

UE-130043/PacifiCorp
April 15, 2013
PC Data Request 11 -- 1st Supplemental

PC Data Request 11

Re: Executive Compensation.

Please refer to page 4 of Exhibit No. EDW-2. The Company states the following: "Because compensation is based on performance, the Company does not specifically use market comparisons or other companies as benchmarks when establishing NEO's compensation."

- (a) Please explain why it is appropriate to use market comparisons or other companies as benchmarks for establishing compensation for all other PacifiCorp employees, but not for the Company's NEO's.
- (b) Is compensation for all other PacifiCorp employees (excluding NEO's) based in part on performance?
- (c) Regardless of the fact that PacifiCorp does not set NEO compensation based on market comparisons or benchmarks, please indicate, for each NEO, whether total compensation is currently set at market levels, above market levels, or below market levels. Provide the percent and amount of the difference between actual compensation paid to the employee versus the market compensation of positions from the market data included in the compensation surveys used by the Company, and provide all related calculations in this determination.

1st Supplemental Response to PC Data Request 11

In response to a follow-up question from Public Counsel, the Company provides the following supplemental response to PC Data Request 11, part (c):

- (c) Please refer to Confidential Attachment PC 11 1st Supplemental for an analysis from MarketPay showing how the compensation of PacifiCorp's named executive officers (NEOs) compares to the market, expressed as a percentage of market average.

Please note that the Company does not specifically use other companies as benchmarks for determining NEO compensation. As stated in the Company's original response to subpart (a), the MEHC Chairman determines the base salary for each NEO by reviewing: the Company's overall performance and each NEO's individual performance, both on a long-term and short-term basis; the value each NEO brings to the Company; and current labor market conditions.

Confidential information is provided subject to the terms and conditions of the protective order in this proceeding.

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PACIFICORP'S 1ST SUPPLEMENTAL RESPONSE TO PUBLIC COUNSEL DATA

REQUEST 11 CONFIDENTIAL ATTACHMENT PC 11 1ST SUPPLEMENTAL

IS CONFIDENTIAL IN ITS ENTIRETY

PAGES 2 TO 6

REDACTED VERSION