

**Sempra Energy**  
**Management Pay Bands and Market Reference Ranges - For Internal Use**  
**Effective 01/01/2015**

MANAGEMENT PAY BAND ROLES	CODE	PAYBAND Min / Max	MARKET REFERENCE RANGE
<b>Specialist/Analyst</b>	SA1	\$45,200	\$45,200 - \$67,800
	SA2		\$50,600 - \$75,900
	SA3		\$56,100 - \$84,200
	SA4		\$61,400 - \$92,100
	SA5		\$69,400 - \$104,100
			\$114,500
<b>Supervisor/ Team Leader</b>	ST1	\$55,000	\$55,000 - \$82,500
	ST2		\$61,400 - \$92,100
	ST3		\$73,200 - \$109,800
	ST4		\$81,200 - \$121,800
	ST5		\$91,600 - \$137,400
	ST6		\$103,200 - \$154,800
		\$170,300	
<b>Advisor</b>	AD1	\$69,400	\$69,400 - \$104,100
	AD2		\$79,800 - \$119,700
	AD3		\$90,400 - \$135,600
	AD4		\$101,100 - \$151,700
	AD5		\$114,200 - \$171,300
			\$188,400
<b>Project Manager/ Strategic Lead</b>	PM1	\$79,800	\$79,800 - \$119,700
	PM2		\$90,400 - \$135,600
	PM3		\$101,100 - \$151,700
	PM4		\$114,200 - \$171,300
	PM5		\$125,700 - \$188,600
	PM6		\$142,300 - \$213,500
		\$234,900	
<b>Business Manager</b>	BM1	\$91,600	\$91,600 - \$137,400
	BM2		\$103,200 - \$154,800
	BM3		\$118,100 - \$177,200
	BM4		\$136,500 - \$204,800
	BM5		\$156,300 - \$234,500
	BM6		\$174,500 - \$261,800
		\$288,000	

## Sempra Energy

### Associate/Technical Pay Bands and Market Reference Ranges - For Internal Use Effective 01/01/2015

ASSOCIATE / TECHNICAL PAY BAND ROLES	MRR	PAYBAND		MARKET REFERENCE RANGE					
		Min / Max		HOURLY			ANNUAL		
		HRLY	ANNUAL	MIN	Anch	MAX	MIN	Anc	MAX
Associate (L.A.)	AL1	\$12.36	\$25,700	\$12.36	-	\$18.56	\$25,700	-	\$38,600
	AL2			\$14.28	-	\$21.44	\$29,700	-	\$44,600
	AL3			\$16.97	-	\$25.48	\$35,300	-	\$53,000
	AL4			\$19.13	-	\$28.70	\$39,800	-	\$59,700
	AL5			\$21.35	-	\$32.02	\$44,400	-	\$66,600
	AL6			\$24.09	-	\$36.15	\$50,100	-	\$75,200
			\$39.77	\$82,700					
Associate (S.D.)	AS1	\$12.36	\$25,700	\$12.36	-	\$18.56	\$25,700	-	\$38,600
	AS2			\$14.28	-	\$21.44	\$29,700	-	\$44,600
	AS3			\$16.97	-	\$25.48	\$35,300	-	\$53,000
	AS4			\$19.13	-	\$28.70	\$39,800	-	\$59,700
	AS5			\$21.35	-	\$32.02	\$44,400	-	\$66,600
	AS6			\$24.09	-	\$36.15	\$50,100	-	\$75,200
			\$39.77	\$82,700					
Technical	TS1	\$15.43	\$32,100	\$15.43	-	\$23.17	\$32,100	-	\$48,200
	TS2			\$17.12	-	\$25.67	\$35,600	-	\$53,400
	TS3			\$18.61	-	\$27.93	\$38,700	-	\$58,100
	TS4			\$21.35	-	\$32.45	\$44,400	-	\$67,500
	TS5			\$22.84	-	\$34.28	\$47,500	-	\$71,300
	TS6			\$24.95	-	\$37.45	\$51,900	-	\$77,900
	TS7			\$27.45	-	\$41.20	\$57,100	-	\$85,700
	TS8			\$30.19	-	\$45.29	\$62,800	-	\$94,200
	TS9			\$33.22	-	\$49.86	\$69,100	-	\$103,700
			\$54.85	\$114,100					