

DIABLO CANYON POWER PLANT

2R16

INCENTIVE PROGRAM



I. Incentive Plan Structure

The Outage Incentive Plan has been designed to recognize the performance of the organization in the areas of the DCPD Business Plan cornerstones: Safety, Reliability, Organizational Effectiveness, Cost and Environmental Stewardship. This program provides for incentive components based on performance goals structured around each of these cornerstones, awarded following the completion of the outage.

This award applies to regular PG&E employees who directly support the outage or whose normal job function must continue through the outage. The award will not apply to contractors, temporary additional employees, hiring hall and building trades personnel. The award will be paid as additional time off with pay. Having safe, efficient, and effective outages is our goal as an industry leader, has value to PG&E and our customers, and is an effort that should be rewarded.

II. Conditions of Incentive Award

After the outage, the NPG officers will determine an overall recognition award, based on performance against pre-established outage goals. The maximum achievable incentive award is 24 hours of vacation time. The breakdown of the incentive goals are listed below, structured around safety, reliability, organizational effectiveness, and cost.

If significant events occur that dramatically affect safety, the NPG officers reserve the right to adjust this amount accordingly, up to elimination of the award for very serious events. Conversely, the award amount may also be raised to recognize exemplary performance.

Example: If human error leads to a significant personnel injury, the Officers may choose to eliminate all award components.

III. Incentive Goals and Allocation

Goals have been established in areas that are in alignment with the DCPD Operating Plan cornerstones, and apply to all individuals supporting the outage as specified above. The award hours will be allocated as follows:

AREA	GOAL	AWARD
Safety <ul style="list-style-type: none"> Industrial Safety Radiological Safety Nuclear Safety 	Zero Disabling & Recordable Injuries (PG&E and non-PG&E) \leq 68 Person-Rem For 2R16 \leq 25 Personnel Contamination Events No unplanned loss of decay heat removal. No unplanned reduction below outage safety plan minimum due to human error.	6 hrs 3 hrs 3 hrs
Reliability <ul style="list-style-type: none"> Power Ascension Max Capable Power 	\leq 5 Days \geq 90 days	1 hr 1 hr
Org Effectiveness <ul style="list-style-type: none"> Human Performance Scheduled Window Durations 	No Site HU Clock-Resetting Events. No Significant Security Violations. No Significant FME Events. Achieve / exceed Day 0 Scheduled Duration in the following areas: - Breaker open to start of Window 5 (165 hrs.) - Overall Window 5 (223 hrs.) duration - 2R16 Breaker open to breaker closed window (31.0 days) * Window 5 starts at completion of Core Offload and completes at Start of Core Reload	2 hrs 2 hrs 2 hrs 2 hrs
Cost <ul style="list-style-type: none"> Incremental O&M 	\leq 43.6 Million For 2R16	2 hrs

* Final goals to be determined by Site VP

IV. Administration

After the vacation hours have been determined by the NPG officers, the award will be administered as follows:

A. General Eligibility

All Generation Business Unit employees and PG&E employees who are matrixed or assigned to Diablo Canyon Power Plant (DCPP) operations in support of the refueling outage will be eligible for participation in the program.

Other PG&E employees who work at the plant site during the outage are eligible for the award at the discretion of their management.

The award will not apply to contractors, temporary additional employees, hiring hall and building trades personnel.

NOTE: Participants who leave before the end of their outage assignment or who are discharged will not be eligible for an outage recognition award. Specific employee eligibility will be determined by Generation Business Unit management and Human Resources.

B. Individual Award Determination

The Outage Incentive Program provides for an opportunity to earn additional paid time-off.

1. Individual awards will be determined by the final award determination of the Senior Vice President of Generation Business Unit based on the program criteria outlined in the Outage Incentive Program for PG&E active status employees.
2. The individual award basis applicable to the employee's organization and status is as follows:
 - a) Generation Business Unit regular full-time employees and other matrixed PG&E employees who work at DCPP full time, who are on active payroll at the end of the outage, will receive the full recognition earned. Employees on rotation outside of DCPP during the outage may be excluded at management's discretion.
 - b) Other PG&E regular full-time employees will receive a pro-rated award based on the number of days worked in support of the outage as outlined under "Pro-Rated Incentives" below. Generation Business Unit employees who do not support DCPP Operations may not be eligible.
 - c) Employees in full-time equivalent job share arrangements will receive an award the same as full-time employee, but allocated subject to the job share arrangements.
 - d) Generation Business Unit part-time employees will receive a pro-rated award equivalent to full-time days worked in support of the outage.

C. Pro-Rated Awards

For eligible employees who work a number of days not equal to the actual time between “breaker open to Mode 4”, the individual award will be determined by dividing the total number of days worked in direct support of the outage* by the total number of days from breaker open to Mode 4. Awards will be rounded to the nearest whole hour.

**The number of days worked in direct support of the outage may include time worked just prior to the breaker open period, if the individual’s assignment is scheduled to complete before we reach Mode 4. Common examples include access & badging, trainers, planners, schedulers.*

Example: If the final award hours earned determined by the SR. VP - Generation Business Unit is 18 hours, and if the “breaker open to Mode 4” actual duration is 20 days, and, if a matrixed employee works 17 days in support of the outage:

$$\text{Individual Award} = \frac{(17 \text{ days worked supporting outage}) \times 18 \text{ hours}}{(20 \text{ days} = \text{actual breaker open to Mode 4})}$$

Final Award = 15 hours earned

D. Award

After the vacation hours have been determined by the NPG officers, the award will be provided as time off with pay only. Any award hours for the outage will be specified by the NPG officers as to when it will be taken but in no case will it be later than December 31, 2011.

E. Term

This program applies to Unit 2 Refueling Outage (2R16) only.

F. Exceptions

All exceptions will be directed to the Outage Incentive Program Administrator, DCPP Human Resources and will be subject to Officer approval.