employees (EEs)	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp		
GRC324	Business Systems Analysis, Advisor	5	\$129	\$149	\$151	\$0	\$34	\$183	\$185	\$144	\$160	\$160	\$0	\$29	\$189	\$189	89.6%	93.3%	94.3%	-	117.1%	96.9%	97.8%		
GRC365	IT Development, Advisor	6	\$138	\$158	\$160	\$0	\$35	\$193	\$195	\$147	\$160	\$161	\$0	\$29	\$189	\$190	93.5%	98.9%	99.1%	-	119.5%	102.1%	102.2%		
GRC217	Product Management, Sr. Advisor	4	\$152	\$175	\$170	\$0	\$38	\$213	\$208	\$194	\$228	\$234	\$0	\$35	\$262	\$269	78.4%	76.8%	72.6%	-	109.2%	81.1%	77.3%		
GRC092	Client Service Delivery Management, Advisor	7	\$122	\$141	\$140	\$0	\$33	\$174	\$173	\$148	\$163	\$164	\$0	\$29	\$193	\$194	82.7%	86.2%	85.1%	-	113.0%	90.3%	89.3%		
GRC110	Sr. Engineer II	6	\$181	\$217	\$213	\$0	\$37	\$253	\$249	\$183	\$213	\$211	\$0	\$28	\$241	\$239	98.7%	101.9%	100.8%	-	128.7%	105.1%	104.1%		
GRC061	Accountant	14	\$86	\$93	\$92	\$0	\$20	\$114	\$112	\$85	\$91	\$92	\$0	\$15	\$106	\$107	102.0%	102.2%	99.6%	-	134.5%	106.8%	104.5%		
GRC238	Information Technology Associate Project Manager	6	\$108	\$124	\$114	\$0	\$27	\$151	\$141	\$133	\$143	\$142	\$0	\$24	\$167	\$166	81.0%	86.7%	80.1%	-	115.4%	90.7%	85.2%		
GRC158	Professional/Technical 21	1	\$131	\$151	\$152	\$0	\$30	\$181	\$182	\$130	\$142	\$145	\$0	\$23	\$165	\$168	100.9%	106.2%	105.1%	-	128.8%	109.4%	108.4%		
GRC228	Emerging Technologies Acquisition & Implementation Project Man	7	\$137	\$157	\$155	\$0	\$31	\$188	\$186	\$160	\$190	\$196	\$0	\$26	\$216	\$222	85.1%	82.6%	79.3%	-	117.8%	86.9%	83.8%		
GRC286	Tech Purchasing, Sr. Specialist	19	\$109	\$120	\$117	\$0	\$28	\$149	\$145	\$111	\$124	\$121	\$0	\$22	\$146	\$144	98.3%	97.0%	96.2%	-	127.2%	101.6%	101.0%		
GRC216	Professional/Technical 22	2	\$90	\$100	\$95	\$0	\$22	\$122	\$117	\$101	\$108	\$107	\$0	\$18	\$125	\$124	89.9%	92.6%	89.3%	-	125.2%	97.2%	94.3%		
GRC212	Professional/Technical 23	1	\$81	\$86	\$87	\$0	\$20	\$106	\$106	\$86	\$91	\$91	\$0	\$15	\$106	\$106	94.9%	95.1%	95.5%	-	129.8%	100.1%	100.5%		
GRC099	Professional/Technical 24	3	\$159	\$183	\$190	\$0	\$33	\$216	\$223	\$162	\$186	\$183	\$0	\$26	\$213	\$210	98.4%	98.2%	103.4%	-	126.3%	101.7%	106.3%		
GRC097	Health & Safety, Sr. Advisor	13	\$144	\$166	\$164	\$0	\$36	\$202	\$201	\$168	\$194	\$195	\$0	\$32	\$226	\$227	85.8%	85.5%	84.4%	-	114.9%	89.6%	88.7%		
GRC167	Professional/Technical 25	3	\$111	\$122	\$122	\$0	\$29	\$151	\$150	\$115	\$126	\$127	\$0	\$23	\$149	\$150	96.9%	97.2%	95.6%	-	126.7%	101.7%	100.3%		
GRC118	Energy Distribution , Sr. Specialist	8	\$107	\$117	\$116	\$0	\$28	\$145	\$144	\$118	\$131	\$135	\$0	\$23	\$154	\$158	90.0%	89.5%	86.1%	-	122.9%	94.4%	91.4%		
GRC053	Business Controls, Advisor	5	\$124	\$143	\$141	\$0	\$34	\$176	\$175	\$141	\$156	\$161	\$0	\$29	\$185	\$190	87.7%	91.5%	88.0%	-	115.8%	95.3%	92.2%		
GRC262	Real Estate & Facilities Management, Advisor	13	\$126	\$145	\$146	\$0	\$29	\$174	\$176	\$131	\$145	\$148	\$0	\$23	\$169	\$171	96.4%	99.8%	98.7%	-	125.8%	103.4%	102.4%		
GRC232	Facilities Construction Project Manager	7	\$121	\$139	\$135	\$0	\$29	\$168	\$164	\$154	\$170	\$170	\$0	\$26	\$195	\$196	78.5%	81.7%	79.2%	-	112.9%	85.8%	83.6%		
GRC054	Professional/Technical 26	1	\$107	\$117	\$117	\$0	\$28	\$145	\$145	\$111	\$120	\$122	\$0	\$22	\$142	\$144	96.1%	98.2%	95.5%	-	125.9%	102.5%	100.2%		
GRC144	Professional/Technical 27	3	\$102	\$112	\$112	\$0	\$27	\$139	\$138	\$127	\$144	\$147	\$0	\$23	\$167	\$170	80.4%	77.9%	76.1%	-	115.0%	83.0%	81.3%		
GRC383	Professional/Technical 28	1	\$100	\$104	\$110	\$0	\$22	\$125	\$132	\$81	\$86	\$84	\$0	\$15	\$101	\$99	122.9%	120.6%	130.4%	-	146.7%	124.4%	132.8%		
GRC028	Professional/Technical 29	1	\$130	\$150	\$153	\$0	\$34	\$184	\$187	\$149	\$176	\$161	\$0	\$30	\$206	\$191	87.5%	85.1%	94.7%	-	115.9%	89.6%	98.0%		
GRC396	Technical Training, Specialist	9	\$93	\$102	\$101	\$0	\$22	\$125	\$124	\$95	\$103	\$101	\$0	\$17	\$120	\$118	98.0%	99.8%	100.7%	-	130.0%	104.1%	105.0%		
GRC083	Environmental Affairs & Compliance, Sr. Advisor	8	\$143	\$165	\$166	\$0	\$32	\$197	\$198	\$180	\$210	\$205	\$0	\$28	\$238	\$233	79.9%	78.7%	80.9%	-	114.0%	82.9%	84.9%		
GRC369	Labor Relations, Advisor	4	\$123	\$142	\$145	\$0	\$33	\$175	\$178	\$144	\$160	\$161	\$0	\$29	\$190	\$191	85.6%	88.2%	89.8%	-	114.7%	92.3%	93.6%		
GRC360	Human Resources Information System (HRIS), Sr. Specialist	4	\$107	\$118	\$117	\$0	\$28	\$146	\$145	\$114	\$123	\$123	\$0	\$22	\$145	\$146	94.4%	96.3%	94.7%	-	125.0%	100.8%	99.4%		
GRC121	Proprietary Telecom System, Specialist	6	\$92	\$101	\$99	\$0	\$22	\$123	\$121	\$105	\$116	\$109	\$0	\$18	\$134	\$127	87.7%	86.8%	90.5%	-	125.2%	91.9%	95.4%		
GRC393	Tax, Sr. Advisor	4	\$160	\$184	\$187	\$0	\$39	\$223	\$226	\$190	\$223	\$223	\$0	\$34	\$258	\$257	84.3%	82.4%	84.1%	-	113.1%	86.5%	88.0%		
GRC045	Tech Documentation Control, Sr. Specialist	4	\$98	\$108	\$108	\$0	\$23	\$131	\$131	\$104	\$108	\$107	\$0	\$18	\$126	\$125	94.5%	99.2%	101.2%	-	129.1%	103.4%	105.1%		
GRC186	Management Data Analysis, Sr. Specialist	5	\$102	\$112	\$110	\$0	\$27	\$139	\$138	\$118	\$125	\$124	\$0	\$23	\$148	\$147	86.3%	89.2%	89.0%	-	120.2%	94.0%	93.9%		
GRC395	Technical Training, Advisor	5	\$119	\$136	\$130	\$0	\$29	\$165	\$158	\$132	\$146	\$148	\$0	\$24	\$170	\$171	89.6%	93.2%	87.7%	-	121.2%	97.1%	92.3%		
GRC374	Learning & Development, Sr. Advisor	5	\$137	\$158	\$156	\$0	\$36	\$193	\$191	\$165	\$190	\$184	\$0	\$31	\$221	\$216	83.2%	83.1%	84.5%	-	113.1%	87.3%	88.6%		
GRC295	Security, Specialist	8	\$82	\$89	\$88	\$0	\$20	\$109	\$108	\$77	\$82	\$82	\$0	\$15	\$96	\$96	106.7%	108.8%	108.0%	-	135.7%	112.9%	112.2%		
GRC026	Professional/Technical 30	3	\$122	\$140	\$136	\$0	\$33	\$173	\$169	\$147	\$166	\$171	\$0	\$29	\$195	\$200	82.7%	84.2%	79.4%	-	113.0%	88.6%	84.3%		
GRC055	Auditor Senior	4	\$106	\$117	\$113	\$0	\$28	\$145	\$141	\$110	\$118	\$119	\$0	\$22	\$141	\$141	96.3%	98.5%	94.4%	-	126.0%	102.9%	99.4%		
GRC161	Financial Analysis, Specialist	14	\$82	\$89	\$86	\$0	\$20	\$108	\$105	\$89	\$93	\$93	\$0	\$15	\$109	\$109	92.4%	94.9%	91.9%	-	128.7%	99.7%	97.1%		
GRC076	Corporate Communications & Giving Advisor	8	\$114	\$131	\$124	\$0	\$28	\$160	\$152	\$132	\$144	\$145	\$0	\$24	\$168	\$169	86.5%	91.1%	85.2%	-	119.1%	95.0%	90.0%		
GRC062	Financial Reporting, Advisor	4	\$127	\$146	\$147	\$0	\$34	\$180	\$181	\$136	\$156	\$149	\$0	\$29	\$184	\$177	93.4%	93.8%	98.7%	-	119.0%	97.7%	102.0%		
GRC401	Technical Writing, Sr. Specialist	5	\$107	\$118	\$119	\$0	\$28	\$146	\$147	\$109	\$115	\$113	\$0	\$22	\$137	\$135	98.7%	102.8%	105.7%	-	127.3%	106.8%	109.2%		
GRC390	Professional/Technical 31	2	\$184	\$221	\$227	\$0	\$42	\$263	\$269	\$186	\$233	\$238	\$0	\$34	\$267	\$272	99.1%	94.9%	95.3%	-	122.8%	98.5%	98.7%		
GRC292	Security, Advisor	4	\$114	\$131	\$132	\$0	\$28	\$159	\$160	\$132	\$145	\$140	\$0	\$23	\$169	\$164	86.8%	90.5%	94.2%	-	119.3%	94.5%	97.8%		
GRC078	Creative Design and Writing Services Advisor	5	\$109	\$120	\$121	\$0	\$27	\$147	\$148	\$124	\$137	\$139	\$0	\$23	\$160	\$162	87.7%	87.1%	86.7%	-	119.7%	91.8%	91.4%		
GRC329	Professional/Technical 32	3	\$168	\$201	\$200	\$0	\$35	\$236	\$235	\$179	\$210	\$207	\$0	\$28	\$238	\$235	93.6%	96.1%	96.8%	-	124.6%	99.5%	100.1%		
GRC368	IT Development, Sr. Specialist	4	\$107	\$118	\$118	\$0	\$27	\$145	\$145	\$129	\$137	\$138	\$0	\$23	\$160	\$162	83.3%	86.2%	85.0%	-	116.9%	90.6%	89.6%		
GRC322	Professional/Technical 33	1	\$167	\$192	\$198	\$0	\$39	\$231	\$237	\$169	\$192	\$192	\$0	\$32	\$223	\$224	98.3%	99.9%	103.0%	-	122.9%	103.2%	105.9%		
GRC094	Supply Chain, Sr. Advisor	4	\$153	\$176	\$180	\$0	\$37	\$213	\$218	\$166	\$183	\$184	\$0	\$32	\$214	\$216	92.2%	96.3%	97.7%	-	118.9%	99.6%	100.8%		
GRC213	Professional/Technical 34	2	\$96	\$106	\$103	\$0	\$27	\$133	\$129	\$117	\$129	\$131	\$0	\$23	\$151	\$154	82.5%	82.3%	78.1%	-	117.8%	87.6%	83.9%		
GRC277	Professional/Technical 35	3	\$158	\$182	\$188	\$0	\$34	\$216	\$222	\$175	\$199	\$205	\$0	\$28	\$227	\$233	90.1%	91.1%	91.8%	-	121.8%	94.9%	95.3%		
GRC291	Business Resiliency, Sr. Specialist	5	\$98	\$108	\$103	\$0	\$27	\$135	\$129	\$120	\$129	\$131	\$0	\$23	\$152	\$154	81.6%	83.4%	78.1%	-	117.3%	88.5%	84.0%		
GRC285	Tech Purchasing, Specialist	4	\$81	\$87	\$85	\$0	\$20	\$107	\$105	\$93	\$101	\$102	\$0	\$16	\$117	\$118	87.1%	86.5%	83.4%	-	125.5%	91.8%	89.0%		
GRC225	Professional/																								

Professional / Technical		SCE Averages										Competitive Market Average								Variance - SCE +/- Market							
2025 GRC Study Position #	SCE Benchmark Job Title	Total # of Employees (EEs)	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp				
GRC373	Professional/Technical 44	3	\$124	\$142	\$141	\$0	\$29	\$171	\$171	\$122	\$137	\$130	\$0	\$23	\$160	\$153	101.6%	103.9%	108.7%	-	128.6%	107.4%	111.6%				
GRC056	Audits Sr. Advisor	4	\$142	\$163	\$166	\$0	\$36	\$199	\$202	\$166	\$189	\$194	\$0	\$32	\$221	\$226	85.4%	86.3%	85.4%	-	114.3%	90.3%	89.4%				
GRC029	Professional/Technical 45	2	\$150	\$172	\$176	\$0	\$37	\$209	\$212	\$144	\$165	\$174	\$0	\$29	\$194	\$203	103.7%	104.5%	100.9%	-	125.5%	107.6%	104.4%				
GRC024	Professional/Technical 46	2	\$148	\$170	\$170	\$0	\$33	\$203	\$203	\$162	\$180	\$175	\$0	\$26	\$206	\$201	91.6%	94.6%	97.3%	-	123.9%	98.3%	100.8%				
GRC349	Professional/Technical 47	1	\$96	\$106	\$101	\$0	\$27	\$132	\$128	\$110	\$119	\$120	\$0	\$22	\$142	\$142	87.0%	88.5%	84.5%	-	120.4%	93.5%	90.1%				
GRC020	Professional/Technical 48	1	\$73	\$76	\$77	\$0	\$21	\$97	\$98	\$70	\$74	\$72	\$0	\$16	\$90	\$88	105.4%	102.7%	106.4%	-	130.2%	107.6%	110.7%				
GRC302	Professional/Technical 49	2	\$170	\$204	\$203	\$0	\$39	\$243	\$242	\$150	\$175	\$181	\$0	\$30	\$204	\$211	113.3%	116.8%	111.8%	-	131.8%	119.0%	114.6%				
GRC214	Professional/Technical 50	2	\$108	\$118	\$119	\$0	\$28	\$147	\$147	\$111	\$121	\$122	\$0	\$22	\$143	\$144	97.3%	97.7%	98.0%	-	126.6%	102.2%	102.4%				
GRC022	Talent Acquisition, Advisor	15	\$102	\$112	\$108	\$0	\$28	\$140	\$135	\$112	\$121	\$118	\$0	\$22	\$143	\$141	91.4%	93.0%	90.9%	-	123.4%	97.8%	96.1%				
GRC215	Professional/Technical 51	1	\$71	\$75	\$76	\$0	\$19	\$94	\$94	\$82	\$88	\$84	\$0	\$15	\$103	\$99	86.2%	85.3%	90.3%	-	123.8%	90.9%	95.4%				
GRC002	Attorney	13	\$203	\$254	\$226	\$0	\$47	\$300	\$273	\$214	\$254	\$258	\$0	\$38	\$292	\$296	94.9%	100.0%	87.5%	-	123.8%	103.0%	92.1%				
GRC320	Professional/Technical 51	2	\$128	\$147	\$148	\$0	\$30	\$177	\$178	\$152	\$166	\$168	\$0	\$26	\$192	\$194	83.8%	88.2%	88.0%	-	116.7%	92.0%	91.8%				
GRC168	Professional/Technical 52	2	\$121	\$140	\$134	\$0	\$29	\$169	\$163	\$134	\$152	\$153	\$0	\$24	\$175	\$176	90.9%	92.0%	87.5%	-	122.2%	96.0%	92.2%				
GRC131	Professional/Technical 53	2	\$154	\$178	\$170	\$0	\$33	\$211	\$203	\$159	\$179	\$164	\$0	\$26	\$205	\$190	97.0%	99.4%	103.6%	-	126.5%	102.9%	106.8%				
GRC378	Professional/Technical 54	2	\$144	\$165	\$155	\$0	\$36	\$201	\$191	\$143	\$162	\$161	\$0	\$29	\$191	\$190	100.5%	101.8%	96.9%	-	123.5%	105.1%	100.9%				
GRC391	Professional/Technical 55	1	\$189	\$227	\$231	\$0	\$42	\$268	\$273	\$172	\$197	\$203	\$0	\$32	\$229	\$235	109.8%	115.2%	113.9%	-	130.5%	117.4%	116.2%				
GRC090	Professional/Technical 56	1	\$165	\$198	\$197	\$0	\$36	\$234	\$233	\$184	\$215	\$208	\$0	\$28	\$244	\$237	89.8%	91.9%	94.6%	-	128.1%	96.1%	98.6%				
GRC414	Professional/Technical 57	1	\$140	\$161	\$163	\$0	\$35	\$196	\$199	\$136	\$181	\$164	\$0	\$29	\$210	\$193	102.7%	88.8%	99.6%	-	124.3%	93.6%	103.3%				
GRC109	Engineer I	30	\$80	\$86	\$81	\$0	\$20	\$106	\$100	\$87	\$93	\$92	\$0	\$15	\$108	\$107	91.7%	93.0%	88.2%	-	128.0%	97.9%	93.9%				
GRC197	Predictive Analytics/Data Science, Sr. Specialist	7	\$119	\$137	\$128	\$0	\$29	\$165	\$157	\$132	\$144	\$143	\$0	\$23	\$167	\$166	90.1%	94.9%	89.7%	-	121.6%	98.6%	94.2%				
GRC098	Professional/Technical 58	2	\$142	\$163	\$165	\$0	\$36	\$199	\$201	\$171	\$193	\$194	\$0	\$32	\$225	\$226	82.9%	84.5%	85.0%	-	113.0%	88.6%	88.9%				
GRC155	Professional/Technical 59	1	\$93	\$102	\$104	\$0	\$26	\$129	\$130	\$116	\$141	\$134	\$0	\$23	\$164	\$156	79.8%	72.4%	77.4%	-	116.1%	78.5%	83.0%				
GRC352	Professional/Technical 60	2	\$87	\$96	\$93	\$0	\$26	\$121	\$119	\$106	\$109	\$109	\$0	\$22	\$131	\$131	82.1%	88.1%	85.6%	-	117.4%	93.0%	90.9%				
GRC377	Professional/Technical 61	1	\$104	\$120	\$119	\$0	\$27	\$146	\$145	\$135	\$144	\$145	\$0	\$24	\$168	\$168	77.1%	82.9%	82.0%	-	112.7%	87.1%	86.3%				
GRC195	Predictive Analytics/Data Science, Specialist	7	\$106	\$122	\$117	\$0	\$28	\$150	\$145	\$107	\$113	\$113	\$0	\$22	\$135	\$135	99.3%	107.9%	103.8%	-	127.5%	111.1%	107.7%				
GRC326	Professional/Technical 62	2	\$76	\$79	\$79	\$0	\$20	\$99	\$99	\$94	\$99	\$99	\$0	\$17	\$116	\$117	81.2%	79.6%	79.0%	-	119.2%	85.4%	84.9%				
GRC245	Professional/Technical 63	1	\$99	\$109	\$110	\$0	\$26	\$136	\$136	\$123	\$136	\$140	\$0	\$23	\$159	\$163	80.5%	80.5%	78.4%	-	114.9%	85.4%	83.5%				
GRC188	Professional/Technical 64	1	\$82	\$89	\$90	\$0	\$21	\$110	\$111	\$99	\$107	\$107	\$0	\$17	\$124	\$124	83.3%	83.2%	84.4%	-	120.8%	88.5%	89.5%				
GRC185	Professional/Technical 65	1	\$81	\$87	\$86	\$0	\$21	\$108	\$107	\$94	\$99	\$98	\$0	\$17	\$116	\$115	85.5%	88.2%	87.8%	-	121.9%	93.2%	92.9%				
GRC089	Professional/Technical 66	2	\$153	\$176	\$177	\$0	\$33	\$209	\$211	\$179	\$215	\$229	\$0	\$28	\$243	\$257	85.3%	81.8%	77.4%	-	118.2%	86.0%	81.8%				
GRC143	Professional/Technical 67	3	\$87	\$95	\$93	\$0	\$20	\$116	\$113	\$93	\$99	\$102	\$0	\$16	\$115	\$118	93.6%	96.2%	91.1%	-	129.8%	100.8%	96.3%				
GRC160	Financial Analysis, Associate Specialist	7	\$67	\$71	\$67	\$0	\$20	\$91	\$87	\$73	\$76	\$76	\$0	\$16	\$93	\$92	91.7%	92.5%	88.2%	-	124.3%	98.1%	94.6%				
GRC063	Professional/Technical 68	3	\$66	\$70	\$67	\$0	\$20	\$90	\$87	\$71	\$74	\$74	\$0	\$16	\$90	\$90	93.4%	95.1%	89.9%	-	124.3%	100.4%	96.1%				
GRC268	Professional/Technical 69	2	\$118	\$136	\$134	\$0	\$29	\$165	\$163	\$118	\$138	\$134	\$0	\$23	\$161	\$156	100.2%	98.5%	100.1%	-	128.9%	102.9%	104.3%				
GRC142	Energy Marketing & Trading Financial Analysis, Associate Speciali	6	\$73	\$77	\$73	\$0	\$19	\$96	\$92	\$78	\$86	\$87	\$0	\$15	\$101	\$101	93.0%	89.3%	84.8%	-	128.6%	95.0%	91.1%				
GRC057	Professional/Technical 71	2	\$120	\$138	\$129	\$0	\$33	\$171	\$162	\$136	\$149	\$154	\$0	\$28	\$177	\$182	88.5%	93.1%	83.6%	-	116.1%	96.8%	88.7%				
GRC330	Professional/Technical 72	1	\$100	\$110	\$100	\$0	\$26	\$136	\$126	\$122	\$132	\$130	\$0	\$23	\$154	\$153	81.7%	83.5%	76.7%	-	115.7%	88.3%	82.5%				
GRC093	Professional/Technical 73	1	\$145	\$174	\$145	\$0	\$38	\$212	\$183	\$199	\$232	\$230	\$0	\$36	\$269	\$267	73.0%	75.0%	63.0%	-	103.3%	78.8%	68.5%				
GRC021	Professional/Technical 74	1	\$80	\$84	\$80	\$0	\$20	\$103	\$100	\$88	\$93	\$92	\$0	\$15	\$109	\$107	91.9%	89.5%	87.8%	-	128.1%	95.0%	93.6%				
GRC394	Professional/Technical 75	3	\$97	\$107	\$97	\$0	\$27	\$134	\$124	\$108	\$115	\$116	\$0	\$22	\$137	\$138	90.5%	92.8%	84.0%	-	122.3%	97.6%	90.2%				
GRC266	Professional/Technical 76	1	\$108	\$119	\$114	\$0	\$23	\$142	\$138	\$98	\$107	\$105	\$0	\$17	\$125	\$122	110.5%	111.1%	109.2%	-	134.3%	114.3%	112.8%				
Benchmark Incumbents		3,662	\$123	\$140	\$139	\$0	\$31	\$171	\$170	\$138	\$154	\$154	\$0	\$26	\$180	\$180	89.4%	91.0%	90.2%	-	119.1%	94.6%	93.9%				
Total Incumbents		5,454																									
Coverage		67.1%																									

Physical / Technical																							
		SCE Averages								Competitive Market Average								Variance - SCE +/- Market					
2025 GRC Study Position #	SCE Benchmark Job Title	Total # of Employees (EEs)	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp
GRC010	Material Handler	69	\$91	\$94	\$96	\$0	\$24	\$118	\$120	\$103	\$111	\$111	\$0	\$22	\$133	\$133	87.9%	85.1%	86.0%	-	109.9%	89.2%	90.0%
GRC013	Journeymen Lineman	643	\$136	\$141	\$146	\$0	\$30	\$171	\$176	\$108	\$113	\$114	\$0	\$22	\$135	\$137	126.1%	125.3%	127.7%	-	131.9%	126.4%	128.4%
GRC405	Troubleman	211	\$148	\$154	\$161	\$0	\$32	\$186	\$193	\$119	\$125	\$126	\$0	\$24	\$149	\$151	124.3%	123.5%	127.6%	-	130.2%	124.6%	128.1%
GRC200	Energy Advisor I	139	\$47	\$49	\$48	\$0	\$20	\$68	\$68	\$56	\$61	\$58	\$0	\$17	\$78	\$75	83.5%	79.8%	82.5%	-	117.6%	88.0%	90.4%
GRC402	Technician	53	\$88	\$91	\$90	\$0	\$21	\$112	\$110	\$87	\$89	\$92	\$0	\$18	\$107	\$110	100.6%	102.5%	98.0%	-	115.5%	104.6%	100.8%
GRC386	Substation Electrician	111	\$121	\$126	\$128	\$0	\$29	\$154	\$157	\$121	\$128	\$128	\$0	\$24	\$153	\$153	100.1%	97.9%	99.9%	-	116.6%	100.9%	102.6%
GRC361	Inspector, Electrical System	80	\$92	\$96	\$96	\$0	\$25	\$120	\$121	\$103	\$109	\$109	\$0	\$22	\$131	\$131	89.1%	88.0%	88.6%	-	111.4%	92.0%	92.5%
GRC101	Operator	129	\$136	\$141	\$145	\$0	\$29	\$171	\$175	\$105	\$110	\$114	\$0	\$22	\$132	\$137	129.5%	128.4%	127.1%	-	132.3%	129.1%	128.0%
GRC358	Form Electrical Crew	156	\$152	\$158	\$165	\$0	\$32	\$191	\$198	\$121	\$124	\$125	\$0	\$24	\$149	\$150	126.1%	127.2%	131.9%	-	132.2%	128.1%	131.9%
GRC399	Physical/Technical 1	3	\$115	\$120	\$121	\$0	\$27	\$147	\$148	\$103	\$107	\$110	\$0	\$22	\$129	\$132	111.7%	111.5%	110.0%	-	122.4%	113.4%	112.0%
GRC385	Field Service II	105	\$97	\$101	\$101	\$0	\$22	\$122	\$123	\$87	\$89	\$92	\$0	\$18	\$107	\$110	111.0%	113.1%	110.6%	-	120.8%	114.4%	112.2%
GRC012	Groundman	433	\$75	\$78	\$77	\$0	\$19	\$97	\$97	\$92	\$100	\$99	\$0	\$18	\$118	\$117	81.7%	78.4%	78.5%	-	106.3%	82.7%	82.9%
GRC100	Hydro Mechanic	18	\$119	\$124	\$126	\$0	\$27	\$151	\$154	\$106	\$115	\$108	\$0	\$22	\$137	\$130	112.0%	107.6%	117.3%	-	122.9%	110.1%	118.3%
GRC348	Electrician Construction	49	\$115	\$120	\$122	\$0	\$24	\$143	\$145	\$97	\$100	\$101	\$0	\$19	\$119	\$120	119.2%	119.2%	120.0%	-	125.9%	120.2%	120.9%
GRC413	Construction Welder	4	\$111	\$116	\$117	\$0	\$23	\$139	\$140	\$96	\$100	\$101	\$0	\$19	\$118	\$120	116.0%	116.4%	115.5%	-	124.1%	117.7%	116.9%
GRC376	Meter Technician V	52	\$121	\$126	\$127	\$0	\$24	\$150	\$152	\$97	\$104	\$106	\$0	\$19	\$123	\$125	125.1%	120.5%	119.8%	-	128.9%	121.8%	121.1%
GRC008	Cable Splicer	9	\$121	\$125	\$128	\$0	\$29	\$154	\$157	\$120	\$128	\$131	\$0	\$25	\$153	\$156	100.5%	97.8%	97.8%	-	116.3%	100.8%	100.7%
GRC010	Physical/Technical 2	1	\$91	\$95	\$95	\$0	\$24	\$119	\$119	\$103	\$111	\$111	\$0	\$22	\$133	\$133	88.2%	85.4%	85.6%	-	109.8%	89.5%	89.6%
GRC400	Communication Technician	31	\$120	\$125	\$126	\$0	\$28	\$152	\$153	\$103	\$107	\$110	\$0	\$22	\$129	\$132	116.2%	116.0%	113.9%	-	124.9%	117.5%	115.7%
			\$110	\$115	\$117	\$0	\$26	\$140	\$142	\$101	\$107	\$108	\$0	\$21	\$128	\$129	108.7%	107.2%	108.3%	-	121.3%	109.6%	110.4%
Benchmark Incumbents		2,296																					
Total Incumbents		3,968																					
Coverage		57.9%																					

Clerical		SCE Averages								Competitive Market Average								Variance - SCE +/- Market							
2025 GRC Study Position #	SCE Benchmark Job Title	Total # of Employees (EEs)	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp		
GRC381	Planning, Advisor	235	\$85	\$89	\$89	\$0	\$22	\$110	\$110	\$94	\$100	\$100	\$0	\$19	\$119	\$119	90.7%	88.8%	88.6%	-	115.0%	92.9%	92.7%		
GRC415	Administrative Services Generalist	117	\$61	\$63	\$63	\$0	\$19	\$82	\$82	\$71	\$73	\$73	\$0	\$17	\$90	\$90	85.8%	86.3%	85.2%	-	115.7%	91.8%	90.8%		
GRC042	Design/Drafting, Specialist	136	\$91	\$95	\$95	\$0	\$22	\$117	\$118	\$95	\$98	\$98	\$0	\$19	\$117	\$117	95.5%	96.4%	97.3%	-	117.8%	99.9%	100.6%		
GRC356	Executive Assistant II	23	\$93	\$96	\$97	\$0	\$23	\$119	\$120	\$97	\$103	\$103	\$0	\$19	\$122	\$122	95.6%	93.3%	94.1%	-	118.9%	97.3%	97.9%		
GRC416	Business Operations Analysis, Specialist	137	\$79	\$82	\$82	\$0	\$24	\$106	\$107	\$101	\$103	\$103	\$0	\$22	\$125	\$125	78.3%	80.0%	79.8%	-	109.9%	85.3%	85.1%		
GRC355	Executive Assistant I	53	\$82	\$85	\$85	\$0	\$28	\$113	\$113	\$87	\$91	\$91	\$0	\$24	\$114	\$115	94.0%	93.5%	93.6%	-	116.9%	98.3%	98.4%		
GRC043	Tech Specialist, Associate Specialist	102	\$72	\$75	\$73	\$0	\$21	\$95	\$94	\$76	\$80	\$81	\$0	\$17	\$97	\$98	94.2%	93.1%	91.1%	-	119.9%	97.8%	96.2%		
GRC041	Design/Drafting, Associate Specialist	82	\$66	\$69	\$68	\$0	\$20	\$89	\$88	\$75	\$78	\$79	\$0	\$17	\$96	\$96	88.4%	87.8%	86.6%	-	116.6%	93.0%	91.9%		
GRC044	GIS Tech Specialist, Specialist	30	\$83	\$86	\$86	\$0	\$28	\$114	\$114	\$89	\$94	\$94	\$0	\$24	\$118	\$118	92.7%	91.2%	92.1%	-	116.5%	96.3%	97.0%		
GRC031	Mailing & Logistic, Specialist II	15	\$62	\$65	\$65	\$0	\$24	\$89	\$89	\$58	\$60	\$60	\$0	\$20	\$80	\$81	107.4%	108.1%	108.0%	-	116.7%	110.3%	110.2%		
GRC030	Mailing & Logistic, Specialist I	6	\$50	\$52	\$51	\$0	\$23	\$75	\$74	\$48	\$49	\$49	\$0	\$20	\$69	\$69	104.6%	107.1%	103.8%	-	115.4%	109.5%	107.1%		
GRC114	Energy Distribution Associate Specialist	5	\$67	\$70	\$70	\$0	\$26	\$96	\$96	\$84	\$87	\$86	\$0	\$23	\$110	\$110	79.4%	80.5%	80.9%	-	110.7%	86.9%	87.2%		
GRC309	Vegetation Management & Forestry Generalist, Speci	7	\$80	\$83	\$83	\$0	\$27	\$110	\$110	\$88	\$95	\$96	\$0	\$24	\$119	\$120	90.2%	87.2%	85.9%	-	115.2%	92.8%	91.7%		
GRC124	Clerical 1	1	\$67	\$70	\$67	\$0	\$20	\$90	\$87	\$75	\$79	\$78	\$0	\$17	\$96	\$95	89.9%	89.1%	86.5%	-	117.3%	94.2%	92.1%		
			\$74	\$77	\$77	\$0	\$23	\$100	\$100	\$81	\$85	\$85	\$0	\$20	\$105	\$105	91.1%	90.7%	90.2%	-	115.7%	95.5%	95.1%		
Benchmark Incumbents		949																							
Total Incumbents		1,494																							
Coverage		63.5%																							

APPENDIX C: Competitive Summary by Average Total Compensation Dollars

Table C-1: SCE Study Summary: Average Compensation Dollars (\$000s)

Employee Category	SCE									Market						
	Total # of Employees (EEs)	EEs in Study	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp
Executive	41	17	\$448	\$712	\$785	\$930	\$125	\$1,767	\$1,840	\$447	\$763	\$841	\$971	\$77	\$1,810	\$1,889
Manager/Supervisor	1,942	1,241	\$182	\$223	\$227	\$14	\$40	\$277	\$281	\$197	\$240	\$244	\$22	\$34	\$296	\$300
Professional/Technical	5,454	3,662	\$123	\$140	\$139	\$0	\$31	\$171	\$170	\$138	\$154	\$154	\$0	\$26	\$180	\$180
Physical/Technical	3,968	2,296	\$110	\$115	\$117	\$0	\$26	\$140	\$142	\$101	\$107	\$108	\$0	\$21	\$128	\$129
Clerical	1,525	949	\$74	\$77	\$77	\$0	\$23	\$100	\$100	\$81	\$85	\$85	\$0	\$20	\$105	\$105
Total	12,930	8,165														

APPENDIX D: Competitive Summary by Aggregate Total Compensation Dollars

Table D-1: SCE Study Summary: Aggregate Compensation Dollars (\$000s)

Employee Category	Total # of Employees (EEs)	EEs in Study	SCE							Market						
			Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp	Base Salary	Target Total Cash	Actual Total Cash	LTI	Benefits	Target Total Comp	Actual Total Comp
Executive	41	17	\$7,645	\$12,110	\$13,350	\$15,808	\$2,117	\$30,035	\$31,275	\$7,592	\$12,963	\$14,292	\$16,511	\$1,303	\$30,777	\$32,106
Manager/Supervisor	1,942	1,241	\$208,990	\$248,543	\$250,931	\$3,920	\$46,932	\$299,394	\$301,783	\$217,935	\$254,786	\$255,311	\$5,894	\$38,492	\$299,171	\$299,697
Professional/Technical	5,454	3,662	\$441,411	\$498,039	\$496,812	\$0	\$109,503	\$607,541	\$606,314	\$507,654	\$568,897	\$568,842	\$0	\$92,761	\$661,658	\$661,603
Physical/Technical	3,968	2,296	\$262,768	\$279,724	\$277,372	\$0	\$60,191	\$339,915	\$337,563	\$233,651	\$246,383	\$248,178	\$0	\$48,753	\$295,136	\$296,930
Clerical	1,525	949	\$74,608	\$77,522	\$77,155	\$0	\$21,049	\$98,571	\$98,204	\$82,886	\$86,472	\$86,713	\$0	\$18,224	\$104,696	\$104,937
Total	12,930	8,165														

APPENDIX E: Detailed Benefits Methodology

BenVal® Valuation Methodology

WTW's BenVal is a method for determining the value of benefits provided by participating companies by applying a standard set of actuarial methods and assumptions to a common employee population. BenVal results provide a quantitative evaluation of each company's benefit provisions and overall benefit program, and facilitate a comparison of these benefit values against peer companies.

The valuation methodology reflects the timing of benefits -- whether deferred or immediate:

- Retirement benefits such as pension and retiree welfare benefits are valued using projected unit credit (service prorate) methodology.
- Values for defined contribution plan benefits reflect amounts expected to be contributed for the year.
- Benefits potentially payable immediately such as death and disability benefits are valued on a term cost basis, reflecting the probabilities of the various events occurring within the year, multiplied by the value of the benefit.

Actuarial Assumptions

Economic

Discount rate		7.0%
Cash balance plan accumulation	1-year Treasury	4.4%
	5-year Treasury	5.1%
	10-year Treasury	5.3%
	30-year Treasury	5.5%
	long corporate bond	6.5%
	PPA Segment Rate 1	5.3%
	PPA Segment Rate 2	6.6%
	PPA Segment Rate 3	7.1%

Compensation increase	4.0%
Wage index (SSWB)	3.5%
Inflation (CPI)	2.5%
Health care cost trend (for postretirement medical)	6.5% graded to 5% over 5 years

Demographic

Retirement: Incidence varies by the age at which retirement benefits are available on an unreduced basis; illustrative rates are shown below:

Age at retirement	Age for unreduced benefit			
	65	62	60	55
50	2%	2%	2%	2%
55	4%	4%	4%	15%
60	10%	10%	15%	15%
62	20%	30%	30%	30%
65	100%	100%	100%	100%

Example: For a plan that provides an unreduced benefit at age 62, 30% of employees are expected to retire upon reaching that age.

Turnover: Illustrative rates are shown below:

Age	Rate
25	13.2%
35	8.1%
45	5.2%
55	2.2%
56+	0%

Mortality: RP 2000 table (reflecting projected mortality improvements through 2012), applied on a sex-distinct basis; illustrative rates are shown below:

Age	Deaths per 10,000 lives	
	Male	Female
25	3	2
35	7	4
45	13	10
55	32	22
65	79	60
75	207	173

Disablement (long-term disability): 1987 Commissioner's Group Disability Table, with six month elimination period; adjusted where more restrictive long-term disability requirements apply

Termination of disability: 1987 Commissioner's Group Disability Table (adjusted +11% to remove insurer margin)

Disabled mortality: PBGC mortality for disabled participants

Morbidity (short-term (STD) disability): developed based on (1) large company experience, (2) Society of Actuaries STD experience data, (3) 1987 Commissioner's Disability Table

Percentage married: 65%

Medical/dental coverage: Baseline active and retiree level elections.

Active employees

Coverage level	% electing
Single	37%
Employee + 1	23%
Employee + family	28%
Opt out	12%

Retirees

Coverage level	% electing
Retiree only	48%
Retiree + spouse	52%

Plan-Specific Methodology

Defined Benefit Plans

The present value of the annual benefit accrual is developed using the projected unit credit (service prorated) methodology. Benefits are allocated evenly over an employee's entire working history, reflecting projected pay and the plan's provisions for normal or early retirement (including any early retirement supplements), vesting, disability, pre- or postretirement death (where benefits are subsidized), and refund of employee contributions.

Plan values are indexed based on the employer's stated policy. In addition, breakpoints in step-rate formulas at levels based on the Social Security Taxable Wage Base are assumed to increase with the wage index.

For cash balance plans, the assumed rate of interest credited on accumulated account balances is set to reflect the plan provisions.

Defined Contribution Plans

Included in this category are money purchase plans, profit-sharing plans and any type of savings plan (thrift or stock purchase). Plan values are determined as an estimate of current year contributions.

For savings plans, expected participation and contribution levels are determined based on the employee's total pay and the level of matching contributions. The table differentiates, for example, between the total value of a profit sharing plan with an average annual contribution of 9% of pay and a savings plan which allows the employee to contribute 6% of pay with a company match of 50% of matched employee contributions. It is expected that even for the most generous matched plans, some percentage of employees will not elect to join the savings plan or contribute the full matched amount.

The participation rate for Savings Plans is dependent on the level of match and the total pay of the participant. It is determined as the product of Table A and Table B.

Table A
Assumed Participation Rates for Savings Plans
(other than stock purchase plans)

match	up to 8% of pay	over 8% of pay
none	40%	0%
1% - 24%	50%	25%
25% - 49%	60%	30%
50% - 74%	70%	35%
75% - 99%	80%	40%
100% and over	90%	45%

The above table applies to Total Pay of \$60,000 to \$89,999.

The following factors apply based on Total Pay:

Table B

Total Pay	Factor
<\$40,000	0.6
\$40,000 - \$59,999	0.8
\$60,000 - \$89,999	1.0
\$90,000 - \$119,999	1.2 (not more than 90%)
\$120,000 - \$159,999	1.4 (not more than 100%)
\$160,000+	100% participation (except at no match, which remains 0% for deferrals above 8%)

For example, a savings plan that matches 50% up to 6% of pay for an employee earning \$60,000 would have the following result:

$$\text{Employee Contribution} = (\$60,000 \times .06 \times .70) + (\$60,000 \times .02 \times .40) = \$3,000$$

$$\text{Employer Contribution} = (\$60,000 \times .06 \times .50 \times .70) = \$1,260$$

The same employee earning \$90,000 would have the following result:

$$\text{Employee Contribution} = (\$90,000 \times .06 \times .84) + (\$90,000 \times .02 \times .48) = \$5,400$$

$$\text{Employer Contribution} = (\$90,000 \times .06 \times .50 \times .84) = \$2,268$$

The assumed value of a stock purchase plan is determined by the purchase period, the level of price discount and the assumed participation rates – see below.

Assumed Participation Rates for Stock Purchase Plans

Combined discount/option value	Up to 8% of pay	Over 8% of pay
none	0%	0%
1% - 24%	35%	17.5%
25% - 29%	38%	19%
30% - 39%	42%	21%
40% - 49%	46%	23%
50% and over	50%	25%

Note: The assumed subsidy reflects the discount applied to the stock price along with the value of the fixed price option determined based on the Black Scholes method. (For a typical plan, the option value is generally in the range of 10% - 15%.)

For profit sharing plans and ESOPs, assumed contribution levels reflect the average of the past five years' actual contributions to the plan or the company's projected future contributions (if provided).

Death Benefit Plans

Values of the following benefits are calculated: pre-retirement group life, employer subsidized accidental death and dismemberment, dependent's life insurance and postretirement group life. Insurance coverage provided under a Group Universal Life Plan (GULP) is also included.

The level of optional insurance elected is determined by a formula that reflects the level of contributions required along with the amount of basic company-provided coverage and the employee's salary, bonus if applicable and marital status.

Life insurance coverage continuing after retirement is valued on a projected unit credit basis. Retired employees are assumed to cease election of GULP coverage at age 65. Flat dollar death benefits are assumed to remain constant.

Occupational coverage is not valued, due to its assumed negligible value.

Disability Plans

Short-term and long-term disability benefits are valued. Short-term disability (STD) benefits include sick pay, salary continuance, intermittent and extended coverage, and sickness and accident policies.

Long-term disability values reflect the level and duration of benefits, the plan's definition of disability, definition of pay, and the plan's benefit integration provisions (e.g., coordination with Social Security or pension benefits).

Differentiation is made between plans with varying definitions of disablement. When more than one option for STD or LTD coverage is available to employees, the highest enrolled option is valued.

Medical and Dental Plans

Where multiple plans or options are available, it is assumed that all employees will elect the most prevalent choice as reported by the plan sponsor, i.e., the plan with the highest enrollment. Medical benefit values reflect such factors as: type of plan, deductibles and coinsurance, stop loss provisions, type and level of benefits provided, benefit limits, and the level of required employee contributions.

The value for prescription drug coverage is reflected in the health care plan value even if covered under a separate plan. Continuation of medical coverage is valued for survivors and disabled employees.

Separate values are calculated for active employee coverage (term cost) and for postretirement coverage (projected unit credit service cost). The value for postretirement coverage reflects the plan's coordination with Medicare benefits at age 65.

Values for HMOs are adjusted by a factor of 0.98 to reflect restrictions on provider choice. PPO, POS, CDHP and comprehensive plan values are not adjusted. For CDHPs, the amount provided by the employer as an HRA or HSA contribution is added to the total value of the plan. The model assumes 100 percent utilization of the account during the year. Out-of-network benefits are not reflected in the BenVal values.

Medical benefits continuing after retirement are valued on a projected unit credit cost basis.

The following table illustrates the assumed participation rates for medical and dental plans – which are based on the level of required employee contributions. These participation rates represent additional opt-outs based on value of employee contributions and are in addition to the baseline 12% opt-out rate listed on page 5 for actives.

Assumed Participation for Medical and Dental Plans

Contributions as % of plan value	Active	Retiree	Retiree – post-65
0%	100%	100%	100%
20%	98%	99%	95%
40%	96%	98%	90%
60%	94%	97%	80%
80%	92%	96%	65%
100%+	90%	95%	50%

Changes in Benefits Valuation Methodology

As outlined above, benefits values for SCE and its peers in this study have been calculated using WTW's benefit valuation methodology, BenVal®. In the 2021 study, benefit values were calculated using Aon's 'Benefits Index®' methodology. Generally speaking, the WTW methodology results in relatively higher benefits values for SCE and relatively lower values for its peers. Key differences underlying this impact include:

- BenVal® values pension and cash balance plan benefits using stable, long-term assumptions for discount rates and cash balance interest crediting rates while Benefits Index® utilizes US GAAP assumptions (including a discount rate which changes annually based on capital market conditions) in the measurement year
- BenVal® does not reduce retirement plan values for vesting provisions
- BenVal® values expected employer match in defined contribution plans using an employee contribution assumption in which assumed deferrals are tied to match level, contribution level and compensation, resulting in higher assumed employee contributions (and consequently higher expected employer match) for SCE compared to most of its peers
- For valuing medical plan benefits, BenVal® calculates the value for the plan with the highest enrollment at SCE and peers, while Benefits Index® uses an enrollment-weighted average of the plans available

APPENDIX F:

Project Team Meeting Notes

General Meeting Information

CATEGORY	DESCRIPTION
Meeting	2025 GRC Kick-off Meeting
1.6 Attendees	<div> Southern California Edison (SCE) George Grana Jennifer Roberts Mark Bennett Pamela Arnold Penny Carter-Lockert Janet Mok Lu Weiss Stephen (Steve) Lumel Sofia Sham Chuck Chan Olga Buendia </div> <div> WTW Catherine Hartmann Andrew Neidinger Vicki Davidson Alexander Asmar Janiah Jones Jennifer Rich </div>
1.7 When	Monday August 29, 2022
Timing	11:30am - 12:30pm PDT
Location	Virtual – Microsoft Teams

Meeting Agenda

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
1. Introductions	<ul style="list-style-type: none"> Introduce new team members 	<ul style="list-style-type: none"> Add Janet Mok to team list for SCE Jennifer and Yannick were introduced from the WTW team
2. Data Discovery	<ul style="list-style-type: none"> Preliminary questions on 2021 GRC-TCS <ul style="list-style-type: none"> SCE to provide an updated exec list of benchmark jobs. SCE will provide WTW an output of validated matches from Market Pay by October 1st. Immediate and upcoming data request will be sent to SCE. <ul style="list-style-type: none"> Looking to receive the data request from SCE by this Friday, Sept 2nd. Employee data is the most important for WTW to receive. SCE has indicated it might be difficult for them to deliver the data request by this Friday. 	<ul style="list-style-type: none"> Benchmark Job List: <ul style="list-style-type: none"> SCE benchmark list is typically jobs they have benchmark data for in the market. For exec benchmarking, to the extent there was a proxy match those were excluded, otherwise followed the same protocol as non-exec. Excluded Roles: <ul style="list-style-type: none"> SCE typically exclude SONGS (San Onofre Nuclear Generating Station) from recovery. Will continue to exclude them for 2025 study. Also need to exclude Edison Carrier Solution roles. GRC Matches: <ul style="list-style-type: none"> Steve Lumel needs to go back and see what output from Market pay they have. SCE is in the midst of cleaning up their Market Pay tool in anticipation of loading 2022 data and due to CDP changes. Targeting to be done with this process in the middle of December. Possibility of being

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
		<p>done in late November. Matches completed by October 1.</p> <ul style="list-style-type: none"> – WTW will look at SCE matches, if we have questions will come back to SCE with those. Then we will pull the market data for the matches in our WTW Compensation Software database. • Revenue Cuts: <ul style="list-style-type: none"> – Revenue cuts were not used by SCE for comp comparison in previous 6-7 years. – WTW prefers the use of revenue cuts for analysis because they do help us see differences in the data. – We will document this approach at the September 7th meeting. • Geographic Differentials: <ul style="list-style-type: none"> ○ Location headcounts have not drastically changed since the last GRC. • LTI Valuation: <ul style="list-style-type: none"> – SCE provided the grant date fair value last GRC-TCS. – LTI is now granted by the job levels. – Since last GRC, Increased eligibility and decreased value for non-execs. – SCE has sought recovery for LTIP in the past, however they are having a meeting internally to determine if that is the case this year.
3. Benchmark Jobs	<ul style="list-style-type: none"> • Benchmark selection criteria <ul style="list-style-type: none"> – SCE will verify the GRC categories for all jobs in the HRIT system download. 	<ul style="list-style-type: none"> • WTW expects to select up to 400 unique benchmark jobs with the idea of coverage of 380 jobs to cover a wide range of job categories, job families and sub-disciplines. • SCE jobs are to be placed into one of five categories. <ul style="list-style-type: none"> – Executive, Manager / Supervisor, Professional / Technical, Physical / Technical, Clerical / Administrative • Ancillary employee categories that are not included in the GRC-TCS, SCE will need to confirm this list and scrub the data for these employees.
4. Compensation Methodology Survey Data	<ul style="list-style-type: none"> • Data sources • Data template timing 	<ul style="list-style-type: none"> • SCE main survey sources are WTW (both GI and Energy Services), AON Radford and Mercer SIRS.
5. Benefit Methodology and Peer Selection	<ul style="list-style-type: none"> • Discuss upcoming meeting 	<ul style="list-style-type: none"> • More details will be provided on the September 1st meeting.
6. Next Steps	<ul style="list-style-type: none"> • Next two weeks <ul style="list-style-type: none"> – WTW loads two template worksheets: 1. For job 	<ul style="list-style-type: none"> • SCE to load previous GRC benchmarks – due EOD 8.29.22.

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
	content, 2. For employees content to SharePoint	<ul style="list-style-type: none">• SCE to complete previous GRC benchmark and job and employee data gathering templates – due EOD 9.02.22.• WTW to analyze provided employee data and develop preliminary benchmarks – due. 9.07.22.

General Meeting Information

CATEGORY	DESCRIPTION
Meeting	2025 GRC -TCS- SCE & WTW Benefit Peer Group Selection & Methods
Attendees	<div> Southern California Edison (SCE) Mark Bennett George Grana Penny Carter-Lockert Jennifer Roberts Pamela Arnold Stephen Lumel Sofia Sham Ludivina Weiss Chuck Chan Olga Noemi Buendia </div> <div> WTW Catherine Hartmann Vicki Davidson Andrew Neidinger Yannick Gagne John Goudelias Cory Misterek Janiah Jones </div>
When	Thursday September 1, 2022
Timing	11:30am - 12:30pm PDT
Location	Virtual – Microsoft Teams

Meeting Agenda

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
1. Introductions	<ul style="list-style-type: none"> New WTW introductions to the SCE team John Goudelias is our Benefits Database (BDS) and Bernal expert Cory Misterek is our H&B advisory consultant for the work 	<ul style="list-style-type: none"> n/a
2. Compensation and Benefit Values	<ul style="list-style-type: none"> SCE is considering GRC recovery for LTI Discussed the Benefit Plans included in the Bernal database and the 12/31/22 SCE benefit effective date 	<ul style="list-style-type: none"> WTW will calculate total compensation values including LTI WTW will update benefit plans for SCE as of 12/31/2022 (effective date of the study) <ul style="list-style-type: none"> For example, the pension plan that is no longer offered to new employees to SCE would not be included for SCE
3. Benefit Peer Group Review	<ul style="list-style-type: none"> 2021 GRC comparator groups used included utilities, general industry and executive <ul style="list-style-type: none"> However, the executive comparator group was not used for benefits, it was only used for cash compensation values The preliminary peer companies that WTW is sharing on today's call is specific to benefits, not compensation comparators 	<ul style="list-style-type: none"> For the 2025 GRC-TCS, there will be two benefit comparator groups – one for utility peers and one for general industry peers <ul style="list-style-type: none"> These peers will cover broad-based and executive employees Utility peers will include Union benefit data The comparator groups will have the same number of peers in each group SCE will confirm 2022 employee size and operating revenue for size comparison
4. Peer Selection – Utility Industry	<ul style="list-style-type: none"> Started with the 2021 SCE GRC-TCS peer group Augmented with peer groups used for Sempra and PG&E recent rate cases 	<ul style="list-style-type: none"> WTW will exclude companies included in SCE's 2021 GRC peer group that either went through recent M&A, divestitures and/or restructuring or were data in BDS is not available

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
		<ul style="list-style-type: none"> • WTW will review and note the Philadelphia Utility Index Companies, and add (where available) these utilities to the peer list • WTW will attempt to solicit updated benefit data for FirstEnergy and National Grid • WTW will provide final GRC peer groups to SCE
5. Peer Selection – General Industry	<ul style="list-style-type: none"> • Started with the 2021 SCE GRC-TCS peer group • Augmented with peer groups used for Semptra and PG&E recent rate cases • For the general industry peers, we also need to discuss talent competitors for SCE roles, including companies where similar roles exist (e.g., Engineering, Regulatory, Data Science), and companies with a large California presence 	<ul style="list-style-type: none"> • WTW will verify which talent competitors are included in the WTW BDS database • Companies with large presence in California where we have data in BDS will be considered for the general industry peer group • Technology and telecom companies with a significant Southern California presence will be included, as they have similar roles to SCE and SCE loses talent to these companies
6. Next Steps	<ul style="list-style-type: none"> • Next steps for the project 	<ul style="list-style-type: none"> • Meeting notes sent by 9/2/22 • Benefit peer lists will be updated by WTW and sent to SCE the week of September 12th.

General Meeting Information

CATEGORY	DESCRIPTION
Meeting	2025 GRC – TCS – SCE & WTW Benchmark Job Selection & Pricing Methods
Attendees	<div> SCE George Grana Jennifer Roberts Mark Bennett Pamela Arnold Sofia Sham Stephen Lumel Olga Noemi Buendia Janet Mok Chuck Chan </div> <div> Willis Towers Watson Catherine Hartmann Andrew Neidinger Vicki Davidson Alexander Asmar </div>
When	Wednesday September 7, 2022
Timing	1:00pm – 2:00pm Pacific
Location	Virtual – Microsoft Teams

Meeting Agenda

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
1. Introductions	<ul style="list-style-type: none"> Discuss agenda 	<ul style="list-style-type: none"> n/a
2. Pricing Methods	<ul style="list-style-type: none"> Outlined compensation survey sources <ul style="list-style-type: none"> – Mercer SIRS or Mercer MBD – AON Energy Industry + General Industry – WTW Energy Services + General Industry Survey scopes Survey weighting approach Aging factor 	<ul style="list-style-type: none"> WTW recommends SCE to use Mercer MBD (3,205 participants) as Mercer SIRS has historically focused on tech and biopharma (807 participants) SCE to purchasing Mercer MBD and will confirm purchase with WTW SCE to confirm availability of custom revenue cuts of data from Mercer SCE did not participate or purchase AON surveys before, but does purchase Radford survey data <ul style="list-style-type: none"> – Per AON website, what was called the TCM utilities survey was integrated into Radford's Global Compensation Database starting in 2021 – SCE will check with AON to determine if SCE's Radford subscription allows access for custom cut of utility data and revenue data WTW and SCE to further discuss weighting approach to survey data sources; WTW recommends 3 weighting approaches: <ul style="list-style-type: none"> – 100% Energy Services + Utility for roles specific to utilities – 50/50% weighting for jobs where both General Industry and Energy Services data exist and can be recruited from a broader labor market

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
		<ul style="list-style-type: none"> – 100% General Industry data for non-utility roles (e.g. Data Scientists) • WTW will use a 4.0% aging factor and age data to 12/31/2022
3. Benchmark Jobs	<ul style="list-style-type: none"> • Review ancillary role categories • Review preliminary GRC benchmark list in Excel • Review with a focus of 65%+ representation 	<ul style="list-style-type: none"> • Ancillary roles confirmed <ul style="list-style-type: none"> – SCE confirmed there are no probationary jobs, WTW can remove from list of ancillary roles • WTW will include EIX jobs included in the last GRC • SCE agreed with WTWs benchmark selection approach focusing on representative coverage of GRC category, use in last GRC, varied disciplines, multi-incumbent, and hard-to-fill jobs along with benchmarks where solid compensation survey data is available (to be confirmed through benchmarking exercise) • SCE team has agreed on jobs that WTW has recommended, including jobs WTW has recommended to exclude from previous GRC due to low incumbent counts
4. Next Steps	<ul style="list-style-type: none"> • Next steps for the project 	<ul style="list-style-type: none"> • By 9/9/22: <ul style="list-style-type: none"> – WTW to make edits to the benchmark role file and share with SCE – SCE (Stephen) will make a warm introduction between WTW to both Mercer and AON survey vendor contacts – SCE (Stephen & Jennifer) to confirm availability of discussed industry and revenue cuts with current vendors – SCE (Stephen & Jennifer) to confirm use of Mercer MBD – SCE (Stephen, Jennifer, Chuck) to send WTW salary survey matches data (current refreshed matching as well as matches from the last GRC) • WTW to send NDAs to survey vendors by 9/12/22 • WTW and SCE to discuss LTI data collection by 9/13/22 • WTW and SCE to discuss Total Compensation Values & Geographic Differentials on 9/15/22

General Meeting Information

CATEGORY	DESCRIPTION
Meeting	2025 GRC - TCS - SCE & WTW Total Comp Valuations & Geographic Differentials
Attendees	<div> SCE George Grana Jennifer Roberts Mark Bennett Pamela Arnold Sofia Sham Stephen Lumel Olga Noemi Buendia Janet Mok Chuck Chan Penny Carter-Lockert </div> <div> Willis Towers Watson Catherine Hartmann Andrew Neidinger Vicki Davidson Alexander Asmar </div>
When	Thursday September 15, 2022
Timing	2:00pm – 3:00pm Pacific
Location	Virtual – Microsoft Teams

Meeting Agenda

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
1. Introduction	<ul style="list-style-type: none"> Discuss agenda 	<ul style="list-style-type: none"> n/a
2. Total Compensation Valuations	<ul style="list-style-type: none"> Present total compensation elements & methods Explain development of role profiles for benefit values Outline LTI Update and Plan of Action 	<ul style="list-style-type: none"> SCE will provide WTW with Q1 2022 and Q2 2022 LTI information listed by personnel number with the listed amount (where applicable) and calculated value as of grant date by September 30, 2022 SCE participates in one specialized survey for legal roles and will provide this data to WTW for reference <ul style="list-style-type: none"> WTW's approach is to use the previously agreed upon 3 primary data sources for the SCE benchmark jobs (i.e., Mercer, AON, WTW)
3. Geographic Differentials	<ul style="list-style-type: none"> Discuss SCE previous GRC geographic differential approach Outline this year's GRC-TCS approach 	<ul style="list-style-type: none"> SCE confirmed there are no major population shifts among SCE locations from previous GRC Based on the assessment of locations making up 65% of the total SCE population WTW will apply a 13% geographic differential to national data for all non-executive job categories consistent with market movement since the last rate case <ul style="list-style-type: none"> This represents a 2% increase from the past GRC at 11% WTW will not apply geographic differentials to the executive GRC job category; consistent with the past GRC
4. Next Steps	<ul style="list-style-type: none"> Next steps for the project 	<ul style="list-style-type: none"> By 9/23/2022: <ul style="list-style-type: none"> WTW to execute NDA's with AON SCE to confirm if Mercer MBD survey will be purchased SCE to review and sign-off on BenVal plan summary

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
		<ul style="list-style-type: none">• By 9/30/2022<ul style="list-style-type: none">– SCE to send Q1 and Q2 LTI data

General Meeting Information

CATEGORY	DESCRIPTION	
Meeting	2025 GRC - TCS - SCE & WTW Market Pricing Outcomes & Benefit Role Profiles Part 1	
Attendees	SCE Chuck Chan George Grana Janet Mok Jennifer Roberts Ludivina Weiss Olga Noemi Buendia Penny Carter-Lockert Sofia Sham Sergey Trakhtenberg Stephen Lumel	Willis Towers Watson Catherine Hartmann Andrew Neidinger Vicki Davidson Alexander Asmar
When	Tuesday October 25, 2022	
Timing	2:00pm – 3:30pm Pacific	
Location	Virtual – Microsoft Teams	

Meeting Agenda

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
1. Introduction	<ul style="list-style-type: none"> Discuss agenda 	<ul style="list-style-type: none"> n/a
2. Rate Case Comparative Table	<ul style="list-style-type: none"> Revisit some assumptions and approaches for 2025 TCS 	<ul style="list-style-type: none"> WTW will update the rate case comparative table and send to SCE this Friday 10/28/22 This will be a document that continues to be updated as decisions are made
3. Review Initial Output for GRC-TCS Jobs	<ul style="list-style-type: none"> Overview of outliers (significant deviations) 	<ul style="list-style-type: none"> WTW to update market pricing with additional survey market data and cuts, and identify data points with comments/questions/recommendation for SCE to review WTW will footnote jobs where only Utility data is used; all other jobs will use a 50/50 weighting of General Industry and Utility Data where available SCE is going through their market pricing internally starting on Nov. 4th and WTW will send the updated analysis (targeted to send 10/28/22)
4. Geographic Differentials	<ul style="list-style-type: none"> Discuss where to apply geographic differentials 	<ul style="list-style-type: none"> Confirmed previous GRC-TCS applied Geographic Differentials for roles defined by SCE as non-Executive roles, and WTW will take this same approach Identification of roles deemed Executive roles by SCE includes: <ul style="list-style-type: none"> All jobs in the Executive GRC job category Director titled roles in the Supervisory/Manager GRC job category who are in pay grade F and G – SCE (Chuck) to confirm

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
5. Benefit Role Profiles	<ul style="list-style-type: none"> Discuss how benefit role profiles work 	<ul style="list-style-type: none"> WTW will develop 25 Role Profiles based off compensation levels, age, gender and YOS representing SCE employee population These Role Profiles will be run through our BenVal database against a list of 20 Utility and 20 General Industry peer organizations This method is consistent with the approach taken by other CA utilities for their GRC
6. Next Steps	<ul style="list-style-type: none"> Next steps for the project 	<ul style="list-style-type: none"> WTW to deliver by Friday 10/28/22 to SCE: <ul style="list-style-type: none"> Rate case comparative table to Sergey Updated excel file with market pricing composites PDF file with all market pricing worksheets (houses all of the details for each salary survey match, weighting and composite outcomes) List of considerations/observations/recommendations from the market pricing WTW and SCE to move the Nov 7th meeting till after SCE finishes internal market matching updates – November 10th WTW to complete role profiles by November 11th SCE to confirm if geographic differential was applied to SCE Director jobs who are pay grade F and G, and categorized under the Supervisor/Manager GRC category <ul style="list-style-type: none"> Chuck is going to take a look at the data we send and then SCE and WTW will make a decision on the application of Geographic Differentials

General Meeting Information

CATEGORY	DESCRIPTION	
Meeting	GRC-TCS 2025 Report Structure Review Meeting	
Attendees	Southern California Edison (SCE) George Grana Jennifer Roberts Mark Bennett Pamela Arnold Janet Mok Ludivina Weiss Sergey Trakhtenberg	WTW Catherine Hartmann Andrew Neidinger Vicki Davidson
When	Wednesday, November 9, 2022	
Timing	8:30am - 9:30am PDT	
Location	Virtual – Microsoft Teams	

Meeting Agenda

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
1. Overall Report Structure	<ul style="list-style-type: none"> Review WTW-prepared draft report structure and sections 	<ul style="list-style-type: none"> None
2. Report Structure Feedback	<ul style="list-style-type: none"> Review each section and note areas to review and edit further 	<ul style="list-style-type: none"> Introduction – SCE (Pamela) will confirm the entity that was invited to prior rate cases (e.g. Cal-PA) Scope of Study – <ul style="list-style-type: none"> For LTI, in 2021 study Aon only included LTI values as part of total compensation for jobs where 50% or more of the comparator group reported eligibility WTW and SCE discussed looking at 2 more scenarios: “Scenario 2” - SCE is not eligible and market is greater than 50% eligibility; and “Scenario 3” - SCE is eligible and market is greater than 50% eligibility. WTW (Andrew, Catherine) will review how many employees fall under each category and make a recommendation on approach Regarding remote workers, will revise paragraph language. SCE does not have a policy for out of state work, but talent competitors often do have a policy Study Methodology – <ul style="list-style-type: none"> WTW (Andrew) will add more context for the Manager/Supervisory category to provide context on the Directors who are included in this category. WTW (Andrew) will confirm whether all managers/supervisors are exempt.

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
		<ul style="list-style-type: none"> – WTW (Andrew) will review the job matching process language to confirm all context is included. – Regarding PTO, The team discussed that PTO had been valued and reported in the 2018 Study at the request of the Division of Ratepayer's Advocates (DRA). The impact of including PTO was not significant to the Study results. In addition, neither PG&E or Sempra value or reported PTO as part of their most recent TCS Studies. Given the small impact of this component on Study results, the added time and cost required to value PTO, and the desire to be consistent with other California Utilities in the methodology used in the TCS, the decision was made to discontinue the valuation of PTO. This decision is consistent with Aon's assessment that the value of PTO is considered to be part of base pay – Geographic differentials for Directors levels F/G will be reviewed by WTW (Andrew) and a determination will be made whether to apply a geographic differential to these jobs
3. Next Steps	<ul style="list-style-type: none"> • Next steps for the team 	<ul style="list-style-type: none"> • WTW will make report updates • WTW to identify and recommend Executive positions to expand coverage for the mentioned TCS category • The WTW and SCE teams will regroup to review the report in January

General Meeting Information

CATEGORY	DESCRIPTION	
Meeting	2025 GRC - TCS - SCE & WTW Market Pricing Outcomes & Benefit Role Profiles Part 2	
Attendees	SCE Chuck Chan George Grana Janet Mok Jennifer Roberts Mark Bennett Olga Noemi Buendia Sofia Sham Sergey Trakhtenberg Stephen Lumel	Willis Towers Watson Catherine Hartmann Andrew Neidinger Vicki Davidson Alexander Asmar
When	Thursday November 10, 2022	
Timing	3:00pm – 4:30pm Pacific	
Location	Virtual – Microsoft Teams	

Meeting Agenda

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
1. Introduction	<ul style="list-style-type: none"> Discuss agenda 	<ul style="list-style-type: none"> n/a
2. Market Pricing Outcomes	<ul style="list-style-type: none"> Discuss Market Pricing Outcomes <ul style="list-style-type: none"> Reviewing data by TCS category and included jobs Looking at outliers (roles with +/- 30% market index differential) Review profiles and go over methodology on how WTW develops benefit profiles 	<ul style="list-style-type: none"> WTW feels comfortable with the executive category but will review further and recommend the best approach for the executive roles to be included in the GRC-TCS. WTW will look at potentially removing Managing Director & Managing Attorney. SCE uses different market data for these roles that reflects law firm compensation since this is where talent is drawn from SCE and where SCE recruits from. Energy Advisor roles benchmarking needs further review by WTW; WTW will review the benchmark for this role. <ul style="list-style-type: none"> SCE was looking at call center escalation matches for these roles. WTW will review whether this data is available Troubleman and Lineman market data needs to be reviewed. These roles are very sought after currently in the market <ul style="list-style-type: none"> Market data for Lineman is higher than Troubleman which doesn't make sense for current SCE hierarchy – WTW will adjusted/review WTW will look into other linemen data/matches Government Relations, Sr. Advisor

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
		<ul style="list-style-type: none"> – WTW will review this job, it may be misleveled or significant market movement may have occurred • Aircraft Management & Operations, Sr. Specialist <ul style="list-style-type: none"> – SCE aircraft roles tend to price high which explains SCE below market for this role • Construction/Maintenance Clerk was noted as a union role
3. Next Steps	<ul style="list-style-type: none"> • Next steps for the project 	<ul style="list-style-type: none"> • WTW to summarize the notes from this call

General Meeting Information

CATEGORY	DESCRIPTION
Meeting	2025 GRC - TCS - SCE & WTW Preliminary Total Compensation Review - Part 2
Attendees	<div> SCE Chuck Chan George Grana Janet Mok Jennifer Roberts Ludivina Weiss Mark Bennett Pamela Arnold Penny Carter-Lockert Sergey Trakhtenberg Sofia Sham </div> <div> Willis Towers Watson Alexander Orlicki Andrew Neidinger Catherine Hartmann Vicki Davidson </div>
When	Thursday January 12, 2023
Timing	1:00pm – 2:00pm Pacific
Location	Virtual – Microsoft Teams

Meeting Agenda

TOPIC	DISCUSSION POINT(S)	ACTION ITEMS
1. Report Review	<ul style="list-style-type: none"> Walk through draft total compensation report <ul style="list-style-type: none"> Review preliminary total compensation results Review by section Discuss edits and updates 	<ul style="list-style-type: none"> Section: Overview of Study Results <ul style="list-style-type: none"> WTW will update the benefits values based on review of the WTW retirement team, and will update this table accordingly. WTW will add context on competitive positioning to market to this section of the report. Section: Study Methodology <ul style="list-style-type: none"> WTW confirmed the benefits values are calculated based on what a new hire would receive. Within the Total Compensation Value Computation sub-section, WTW will add the number of benefit profiles that Sempra and PG&E include in their most recent rate cases for context. Within the Benefits Peer Groups sub-section, will include language that for both utility and general industry peer groups, WTW paid attention to peers included for both Sempra and PG&E when selecting peers for SCE. Appendix A – I: Employee Profiles <ul style="list-style-type: none"> WTW will review the content of this appendix used for Sempra and PG&E and will ensure there is consistency in the this report.
2. Next Steps	<ul style="list-style-type: none"> Next steps for the project 	<ul style="list-style-type: none"> WTW to summarize the notes from this call

APPENDIX G: Glossary of Terms

Average

The sum of all values of a data set divided by the number of values in that set. Equivalent to the mean.

Base Pay

The fixed compensation paid (hourly, weekly, monthly, or annual) to an employee for performing specific job responsibilities. Usually, these amounts are guaranteed.

Benchmark Job

A job that is commonly found and defined, used to make pay comparisons, either within the organization or to comparable jobs outside the organization. Pay data for these jobs are readily available in published surveys.

Career Level

A series of defined levels within a job family where the nature of the work is similar (e.g., accounting, engineering). The levels represent the organization's requirements for increased skill, knowledge and responsibility as the employee moves through a career.

Collective Bargaining Agreements

Agreements between employee groups and employers detailing work conditions including working hours, vacation and holiday entitlements, termination of service provisions, and sometimes benefit entitlements. These agreements may be specific to one company or industry or apply nationally.

Defined Benefit (DB) Pension Plan

Defined by the Employee Retirement Income Security Act of 1974 (ERISA) and the Internal Revenue Code (IRC) as any retirement plan that provides for future income and is not an individual account plan. It is a pension plan that specifies the benefits, or the methods of determining the benefits, but not the level or rate of contribution. Contributions are determined actuarially on the basis of the benefits expected to become payable.

Defined Contribution (DC) Pension Plan

Defined by the Employee Retirement Income Security Act of 1974 (ERISA) and the Internal Revenue Code (IRC) as a plan that provides for future income from an individual account for each participant with benefits based solely on (1) the amount contributed to the participant's account plus (2) any income, expenses, gains and losses, and forfeitures of accounts of other participants that may be allocated to the participant's account. The benefit amount to be received by the participant at retirement is unknown until retirement.

Exempt Employees

Employees who are exempt from the Fair Labor Standards Act of 1938 (FLSA) minimum wage and overtime provisions due to the type of duties performed. Includes executives, administrative employees, professional employees, and those engaged in outside sales as defined by the FLSA.

Fair Labor Standards Act of 1938 (FLSA)

A federal law governing minimum wage, overtime pay, child labor, and record-keeping requirements.

Incumbent

A person occupying and performing a job.

Long-Term Disability (LTD)

A form of long-term income protection that provides for some continuation of income in the event of disability. Definitions of disability become increasingly narrow in LTD plans (e.g., disabled from engaging in one's own occupation or from any occupation).

Long-Term Incentive

Any incentive plan that requires sustained performance of the firm for a period longer than one fiscal year for maximum benefit to the employee. Some plans are based on capital shares (i.e., stock) of the

organization and may require investment by the employee, while others are based on financial performance (i.e., profit sharing cash plans).

Mean

A simple arithmetic average obtained by adding a set of numbers and then dividing the sum by the number of items in the set.

Nonexempt Employees

Employees who are not exempt from the minimum wage and overtime pay provisions of the Fair Labor Standards Act of 1938 (FLSA), for example, employees in clerical jobs.

Paid Time Off (PTO)

Refers to vacation, holidays, sick leave, lunch periods, and other miscellaneous leave for which an employee is compensated.

Profit Sharing Plan

An employee benefit plan established and maintained by an employer whereby the employees receive a share of the profits of the business. The plan normally includes a predetermined and defined formula for allocating profit shares among participants, and for distributing funds accumulated under the plan. However, some plans are discretionary. Funds may be distributed in cash, deferred as a qualified retirement program or distributed in a cash/deferred combination.

Salary

Compensation paid by the week, month or year rather than hourly. A salary is usually a guaranteed amount that is not reduced for time not worked.

Short-Term Disability (STD)

A benefits plan designed to provide income during absences due to non-occupational-related illness or injury, when the employee is expected to return to work within a specified time, usually within six months. Usually coordinated or integrated with sick leave at the beginning and with long-term disability (LTD) at the end of STD.

Short-Term Incentive

Usually a lump-sum payment (cash) made once a year in addition to an employee's normal salary or wage for a fiscal or calendar year. Generally based on predetermined performance criteria or standards.

Spot Bonus

A one-time discretionary bonus given to key contributors. Spot bonuses are performance related, not for length of service or equity.

Stock Option

A right to purchase company shares at a specified price during a specified period of time.

Third-Party Survey

For purposes of this TCS Study, this term refers to all other survey sources used in the TCS Study other than WTW's surveys, such as the EAPDIS Energy Technical Craft Clerical Survey.

Total Cash Compensation

Total annual cash compensation (base salary plus annual/short-term incentives).

Target Total Cash Compensation

Target total annual cash compensation (base salary plus target annual/short-term incentives).

Total Direct Compensation

Total cash compensation plus the annualized expected value of long-term incentives.

Target Total Direct Compensation

Target total cash compensation plus the annualized expected value of long-term incentives.

Total Compensation

The sum of all elements of compensation provided by an employer to an employee. For this TCS Study, the total compensation was defined to include base salary, annual/short-term incentives, annualized expected value of long-term incentives, and the value of employee benefits.

Target Total Compensation

The sum of all elements of compensation provided by an employer to an employee. For this TCS Study, the target total compensation was defined to include base salary, target annual/short-term incentives, annualized expected value of long-term incentives, and the value of employee benefits.

Vesting

A term typically used in conjunction with a pension or stock plan. For a stock option, vesting refers to the point in time when stock options or stock appreciation rights become exercisable or when a pension benefit becomes a non-forfeitable benefit.

Note: Selected definitions included in this glossary were obtained from WorldatWork's Glossary of Compensation & Benefits Terms.