

UE-100749/PacifiCorp
September 13, 2010
Public Counsel Data Request 88

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**Re: PacifiCorp's Response to Public Counsel Data Request No. 31,
1st Supplemental, Attachment PC 31 1st Supplemental.**

Please provide a written description for all of the bonus programs listed in Attachment PC 31 1st Supplemental. This should include, but not be limited to, a narrative description of the bonus or program and its purpose, which employees are eligible for the program or bonus, and how many employees participated in the program or received the bonus in the test year.

Response to Public Counsel Data Request 88

Please refer to Attachment PC 88.

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SPONSOR: Erich D. Wilson

Annual Incentive Plan - PacifiCorp's Annual Incentive Plan provides performance awards based on the following: achieving the goals of PacifiCorp, Pacific Power, Rocky Mountain Power and PacifiCorp Energy; individual performance; company management of risk and safety; and success in addressing new issues and opportunities that may arise during the course of the year. Awards will be made based upon measurable achievement of results. Achievement will be measured by senior management. This approach supports the philosophy of incentive compensation as pay at risk that is earned based on the company, business unit and individual performance. All regular, full and part-time non-represented employees are eligible to participate. In 2009, we had 2,601 employees who received an award.

Employee Fitness Program - Exists for certain employee groups. Payments to 34 employees who participated in wellness type activities, such as exercise programs at a health club in 2009.

Other Employee Recognition - The value of awards given to employee or the expenses incurred to recognize employees for exceptional performance.

Certification Awards - Employees who attain certifications, such as, Emergency Medical Technicians (EMT) are able to respond to emergencies at work locations. In 2009, 36 employees received this award.

Employee Referral Award - PacifiCorp's Employee Referral Program enables eligible PacifiCorp and other MidAmerican Energy Holdings Company employees to earn a cash award ranging from \$100 to \$5,000 if they refer an external applicant who is hired to a designated, open Employee Referral Program position at PacifiCorp. Any part- or full-time employee on PacifiCorp's (or MidAmerican's) payroll can participate with the exception of vice presidents and higher, employees who work in human resources (corporate, within the businesses and MidAmerican), and direct or indirect supervisors of the designated job opening. In 2009, four employees received this award.

Training Award - Payments made to non-represented employees at the completion of the required training course. In 2009, 8 employees received this award.

Relocation Bonus - Expenses related to relocation services for 2 employees in 2009.

Retention Bonus - There is no formal policy in place for this payment. This practice is used infrequently to retain employees with specific knowledge and/or skill. In 2009, 12 employees received this award.

Hire In Bonus - There is no formal policy in place for this payment. This practice is used very infrequently and to attract highly specialized or sought after skills. In 2009, eight employees received a hire-on bonus as part of their offers.

Merit Lump Sum Payment - 116 Customer Service Associates (CSAs) employees received a merit lump sum payment in 2009, due to the lack of structure movement in 2009 and the fact that they had received the maximum amount allowed under the Step Increase program.

EE Recognition - Non-Cash - The value of non-cash awards given to employee for exceptional performance. In general, these awards consist of gift card to various retailers. In 2009, 1,027 employees received this award.

Safety - Recognition to employees for achieving certain levels of safety in the workplace. These awards may consist of cash or non-cash items such as meals, or tangible personal property.

STARS - Cash awards provided to employees for performance above and beyond their normal job requirements. In 2009, 312 employees received this award.