

## Customer Energy Solutions - Financial Performance - September

Customer Energy Solutions	September					2016			
	Budget	Actual	Variance	Variance %	Budget	Actual	Variance	Variance %	Budget
EXPENSE	\$2,307	\$1,449	\$858	3%	\$21,641	\$19,090	\$2,551	9%	\$28,816
CES VP	\$85	\$141	(\$56)	-5%	\$921	\$900	\$21	2%	\$1,180
<b>CES Business Operations</b>	\$61	\$42	\$19	<b>2</b> %	\$584	\$488	\$97	12%	\$783
<b>Customer Programs Senior Director</b>	\$176		<b>\$176</b>	17%	\$568	\$0	\$568	55%	\$1,024
<b>CES Pricing Products</b>	\$829	\$334	\$496	4%	\$9,372	\$6,959	\$2,413	21%	\$11,676
<b>Demand Response &amp; Data Platforms</b>	\$89	\$80	\$10	1%	\$794	\$722	\$73	7%	\$1,050
Data Analytics & Governance	\$24	\$3	\$21	7%	\$221	\$228	(\$6)	-2%	\$291
Data Governance & Products	\$40	\$53	(\$13)	-3%	\$363	\$283	\$80	17%	\$484
Demand Response- Director	\$25	\$23	\$2	1%	\$210	\$211	(\$1)	0%	\$275
<b>Distributed Generation</b>	\$305	\$272	\$33	1%	\$2,634	\$2,165	\$469	13%	\$3 <i>,</i> 553
Electric Vehicles	\$132	\$131	\$1	0%	\$1,273	\$1,287	(\$15)	-1%	\$1,749
Service Analysis	\$144	\$141	\$2	0%	\$1,318	\$1,412	(\$95)	-5%	\$1,725
<b>Energy Efficiency Programs</b>	\$486	\$310	<b>\$177</b>	3%	\$4,178	<b>\$5,157</b>	(\$980)	-16%	\$6,076
<b>Energy Efficiency Products</b>	\$23	\$95	(\$72)	-25%	\$208	\$617	(\$409)	-144%	\$284
Energy Efficiency Programs	\$31	\$23	\$8	3%	\$241	\$235	\$6	2%	\$327
Energy Efficiency Programs Sr. Director	\$61	\$96	(\$35)	-8%	\$352	\$489	(\$136)	-30%	\$457
EE Strategy & Operations	\$370	\$95	\$275	5%	\$3,376	\$3,817	(\$441)	-9%	\$5,007
CAPITAL	\$455		\$455	17%	\$1,356	(\$0)	\$1,356	50%	\$2,731
CES VP	\$455		\$455	17%	\$1,356	\$8	\$1,348	49%	\$2,731
<b>Demand Response &amp; Data Platforms</b>	\$0		<b>\$0</b>	0%	\$0	(\$8)	\$8		\$0
CP Measurement & Evaluation			\$0			(\$8)	\$8		
Data Analytics & Governance	\$0		\$0	0%	\$0		\$0	27%	\$0
NON EARNINGS EXPENSE	\$65,756	\$60,042	\$5,714	1%	\$535,472	\$510,318	\$25,154	3%	\$745,763
CES VP	(\$3,158)	(\$0)	(\$3,158)	8%	(\$28,419)	(\$0)	(\$28,419)	75%	(\$37,892)
<b>CES Business Operations</b>	\$166	\$58	\$108	6%	\$1,485	\$590	\$896	46%	\$1,968
<b>CES Pricing Products</b>	\$2,578	\$1,377	\$1,201	5%	\$19,515	\$12,085	\$7,430	30%	\$25,097
<b>Demand Response &amp; Data Platforms</b>	\$5,613	\$4,270	\$1,344	2%	\$50,603	\$44,618	\$5,985	9%	\$65,458
<b>CP Measurement &amp; Evaluation</b>	\$548	(\$184)	\$733	11%	\$5,106	\$3,505	\$1,600	25%	\$6,518
Data Analytics & Governance	\$544	\$487	\$57	1%	\$4,951	\$4,218	\$732	11%	\$6,556
Data Governance & Products	\$234	\$262	(\$28)	-1%	\$2,754	\$1,537	\$1,217	35%	\$3,453
Demand Response	\$3 <i>,</i> 779	\$2,476	\$1,302	3%	\$31,800	\$21,398	\$10,402	25%	\$41,537
<b>Demand Response Operations</b>	\$508	\$1,229	(\$721)	-10%	\$5 <i>,</i> 993	\$13,960	(\$7,967)	-108%	\$7,394
<b>Distributed Generation</b>	\$11,256	\$10,197	\$1,059	1%	\$98,104	\$77 <i>,</i> 285	\$20,819	17%	\$123,403
Electric Vehicles	\$198	\$225	(\$27)	-1%	\$1,913	\$1,510	\$403	16%	\$2,585
<b>Energy Efficiency Programs</b>	\$49,103	\$43,916	<b>\$5,187</b>	1%	\$392,270	\$374,228	\$18,042	3%	\$565,145
<b>Energy Efficiency Products</b>	\$2,007	\$1,625	\$382	1%	\$23,917	\$18,886	\$5,031	15%	\$33,829
Energy Efficiency Programs	\$25,643	\$26,861	(\$1,218)	0%	\$207,751	\$223,296	(\$15,545)	-5%	\$307,796
Energy Efficiency Programs Sr. Director	\$1,124	\$1,439	(\$315)	-2%	\$11,313	\$11,428	(\$115)	-1%	\$14,768
EE Strategy & Operations	\$20,329	\$13,991	\$6,338	3%	\$149,289	\$120,618	\$28,670	14%	\$208,752
CES PCCs to Block			<b>\$0</b>			<b>\$1</b>	(\$1)		
OTHER BALANCE SHEET	\$393	(\$1,082)	\$1,475	18%	\$7,361	\$135	\$7,226	90%	\$8,041
<b>Demand Response &amp; Data Platforms</b>		(\$161)	\$161			\$829	(\$829)		
Data Analytics & Governance		(\$28)	\$28			(\$250)	\$250		
Demand Response		(\$77)	\$77			\$908	(\$908)		
<b>Demand Response Operations</b>		(\$57)	\$57			\$171	(\$171)		
Service Analysis		(\$2)	\$2			(\$133)	\$133		
<b>Energy Efficiency Programs</b>	\$393	(\$919)	\$1,312	16%	\$7,361	(\$561)	\$7,922	99%	\$8,041
Energy Efficiency Programs	\$393	(\$662)	\$1,055	13%	\$7,361	\$1,229	\$6,133	76%	\$8,041
EE Strategy & Operations		(\$257)	\$257			(\$1,790)	\$1,790		
BALANCING ACCOUNT CAPITAL		\$63	(\$63)			\$346	(\$346)		
<b>Demand Response &amp; Data Platforms</b>		\$63	(\$63)			\$346	(\$346)		
Data Governance & Products			\$0			\$239	(\$239)		
Demand Response Operations		\$63	(\$63)			\$107	(\$107)		
<b>Grand Total</b>	\$68,911	\$60,472	\$8,439	1%	\$565,831	\$529,889	\$35,942	5%	\$785,351

Separately Funded		September				YTD				
	Budget	Actual	Variance	Variance %	Budget	Actual	Variance	Variance %	Budget	
EXPENSE	\$2,326	\$2,228	\$98	1%	\$10,608	\$13,481	(\$2,873)	-17%	\$16,712	
<b>CES Pricing Products</b>	\$2,241	\$2,200	\$41	0%	\$10,311	\$13,078	(\$2,767)	-17%	\$16,103	
<b>Demand Response &amp; Data Platforms</b>	\$85	\$28	<b>\$57</b>	9%	\$297	\$403	(\$107)	-18%	\$608	
Data Governance & Products	\$85	\$28	\$57	9%	\$297	\$403	(\$107)	-18%	\$608	
CAPITAL	\$1,141	\$354	\$787	39%	\$1,141	\$781	\$361	18%	\$2,000	
<b>Demand Response &amp; Data Platforms</b>	\$1,141	\$354	\$787	39%	\$1,141	\$781	\$361	18%	\$2,000	
Data Governance & Products	\$1,141	\$354	\$787	39%	\$1,141	\$781	\$361	18%	\$2,000	
<b>Grand Total</b>	\$3,467	\$2,582	\$885	5%	\$11,749	\$14,262	(\$2,512)	-13%	\$18,712	



Funding Cycle View		September					YTD				
	Budget	Actual	Variance	Variance %	Budget	Actual	Variance	Variance %	Budget		
NON EARNINGS EXPENSE	\$65,756	\$60,042	\$5,714	1%	\$535,472	\$510,318	\$25,154	3%	\$745,763		
ACEBA2007-11			\$0			\$0	(\$0)				
CAREBA	\$1,629	\$1,121	\$508	4%	\$10,823	\$8,392	\$2,431	18%	\$13,547		
CDABA	\$235	\$262	(\$27)	-1%	\$2,760	\$1,537	\$1,224	35%	\$3,461		
CEE2010-2012	\$0	(\$1)	\$1		(\$0)	\$629	(\$629)		\$0		
CEE2013-2014			\$0				\$0				
CEE2013-2015	\$1,423	\$933	\$490	3%	\$12,722	\$8,930	\$3,792	23%	\$16,797		
CSI2007-2016	\$7,168	\$8 <i>,</i> 577	(\$1,409)	-2%	\$56,954	\$51,322	\$5,633	8%	\$70,617		
CSITG2010-17	\$746	\$697	\$48	0%	\$8,566	\$6,164	\$2,402	23%	\$10,645		
DPMA	\$492	\$299	\$193	3%	\$4,476	\$3,075	\$1,401	22%	\$6,315		
DREBA2009-11		(\$1)	\$1			\$0	\$0				
DREBA2012-14	\$104	\$98	\$6	0%	\$2,266	\$1,112	\$1,154	39%	\$2,974		
DREBA2015-16	\$4,371	\$3 <i>,</i> 485	\$885	2%	\$37,295	\$30,581	\$6,714	14%	\$48,203		
DREBA2017		\$7	(\$7)			<b>\$2</b> 3	(\$23)				
EE	\$29,944	\$33,468	(\$3,524)	-1%	\$254,805	\$276,718	(\$21,913)	-6%	\$370,847		
ESAP2015	\$4	\$3	\$0	1%	\$75	\$1,508	(\$1,433)		\$84		
ESAP2016	\$14,626	\$9,664	\$4,962	4%	\$98,373	\$79,008	\$19,365	14%	\$140,592		
FERA2009-11			\$0				\$0				
FERABA		\$2	(\$2)			\$18	(\$18)				
GHGEMA	\$76	\$87	(\$11)	-1%	\$678	\$703	(\$26)	-3%	\$856		
GHGNGBA	\$179	\$16	\$163	9%	\$1,464	\$240	\$1,224	66%	\$1,854		
GTSRMA	\$363	\$104	\$260	6%	\$3,542	\$1,359	\$2,184	49%	\$4,472		
LCFSE	\$160	\$198	(\$38)	-2%	\$1,441	\$1,077	\$364	19%	\$1,922		
LCFSG	\$28	\$27	\$1	0%	\$249	\$246	\$3	1%	\$329		
LIEE2010-11			\$0			(\$435)	\$435				
LIEE2012			\$0			(\$255)	\$255				
LIEE2013			\$0			(\$262)	\$262				
LIEE2014	\$0		\$0	0%	\$0	(\$261)	\$261		\$0		
Not assigned		\$447	(\$447)			\$7,511	(\$7,511)				
SGIP	\$3,208	\$680	\$2,528	6%	\$31,466	\$22,153	\$9,312	23%	\$40,385		
SWMEO13-14	\$1,001	(\$132)	\$1,133	10%	\$7,520	\$9,227	(\$1,707)	-14%	\$11,866		
<b>Grand Total</b>	\$65,756	\$60,042	\$5,714	1%	\$535,472	\$510,318	\$25,154	3%	\$745,763		

<sup>&</sup>lt;sub>1</sub> EE Funding Cycle represents the current year program costs, excluding prior cycle EM&V and OBF

 $_{\rm 2}$  CEE 2013-2015 represents prior cycle EM&V and OBF

 $_{\rm 3}$  Not assigned represents BIP incentives recovered through DRAM



## Non-Earnings - Budget Variance - September

Charge-In Organizations  NON EARNINGS EXPENSE  Customer Energy Solutions VP  Data Analytics & Governance  IT-BusTech-Cust Care PCC  Sourcing - Customer Care  Data Governance & Products  Demand Response  IT-BusTech-Cust Care PCC  PGE1/#  Demand Response  BES-Director  Business Operations	\$udget \$11,000 (\$52) \$193 \$193 \$36 \$36 \$968 \$61 \$5 \$13 \$28 \$205	\$8,205 \$110 \$110 \$110 \$218 \$31 \$46 \$141 \$313 \$14	**************************************	Variance % 2% 8% 4% 4% -19% -6% -2%	\$95,199 (\$469) \$1,734 \$1,734 \$847 \$526	\$79,964 \$1,494 \$1,494 (\$0) \$864	Variance \$15,235 (\$469) \$240 \$0 (\$17)	Variance % 12% 75% 10% 10%	2016 Budget \$128,284 (\$625) \$2,312 \$2,312
Customer Energy Solutions VP Data Analytics & Governance IT-BusTech-Cust Care PCC Sourcing - Customer Care Data Governance & Products Demand Response IT-BusTech-Cust Care PCC PGE1/# Demand Response BES-Director	\$11,000 (\$52) \$193 \$193 \$36 \$36 \$968 \$61 \$5 \$13 \$28	\$8,205 \$110 \$110 \$218 \$31 \$46 \$141 \$313 \$14	\$2,795 (\$52) \$82 \$82 \$0 (\$183) (\$31) (\$11) (\$141) \$656	2% 8% 4% 4% -19% -6%	\$95,199 (\$469) \$1,734 \$1,734 \$847 \$526	\$79,964 \$1,494 \$1,494 (\$0) \$864	\$15,235 (\$469) \$240 \$240 \$0	12% 75% 10%	\$128,284 (\$625) \$2,312
Data Analytics & Governance IT-BusTech-Cust Care PCC Sourcing - Customer Care Data Governance & Products Demand Response IT-BusTech-Cust Care PCC PGE1/# Demand Response BES-Director	\$193 \$193 \$36 \$36 \$968 \$61 \$5 \$13 \$28	\$110 \$218 \$31 \$46 \$141 \$313 \$14	\$82 \$82 \$0 (\$183) (\$31) (\$11) (\$141) \$656	<b>4%</b> 4% - <b>19%</b> -6%	<b>\$1,734</b> \$1,734 <b>\$847</b> \$526	\$1,494 (\$0) <b>\$864</b>	<b>\$240</b> \$240 \$0	10%	\$2,312
IT-BusTech-Cust Care PCC Sourcing - Customer Care  Data Governance & Products  Demand Response IT-BusTech-Cust Care PCC PGE1/#  Demand Response BES-Director	\$193 <b>\$36</b> \$36 <b>\$968</b> \$61 \$5 \$13 \$28	\$110 \$218 \$31 \$46 \$141 \$313 \$14	\$82 \$0 <b>(\$183)</b> (\$31) (\$11) (\$141) <b>\$656</b>	4% - <b>19%</b> -6%	\$1,734 <b>\$847</b> \$526	\$1,494 (\$0) <b>\$864</b>	\$240 \$0		
Sourcing - Customer Care  Data Governance & Products  Demand Response  IT-BusTech-Cust Care PCC  PGE1/#  Demand Response  BES-Director	\$36 \$36 \$968 \$61 \$5 \$13 \$28	\$218 \$31 \$46 \$141 \$313 \$14	\$0 (\$183) (\$31) (\$11) (\$141) \$656	<b>-19%</b> -6%	<b>\$847</b> \$526	(\$0) \$864	\$0	10%	\$2,312
Data Governance & Products  Demand Response  IT-BusTech-Cust Care PCC  PGE1/#  Demand Response  BES-Director	\$36 <b>\$968</b> \$61 \$5 \$13 \$28	\$31 \$46 \$141 <b>\$313</b> \$14	(\$183) (\$31) (\$11) (\$141) \$656	-6%	\$526	\$864	•		
Demand Response IT-BusTech-Cust Care PCC PGE1/#  Demand Response BES-Director	\$36 <b>\$968</b> \$61 \$5 \$13 \$28	\$31 \$46 \$141 <b>\$313</b> \$14	(\$31) (\$11) (\$141) <b>\$656</b>	-6%	\$526	=	10471		l
IT-BusTech-Cust Care PCC PGE1/#  Demand Response BES-Director	\$968 \$61 \$5 \$13 \$28	\$46 \$141 <b>\$313</b> \$14	(\$11) (\$141) <b>\$656</b>		·		(\$17)	-2%	\$954
PGE1/#  Demand Response  BES-Director	\$968 \$61 \$5 \$13 \$28	\$141 <b>\$313</b> \$14	(\$141) \$656	-2%	Ć224	\$340 \$340	\$186	35%	\$526
Demand Response BES-Director	\$61 \$5 \$13 \$28	<b>\$313</b> \$14	\$656		\$321	\$349 \$175	(\$28) (\$175)	-7%	\$428
BES-Director	\$61 \$5 \$13 \$28	\$14	=	6%	\$7,816	\$175 <b>\$3,878</b>	\$3,938	39%	\$10,102
	\$5 \$13 \$28	· ·	\$48	6%	\$550	\$ <b>1</b> 54	\$3 <b>,336</b> \$396	54%	\$ <b>10,102</b> \$735
	\$13 \$28	Υ'	\$ <del>1</del>	2%	\$43	\$15	\$28	48%	\$58
Customer Billing	\$28	\$15	(\$2)	-1%	\$107	\$106	\$1	1%	\$146
Customer Insight Director	· ·	\$7	\$21	7%	\$182	\$160	\$22	7%	\$292
Demand Response		\$2	\$203	16%	\$1,027	\$43	\$984	78%	\$1,259
IT-BusTech-Cust Care PCC	\$410	\$191	\$219	4%	\$3,690	\$1,174	\$2,516	51%	\$4,920
LCE-Community Vitality	\$33		\$33	7%	\$395		\$395	80%	\$493
Marketing Insight and Advertising Dir.	\$214	\$80	\$134	6%	\$1,823	\$2,163	(\$340)	-15%	\$2,200
VP-Energy Procurement		\$0	(\$0)			\$62	(\$62)		
<b>Demand Response Operations</b>	\$174	\$312	(\$138)	-5%	\$2,234	\$2,656	(\$422)	-15%	\$2,757
Billing Support			\$0				\$0		
Demand Response Operations		\$2	(\$2)			\$18	(\$18)		
Energy Data Services	\$95	\$77	\$18	2%	\$855	\$682	\$173	15%	\$1,140
IT-BusTech-Cust Care PCC	\$79	\$203	(\$124)	-8%	\$1,379	\$1,641	(\$262)	-16%	\$1,617
LCE-Community Vitality	<b>674</b>	\$30	(\$30)	40/	64 622	\$316	(\$316)	200/	64 704
DG Programs	<b>\$71</b>	<b>\$94</b>	(\$23)	-1%	\$1,623	\$ <b>924</b>	\$699	39%	\$1,781
CC Sacramento Contact Center	\$1 \$8	\$2 \$1	(\$1) \$7	-8% 6%	\$9 \$80	\$19 \$9	(\$10) \$71	-79% 69%	\$12 \$104
Customer Insight Director	\$8 \$62	\$1 \$91	\$7 (\$29)	-2%	\$80 \$1,533	\$9 \$897	\$71 \$637	38%	\$104 \$1,665
Marketing Insight and Advertising Dir.  EE Strategy & Operations	\$1,519	\$ <b>2,000</b>	(\$29) <b>(\$482)</b>	-3%	\$1,333 <b>\$12,379</b>	\$12,537	\$057 ( <b>\$158</b> )	- <b>1%</b>	\$1,003 <b>\$16,067</b>
Applied Technology Services	\$1,519 \$162	\$ <b>2,000</b> \$140	\$22	1%	\$1,303	\$1,327	(\$24)	-1%	\$1 <b>0,007</b> \$1,738
CC Sacramento Contact Center	\$88	\$130	(\$42)	-4%	\$792	\$674	\$118	11%	\$1,056
Central Inspections	\$514	\$411	\$103	2%	\$4,652	\$3,485	\$1,166	19%	\$6,145
Customer Insight Director	\$23	\$17	\$7	3%	\$164	\$46	\$118	56%	\$212
IT-BusTech-Cust Care PCC	\$448	\$1,168	(\$720)	-14%	\$3,817	\$5,804	(\$1,987)	-40%	\$5,017
Marketing Insight and Advertising Dir.	\$ <b>283</b>	\$135	\$148	8%	\$1,652	\$1,201	\$451	24%	\$1,899
Electrification & Electric Vehicles	\$124	\$167	(\$42)	-3%	\$1,118	\$1,055	\$63	4%	\$1,491
CC San Jose Contact Center			\$0				\$0		
IT-BusTech-Cust Care PCC	\$74	\$153	(\$80)	-9%	\$663	\$972	(\$309)	-35%	\$884
Marketing Insight and Advertising Dir.	\$51	\$11	\$40	7%	\$455	\$77	\$378	62%	\$607
VP-Energy Procurement		\$3	(\$3)		_	\$6	(\$6)		
Energy Efficiency Products	\$163	\$113	<b>\$50</b>	2%	\$2,223	\$1,411	\$812	30%	\$2,683
CC Sacramento Contact Center	\$16	\$15	\$1	1%	\$145	\$147	(\$2)	-1%	\$194
Data Analytics & Governance	64.47	400	\$0 \$10	20/	42.070	\$0	\$0 \$0.4.4	220/	ć2 400
IT-BusTech-Cust Care PCC	\$147	\$98	\$49	2%	\$2,078	\$1,264	\$814	33% <b>6%</b>	\$2,489
Energy Efficiency Programs  BES-CSM Team	<b>\$5,206</b> \$77	<b>\$3,301</b> (\$3)	<b>\$1,905</b> \$80	<b>3%</b> 9%	<b>\$45,572</b> \$694	<b>\$41,373</b> \$233	<b>\$4,198</b> \$462	<b>6%</b> 50%	<b>\$64,746</b> \$930
Business Operations	\$77 \$112	\$89	\$80 \$24	2%	\$1,029	\$233 \$750	\$402 \$279	20%	\$1,360
CC Sacramento Contact Center	\$23	\$42	(\$19)	-5%	\$260	\$466	(\$205)	-59%	\$350
Customer Insight Director	\$262	\$401	(\$138)	-4%	\$2,404	\$1,749	\$655	21%	\$3,191
ES&S Bay Director	\$0	\$1	(\$1)	.,,	\$0	(\$531)	\$531		(\$0)
Government & Community Partnerships	\$918	\$744	\$175	1%	\$7,837	\$11,049	(\$3,212)	-25%	\$13,077
IT-BusTech-Cust Care PCC	\$189	\$74	\$115	6%	\$1,692	\$891	\$801	39%	\$2,072
LCE-Greater Bay Division Teams	\$31	\$18	\$13	4%	\$280	\$144	\$136	36%	\$375
LCE-Greater Valley Division Teams	\$43	\$9	\$35	7%	\$391	\$137	\$253	48%	\$523
LEA-Director	\$1,128	\$909	\$219	2%	\$10,162	\$7,764	\$2,397	18%	\$13,611
Marketing Insight and Advertising Dir.	\$1,893	\$633	\$1,260	6%	\$16,065	\$15,409	\$656	3%	\$22,884
SMB-Sr Manager	\$528	\$386	\$143	2%	\$4,758	\$3,312	\$1,447	23%	\$6,374
Energy Efficiency Programs Sr. Director	\$541	\$601	(\$60)	-1%	\$4,868	\$5,278	(\$409)	-6%	\$6,491
Customer Care Financial Management	\$152	\$122	\$30	2%	\$1,368	\$1,149	\$219	12%	\$1,824
Customer Operations Regulatory Strategy	\$67	\$97	(\$30)	-4%	\$602	\$1,096	(\$494)	-61%	\$803
Law Department	\$34	\$25	\$10	2%	\$310	\$401	(\$91)	-22%	\$414
LCE-Greater Bay Division Teams	\$29 \$125	\$0 \$263	\$29 (\$138)	8% -9%	\$263	\$143 \$1,411	\$120 (\$286)	34% -19%	\$350
Marketing Insight and Advertising Dir. Sourcing - Customer Care	\$123 \$133	\$205 \$95	\$39	-9% 2%	\$1,125 \$1,200	\$1,411 \$1,077	\$123	-19 <i>%</i> 8%	\$1,500 \$1,600
Pricing Products	\$2,058	\$ <b>976</b>	\$1,082	6%	\$15,253	\$1,077 <b>\$8,494</b>	\$6, <b>759</b>	<b>35%</b>	\$1,000 <b>\$19,525</b>
BES-Director	<b>\$2,036</b> \$46	\$ <b>976</b> \$11	\$1 <b>,082</b> \$35	<b>6%</b>	\$13,233	\$ <b>6</b> ,434	\$351	64%	\$1 <b>9,525</b> \$550
Business Operations	\$80	\$11 \$60	\$33 \$19	2%	\$701	\$457	\$331 \$245	26%	\$330 \$940
CC Fresno Contact Center	\$47	\$00 \$17	\$19 \$29	6%	\$355	\$160	\$245 \$195	41%	\$480
CC Sacramento Contact Center	\$ <del>9</del> 9	\$54	\$44	4%	\$923	\$578	\$345	28%	\$1,219
Customer Care Financial Management	,	\$1	(\$1)		, - <b></b>	\$5 \$5	(\$5)		,
Customer Insight Director	\$108	\$173	(\$65)	-5%	\$942	\$865	\$77	6%	\$1,244
ES&S Los Padres Division	\$0		\$0		\$0		\$0		\$0
IT-BusTech-Cust Care PCC	\$378	\$69	\$309	7%	\$3,365	\$818	\$2,547	61%	\$4,166
LCE-Planning & Ops	\$113	\$ <b>2</b> 5	\$89	7%	\$1,000	\$606	\$394	29%	\$1,340
Marketing Insight and Advertising Dir.	\$1,118	\$562	\$556	6%	\$6,958	\$4,888	\$2,070	24%	\$8,779
VP-Energy Procurement	\$70	\$4	\$66	8%	\$597	\$56	\$541	67%	\$807
Grand Total	\$11,000	\$8,205	\$2,795	2%	\$95,199	\$79,964	\$15,235	12%	\$128,284