

UE-100749/PacifiCorp
September 17, 2010
Public Counsel Data Request 106

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Re: STARS Program.

- a) Please provide a complete list of all STARS program awards granted during the test year. Include the amount of the award, which "tier" the award falls under, the reason for the reward, and the date the award was granted.
- b) Please provide a breakdown of total awards granted in the test year by tier, including total number and percentage under each tier.
- c) Does the Company maintain a cap on the total dollar amount of individual STARS program awards granted to employees? If so, please provide this amount, if no, please explain why not.
- d) Please provide the total number and dollar amount of STARS program awards granted in 2006, 2007 and 2008.

Response to Public Counsel Data Request 106

- a) Please refer to Attachment PC 106a for a list of cash STARS awards granted during the test year.

Tier 2 STARS awards are non-cash awards that are purchased in bulk. Awards are for recognition of individual or team effort and/or result above expectations for a short duration or one time event. In 2009 the Company dispersed 782 Tier 2 gift cards for a total amount of \$19,550.00. In order to replenish the STARS gift card inventory, gift cards were purchased in the amount of \$3,450.00 in 2009. The majority of the gift cards dispersed in 2009 were purchased in late 2008.

Tier 3 STARS awards are cash awards for recognition of an individual or team whose contribution and efforts were superior and where positive key/leadership behaviors were demonstrated.

Tier 4 STARS awards are cash awards in recognition of an individual or team for outstanding work performed above job expectation for an extended period of time, and as a result, has a significant impact within their business units or across several business units.

In 2009, employees of PacifiCorp received a total of \$232,500 in performance awards. Of this, \$211,500 was for STARS program awards for employee recognition. The remaining \$21,000 was for performance-based awards outside of the STARS program that were granted by management on a discretionary basis.

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- b) In 2009, the Company dispersed 1,124 STARS awards. Of those, 70% were Tier 2, 17% were Tier 3, and 13% were Tier 4. Please refer to Attachment PC 106a.
- c) The program has no formal cap. The employee recognition program is built on the principle of evaluating the value and effort of the contribution and rewarding in accordance with that assessment. Therefore, the Company has not established a formal cap on the award amount provided. However, actual awards typically range between \$100 and \$1,500 dollars.
- d) Please refer to Attachment PC 106d for the cash awards associated with Tier 3 and Tier 4.

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