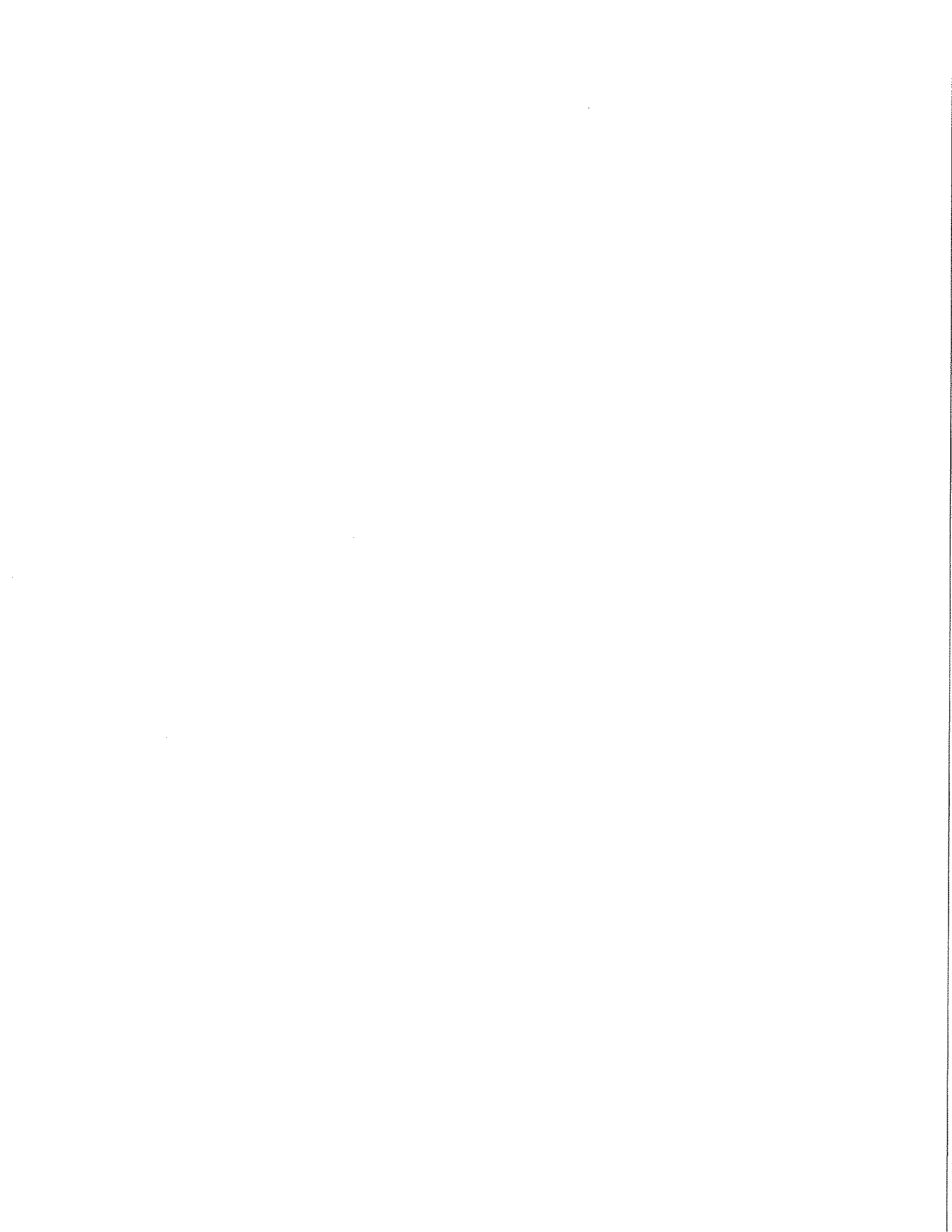


* * DOCUMENTS FOR REVIEW * *

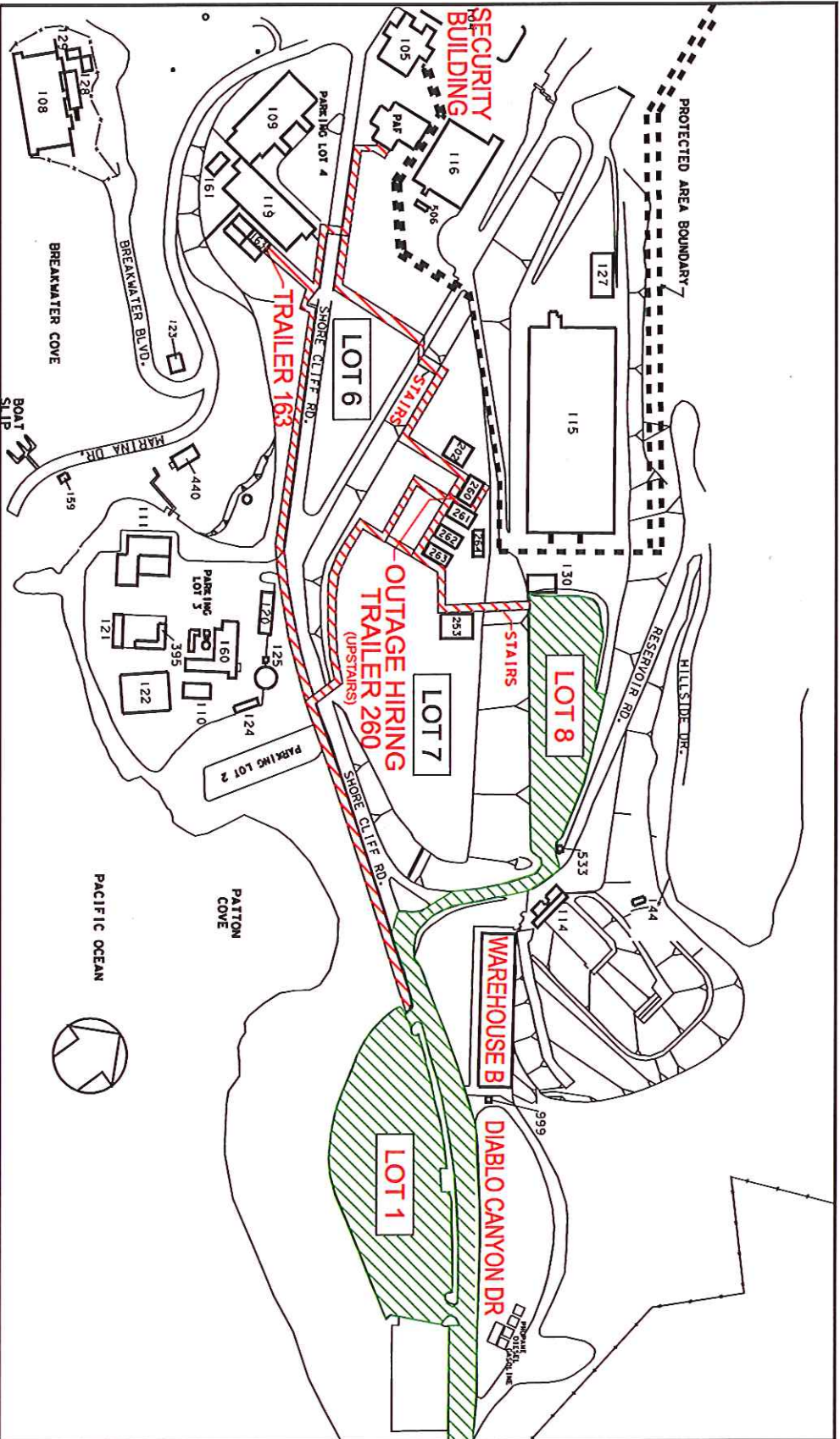
The following items need to be READ CAREFULLY AND RETAINED for future reference:

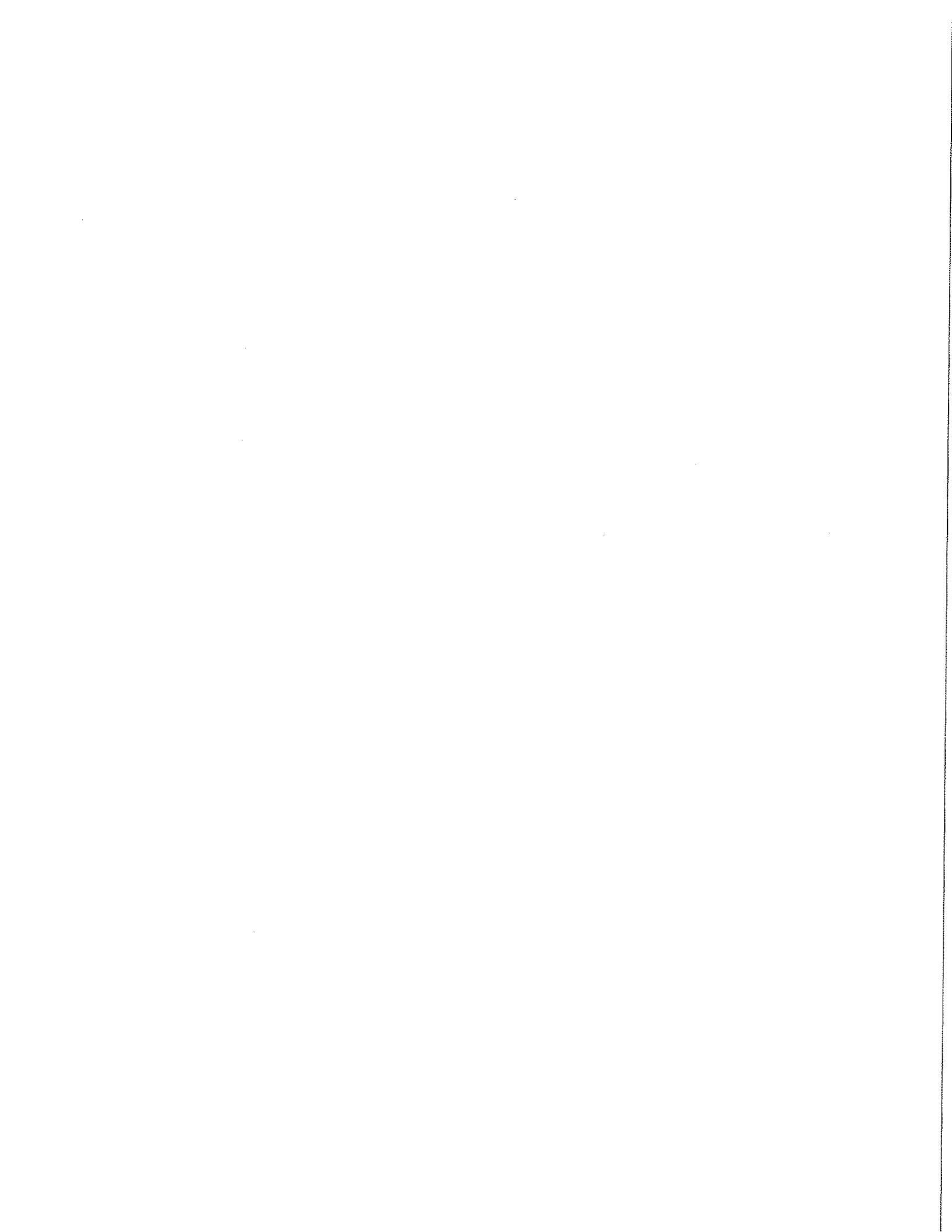
- Site Map
- Important Information Regarding Check Cashing
- DCPD Parking & Traffic Policies
- Standards for Harassment Free Workplace
- Commitment to Equal Employment Opportunity
- Worker's Compensation
- Asbestos
- Chemical Warning
- Offer Letter



NEW HIRE MAP

Display your vehicle pass on your driver's side dashboard. Approach the front gate slowly, with your headlights turned down. The guards will be looking for your vehicle pass and should wave you through when they see it. If the guard indicates you are to stop, stop and you will be given instructions on how to proceed. Drive approximately 7 miles and park in Parking Lot 1 or Parking Lot 8. The first visible parking area is Parking Lot 1, on the left. To park in Parking Lot 8, you will turn right after passing the entrance to Parking Lot 1 and make a left into Parking Lot 8.





IMPORTANT INFORMATION REGARDING CHECK CASHING

- Some banks in the San Luis Obispo/Santa Barbara County area will not cash your checks unless you have an account established with them
- You may enroll for direct deposit. Due to the timing of your hire date and payroll cycles, your first payment may still be via a paper check. This applies to paychecks and travel checks.
- Your last day paycheck is always via a paper check even if you were enrolled in the direct deposit plan

You may be interested in setting up an account at one of the local banks listed below:

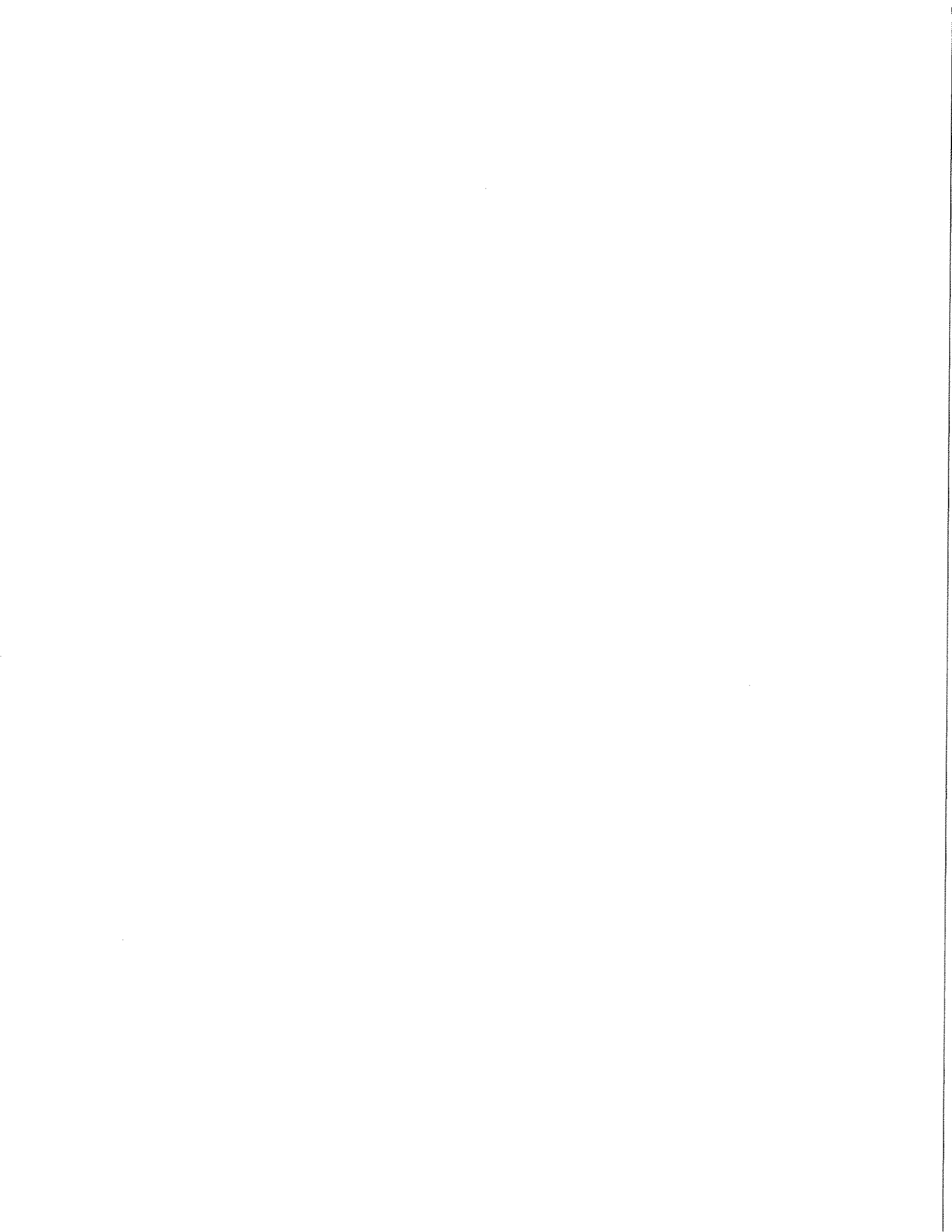
Bank of America – customer service line 544-2022

Wells Fargo – customer service line 800-869-3557

Citibank NA – customer service line 800-274-6660

Rabobank - customer service line 800-942-6222

Please be sure to make check cashing arrangements prior to your arrival at the plant site as we are not able to facilitate this service for you.



DCPP Parking and Traffic Policies

April 4, 2014

The purpose of this policy is to ensure employee safety, the ability for emergency response, the protection of station assets, and to provide an orderly parking program.

Plant employees are required to park in the lots to which they are assigned. Parking is not permitted outside designated lots except as may be directed by Security. Parking in paved lots is only allowed in striped spaces. Parking in unpaved lots is not permitted in locations that block other vehicles, which limit access to buildings, or in locations that could create safety hazards. Vehicle lanes must be kept clear to allow access for emergency vehicles.

Plant employees are to ensure their personal vehicles driven on site are registered with the Access department. Changes and/or additions to existing registrations are to be made by completing the appropriate vehicle registration forms obtained in the Access offices in Building 119.

Company vehicles are permitted to park in parking spaces designated for Company Vehicles only. Company vehicles are not to park in employee parking spaces.

Some parking spaces are marked as reserved for a specific department or individual. These are based on need, and approved by the Site Parking Committee, chaired by the Station Director. Requests for reserved parking spaces should be submitted to the organization's or individual's Director, and upon Director approval it will be reviewed by the Parking Committee.

Parking Passes:

- Vehicle Pass "A" - PGENPG regular employees, special visitors and NRC
- Vehicle Pass "C" - Contractors (exempt and non-exempt)
- Vehicle Pass "8" - PGETA, PGETES, PGEHH, PGEGO and Temporary PGENPG employees

Where to Park:

- Vehicle Pass "A" - Any Lot (1,3,4,5,6,7 or 8)
- Vehicle Pass "C" and "8" - Lots 1, 8
- Visitors - Lot 7
- Motorcycles Shall Park in Designated Motorcycle Parking Spaces Only:
 - Vehicle Pass "A" - Lot 4-North motorcycle parking (in front of Simulator Building 109), or Lot 4-South in Designated Fire Lane Areas as Posted
 - Vehicle Pass "C" and "8" - Lot 7 motorcycle parking
 - Parking passes must be displayed when parked

Car Pooling (Lot 4 North and designated spaces)

Car Pool spaces are reserved for car pools, Monday through Thursday, from 5 a.m. to 9 a.m. At least two vehicle passes must be clearly displayed in the vehicle to park in Car Pool spaces, and one of the vehicle passes must be an NPG Vehicle pass.

Vanpooling

Van pool spaces are reserved for van pools, Monday through Thursday, from 5 a.m. to 9 a.m.

NRC, vendor, and any marked (e.g. individual, company, etc.) spaces are reserved 24 hours a day, 7 days a week.

Disabled and Medical spaces are reserved 24 hours a day, 7 days a week. Only those individuals who have the appropriate Disabled or Medical pass may park in those spaces. If there are no disabled/medical spots available, drivers should park in other non-reserved parking spaces. Parking by any employee, including medical/disabled, in reserved spaces (e.g., NRC, Operations, Security), or spots not designated as a parking space, is unacceptable.

- NOTE – Site-issued Medical handicap personnel must have a current registration for their handicap/medical placards passes on file with access/badging.
- NOTE – Disabled persons unable to locate an open disabled/medical parking space should call the DCPW Watch Commander at ext. 3330 for assistance.

Parking north of the Vehicle Inspection Station (VIS) must be done in accordance with the [VIS Policy](#).

Compliance with posted speed limits is required. Particular attention should be paid to the slower limits established in the parking lots and the roads within the plant site.

The speed limits on the plant site and the access road will be enforced, which may include the use of radar or other speed detection devices.

During weekdays, questions regarding the above policies may be referred to Bill Gibson at extension 3264. On back shifts and weekends, if there is a traffic or parking situation that is a safety or emergency response concern, contact the on-duty Security Watch Commander at Ext. 3330.

During refueling outages and other limited periods, temporary parking guidance may be issued through Site Communications. Regular site employees should be cognizant for changes as described in these communications and supervisors of personnel hired for outages should inform those employees of the parking expectations prior to their arrival.

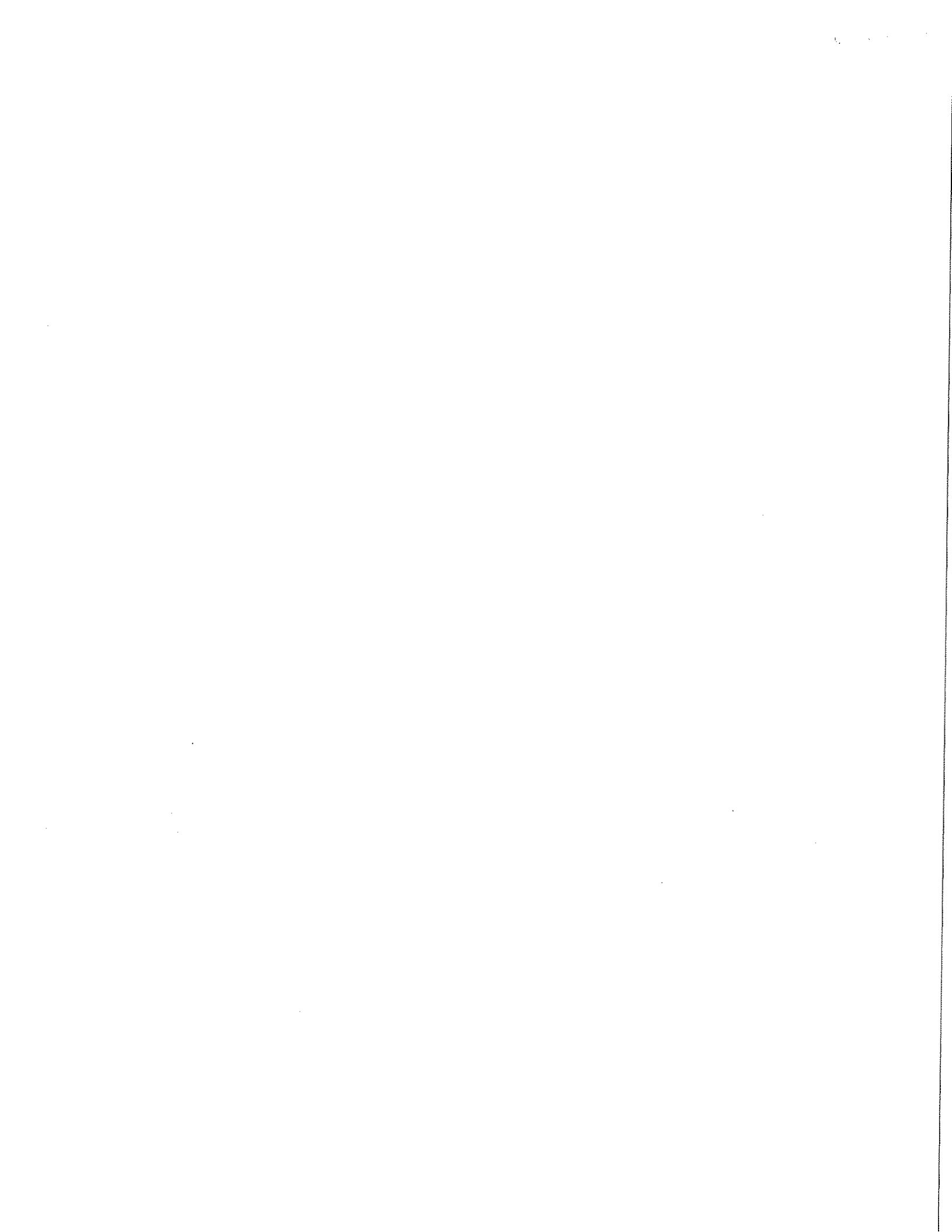
To view the non-outage parking map, click [here](#).

| DCPP RESPONSE TO MOVING VEHICLE VIOLATIONS | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <i>Violation</i> | <i>Points</i> |
| <input type="checkbox"/> Speeding | |
| <input type="checkbox"/> Up to 10 mph above speed limit | 5 |
| <input type="checkbox"/> 11 to 20 mph above speed limit | 10 |
| <input type="checkbox"/> 21 to 30 mph above speed limit | 15 |
| <input type="checkbox"/> > 30 mph above speed limit | 25 |
| <input type="checkbox"/> Alterations and/or copying of a parking pass | 20 |
| <input type="checkbox"/> Passing on the Access Road* | 30 |
| <input type="checkbox"/> Reckless Driving* (Any person who drives any vehicle in willful or wanton disregard for the safety of persons or property, including driving under the influence of drugs or alcohol) | 30 |
| <i>Points Accrued</i> | <i>Response</i> |
| <input type="checkbox"/> During Rolling One-Year Period | |
| 5 | Discussion with supervisor |

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| 10 | Pass suspension for 1 week |
| 15 | Pass suspension for 2 weeks |
| 20 | Pass suspension for 30 days |
| 25 | Pass suspension for 90 days |
| ≥30 | Pass suspension for 1 year |
| DCPP RESPONSE TO PARKING VIOLATIONS | |
| <i>Number of Parking Violations</i> | |
| <i>During Rolling One-Year Period</i> | |
| 1 | Discussion with supervisor |
| 2 | Parking restricted to a remote lot as designated by responsible supervisor for 2 weeks minimum. |
| 3 | Pass suspension for 30 days** |
| Each Succeeding Violation | Pass suspension for 30 days** |
| Abuse of handicap parking spaces | Pass suspension for 30 days** |
| <p>* Employees may also be subject to disciplinary action, up to and including termination of employment.</p> <p>**Pass suspensions for parking violations will be effective after the employee has been given a chance to explain the circumstances to his/her supervisor.</p> | |

Approved by
Mike Priebe
Security Director

Direct questions to <mailto:MVP2@pge.com>.



An employer might avoid liability if

- the harasser is not in a position of authority, such as a lead, supervisor, manager or agent;
- the employer had no knowledge of the harassment;
- there was a program to prevent harassment; and
- once aware of any harassment, the employer took immediate and appropriate corrective action to stop the harassment.

Filing a Complaint

Employees or job applicants who believe that they have been sexually harassed may file a complaint of discrimination with DFEH within one year of the harassment.

DFEH serves as a neutral fact-finder and attempts to help the parties voluntarily resolve disputes.

If DFEH finds sufficient evidence to establish discrimination occurred and settlement efforts fail, the Department may file a formal accusation. The accusation will lead to either a public hearing before the Fair Employment and Housing Commission or a lawsuit filed by DFEH on behalf of the complaining party.

If the Commission finds that discrimination has occurred, it can order remedies including:

- Fines or damages for emotional distress from each employer or person found to have violated the law
- Hiring or reinstatement

The definition of sexual harassment includes many forms of offensive behavior.

- Back pay or promotion
- Changes in the policies or practices of the involved employer

Employees can also pursue the matter through a private lawsuit in civil court after a complaint has been filed with DFEH and a Right-to-Sue Notice has been issued.

For more information, see DFEH publication 159 "Guide for Complainants and Respondents."

For more information, contact DFEH toll free at (800) 884-1684
Sacramento area & out-of-state at (916) 227-0551
TTY number at (800) 700-2320
or visit our web site at www.dfeh.ca.gov

In accordance with the California Government Code and ADA requirements, this publication can be made available in Braille, large print, computer disk, or tape cassette as a disability-related reasonable accommodation for an individual with a disability. To discuss how to receive a copy of this publication in an alternative format, please contact DFEH at the numbers above.



State of California
Department of Fair Employment & Housing

Sexual Harassment

The Facts About Sexual Harassment

The *Fair Employment and Housing Act* (FEHA) defines sexual harassment as harassment based on sex or of a sexual nature; gender harassment; and harassment based on pregnancy, childbirth, or related medical conditions. The definition of sexual harassment includes many forms of offensive behavior, including harassment of a person of the same gender as the harasser. The following is a partial list of types of sexual harassment:

- Unwanted sexual advances
- Offering employment benefits in exchange for sexual favors
- Actual or threatened retaliation
- Leering; making sexual gestures; or displaying sexually suggestive objects, pictures, cartoons, or posters
- Making or using derogatory comments, epithets, slurs, or jokes
- Sexual comments including graphic comments about an individual's body; sexually degrading words used to describe an individual; or suggestive or obscene letters, notes, or invitations
- Physical touching or assault, as well as impeding or blocking movements

The mission of the Department of Fair Employment and Housing is to protect the people of California from unlawful discrimination in employment, housing and public accommodations, and from the perpetration of acts of hate violence.

Employers' Obligations

All employers must take the following actions against harassment:

- Take all reasonable steps to prevent discrimination and harassment from occurring. If harassment does occur, take effective action to stop any further harassment and to correct any effects of the harassment.
- Develop and implement a sexual harassment prevention policy with a procedure for employees to make complaints and for the employer to investigate complaints. Policies should include provisions to:

- Fully inform the complainant of his/her rights and any obligations to secure those rights.
- Fully and effectively investigate. The investigation must be thorough, objective, and complete. Anyone with information regarding the matter should be interviewed. A determination must be made and the results communicated to the complainant, to the alleged harasser and, as appropriate, to all others directly concerned.
- Take prompt and effective corrective action if the harassment allegations are proven. The employer must take

appropriate action to stop the harassment and ensure it will not continue. The employer must also communicate to the complainant that action has been taken to stop the harassment from recurring. Finally, appropriate steps must be taken to remedy the complainant's damages, if any.

- Post the Department of Fair Employment and Housing (DFEH) employment poster (DFEH 162) in the workplace (available through the DFEH toll-free number [800] 884-1684 or web site).

- Distribute an information sheet on sexual harassment to all employees. An employer may either distribute this pamphlet (DFEH 185) or develop an equivalent document that meets the requirements of Government Code section 12950(b). This pamphlet may be duplicated in any quantity. **However, this pamphlet is not to be used in place of a sexual harassment prevention policy, which all employers are required to have.**

- All employees should be made aware of the seriousness of violations of the sexual harassment policy. Supervisory personnel should be educated about their specific responsibilities. All employees must be cautioned against using peer pressure to discourage harassment victims from complaining.

- A program to eliminate sexual harassment from the workplace is not only required by law, but is the most practical way for an employer to avoid or limit liability if harassment should occur despite preventive efforts.

Employer Liability

All employers, regardless of the number of employees, are covered by the harassment section of the FEHA. Employers are generally liable for harassment by their supervisors or agents. Harassers, including both supervisory and nonsupervisory personnel, may be held personally liable for harassing an employee or coworker or for aiding and abetting harassment.

Additionally, the law requires employers to take "all reasonable steps to prevent harassment from occurring." If an employer has failed to take such preventive measures, that employer can be held liable for the harassment. A victim may be entitled to damages, even though no employment opportunity has been denied and there is no actual loss of pay or benefits.

In addition, if an employer knows or should have known that a **nonemployee** (e.g. client or customer) has sexually harassed an employee, applicant, or person providing services for the employer and fails to take immediate and appropriate corrective action, the employer may be held liable for the actions of the nonemployee.



Standards for a Harassment-Free Workplace

At PG&E, we are committed to maintaining a workplace that respects individual differences. One of our core values is to respect one another and to celebrate our diversity. Our continued success depends on employees being able to express a wide variety of ideas and to perform their jobs without fear of discrimination, harassment or retaliation.

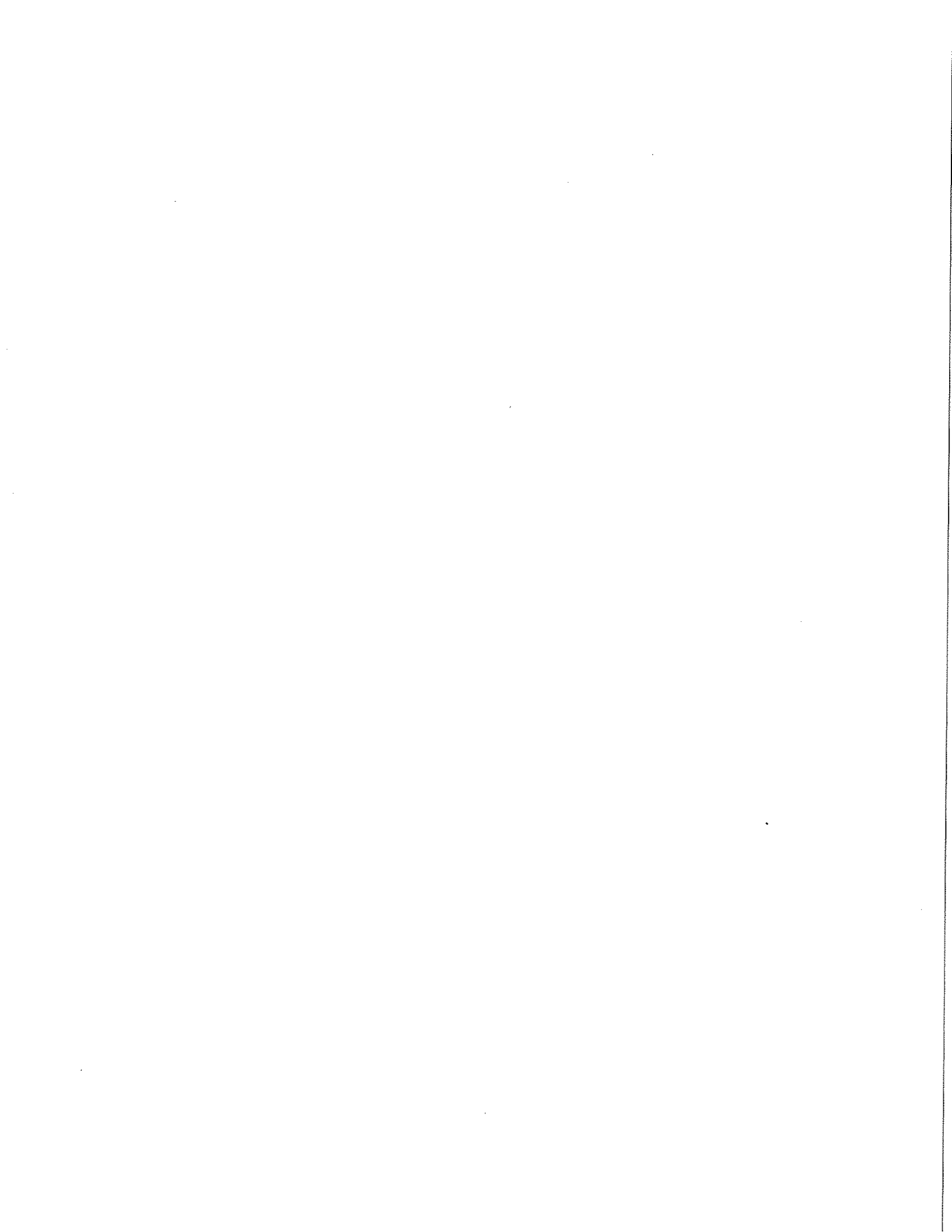
Discrimination and harassment in any employment practice—such as hiring, advancement, transfer, demotion, discipline, layoff, termination, compensation, benefits, training, providing reasonable accommodation for persons with disabilities—violate PG&E's policies and may violate federal, state and local laws. We avoid discrimination and harassment by treating everyone fairly regardless of race, color, religion, age, sex, national origin, ancestry, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender, gender identity, gender expression, genetic information, citizenship status or any non-job related factor. Behavior that is insulting, demeaning or disrespectful of an individual's characteristics is unacceptable and is not tolerated at PG&E.

One form of discrimination is sexual harassment. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and/or verbal, visual or physical conduct based on sex that is sufficient to affect the terms and conditions of employment. Sexual harassment may be overt or subtle. It can occur between employees or non-employees, and between individuals of the same or opposite sex. Some examples of conduct that can constitute sexual harassment include:

- Offering employment benefits and/or making employment decisions based on one's submission to, or rejection of, sexual conduct;
- Sexual gestures, leering, touching, assaulting, impeding or blocking movement;
- Sexual innuendoes, jokes, comments, slurs, invitations or graphic commentary about an individual's body;
- Sexually suggestive or obscene objects, pictures, cartoons, posters, clothing, notes, letters, e-mails, or electronic media such as texting, instant messaging, and/or blogging.

All employees are responsible for ensuring that discrimination and harassment do not happen. Employees who violate PG&E's standards are subject to discipline or termination of employment. **Supervisors who fail to take action, or who engage in harassment also expose the company and themselves to legal liability. Co-workers can also be held liable for engaging in harassment.** In addition, the company can be held liable for sexual harassment of its employees by customers, clients or other third parties, if it knew, or should have known, about the conduct and failed to take immediate and appropriate corrective action.

If you believe you or someone else has been subject to harassment or discrimination, promptly contact your supervisor, the HR Service Center at 415-973-4357, or the Compliance and Ethics Helpline at 1-888-231-2310. Generally, complaints should be filed within one year of the date of the incident. PG&E is committed to handling all complaints promptly, impartially, and confidentially. Anyone who reports discrimination or harassment in a responsible manner, or participates in an investigation, is protected by law and company policy against retaliation. Employees also have 300 days from the date of an incident to file a complaint with the Equal Employment Opportunity Commission, and one year to file with the California Department of Fair Employment and Housing. Contact and additional information is available on workplace posters or in the government section of telephone directories.





January 1, 2012

Commitment to Equal Employment Opportunity

To All Employees:

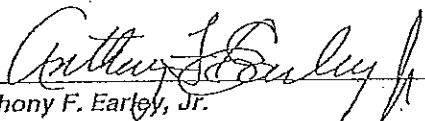
We are deeply committed to providing equal employment opportunity and maintaining a workplace that is free from harassment and discrimination for all of our employees. Each of us is expected to follow the requirements and spirit of our Equal Employment Opportunity Policy. We also insist that our vendors, agency workers and independent contractors are in full compliance with our company policy.

Equal Employment Opportunity not only is a requirement of the law, it is a vital element to our success as a business and to our goal of being the leading utility by 2014. It is our policy that all employees have equal opportunities for jobs, training and promotions regardless of race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic information or any other factor that is not related to the job. Consistent with these principles, we base all employment decisions on valid, business-based job requirements. It is equally important that, wherever our business needs take us, we maintain a work environment that honors our diversity by treating one another with mutual respect. Any kind of harassment or discrimination violates our core values and our Equal Employment Opportunity policy.

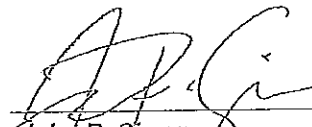
Our goal of becoming the industry leader is obtainable. However, unlawful discriminatory actions and/or related harassing behaviors, whether intentional or not, will not only defeat our objectives, but also violate our conduct policies and applicable laws. By maintaining an environment that promotes, respects and celebrates our diversity, we can achieve our goals. Please take a moment to review, on the back of this letter, our Standards for a Harassment-Free Workplace. Your individual commitment to our policies is critical.

Our policies also prohibit unlawful retaliation against employees who raise complaints, as well as those who assist in our investigations. We encourage you to responsibly voice legitimate concerns without fear of reprisal. Retaliation against any employee who engages in these protected activities in a responsible manner will not be tolerated.

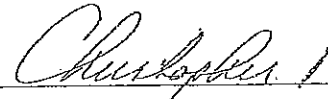
If you have any questions or concerns, please contact your supervisor or the HR Service Center at 415-973-4357.



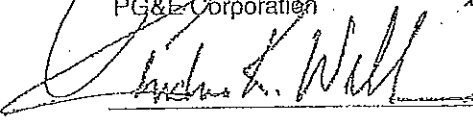
Anthony F. Earley, Jr.
Chairman of the Board, Chief Executive Officer and President
PG&E Corporation



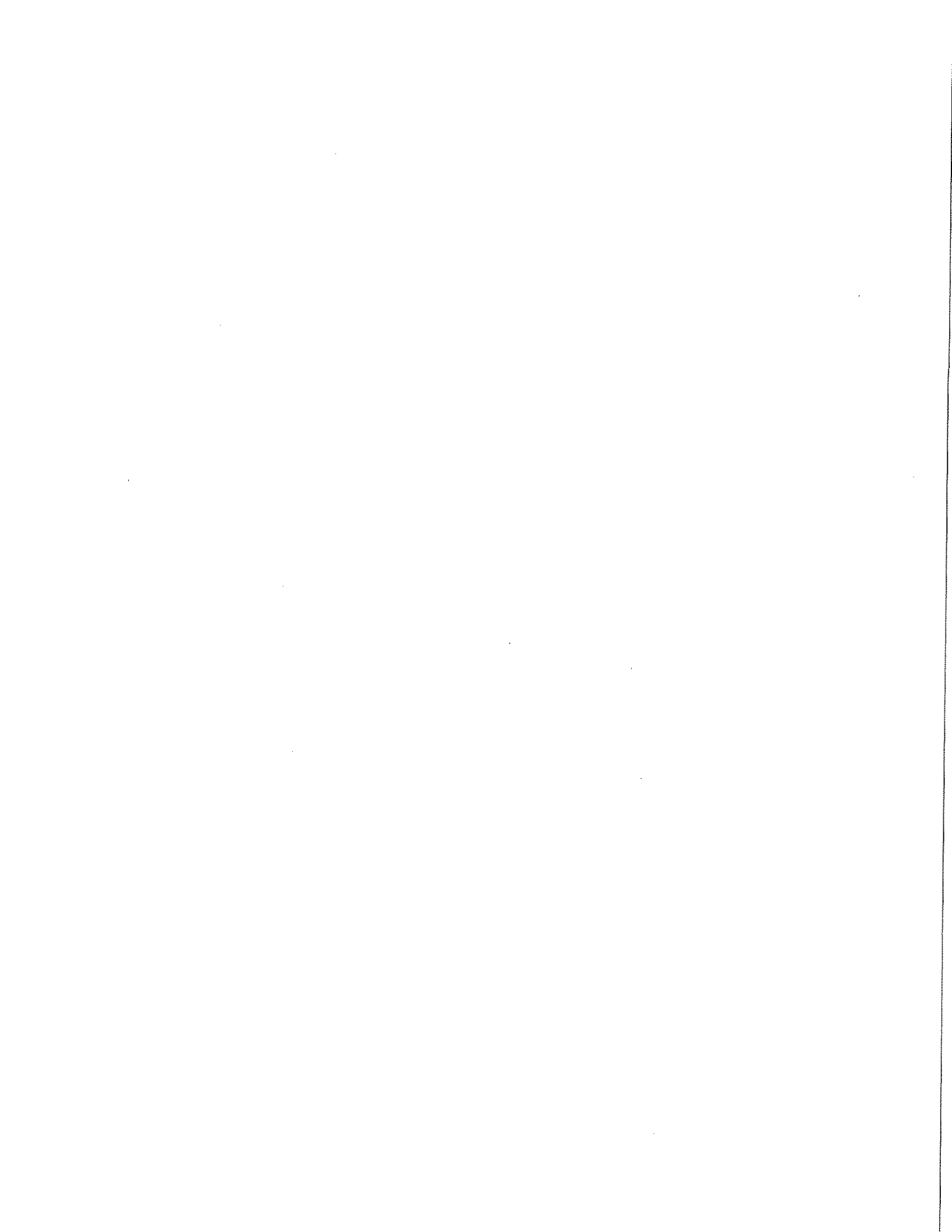
John R. Simon
Senior Vice President, Human Resources
PG&E Corporation



Christopher P. Johns
President
Pacific Gas and Electric Company



Andrew K. Williams
Vice President, Human Resources
Pacific Gas and Electric Company



WORKERS' COMPENSATION

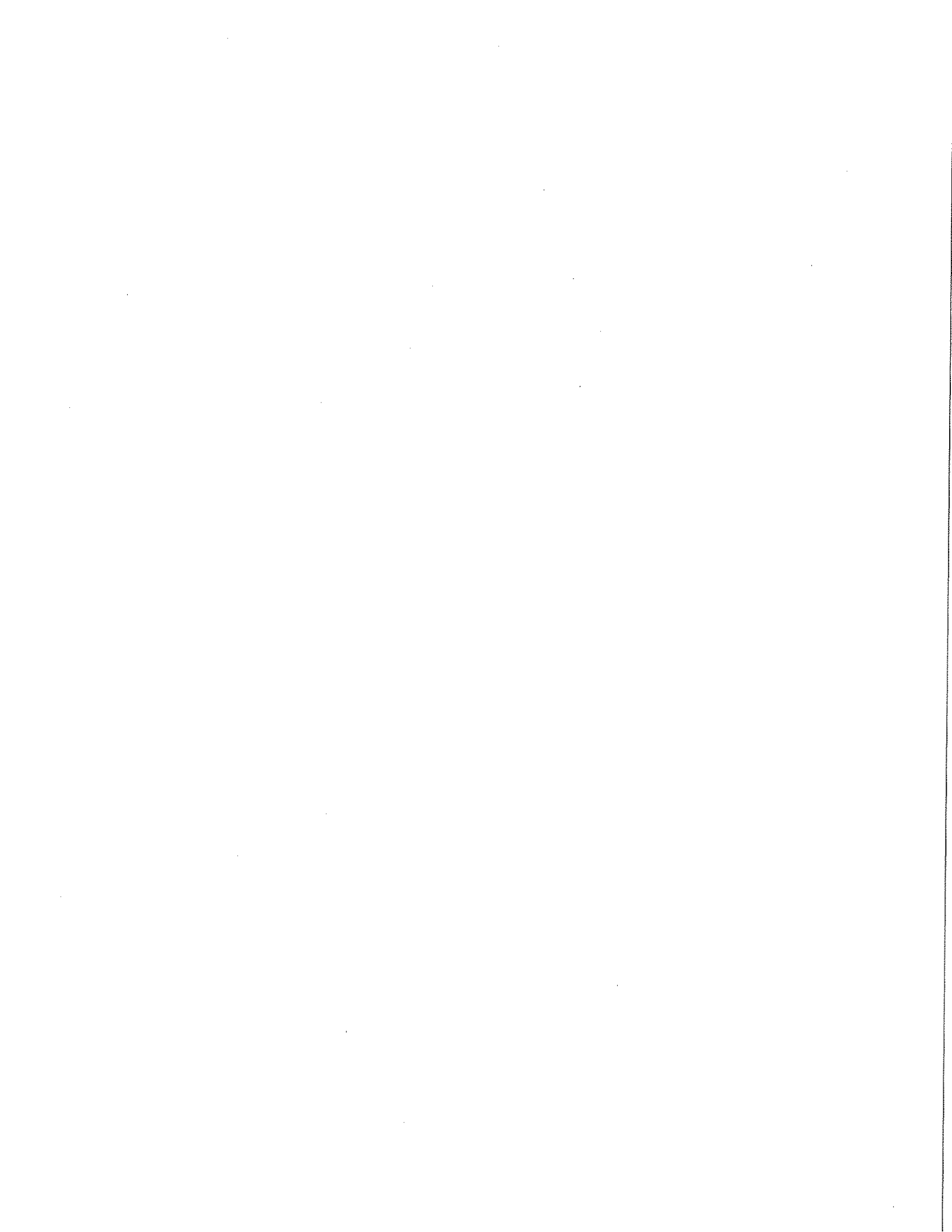
Pacific Gas and Electric Company's (PG&E's) workers' compensation program is self-insured and covers industrial injuries sustained by its employees, which arise out of and occur in the course of employment. The program provides the full spectrum of worker's compensation benefits for our employees, including medical, disability, supplemental job displacement voucher and death. Our program is administered by PG&E's Safety, Health and Claims Department (SH&C) and is governed by state laws; assuring benefits to injured workers are paid timely and fairly. Remember, if you are hurt on the job, you must report the injury to your supervisor as soon as possible.

PG&E has an extensive safety program to help its employees avoid injury. In the event of an industrial injury, you will be provided first-rate medical treatment. PG&E is very concerned about the health, safety and well being of its employees, and is proud to extend a medical program carefully developed to meet the needs of our injured workers. We will do everything we can to minimize the extent and duration of your industrial injury, and we will continue to provide you with the best available medical care.

The doctor with overall responsibility for treating your injury or illness is your "primary treating physician" (PTP). The PTP decides what kind of medical care you need and when you can return to work. If necessary, the PTP will review your job description with you and your supervisor to define any limitations or restrictions that you may have when you go back to work. The PTP also is responsible for coordinating care between other medical providers. If your injury is serious, the PTP will write a report about any permanent disability you may have, whether you can return to your pre-injury job, with, or without modification, and the need for future medical care. PG&E is also committed to exploring return to work in alternative jobs which comply with your medical restrictions.

Pacific Gas and Electric Company (PG&E) utilizes a State approved Medical Provider Network (MPN) for workers' compensation claims. MPNs were authorized by the workers' compensation reform legislation enacted April 19, 2004. Please refer to the document in your new hire packet titled: Re: Notice of New Workers' Compensation Program – Implementation of Medical Provider Network.

If you have questions, ask your supervisor or contact your SH&C Workers' Compensation Representative. SH&C can be reached on the Help Line at 415-973-8700, or you may visit the SH&C Web site at <http://shc/> for additional information regarding your workers' compensation benefits. You also can contact the state Division of Workers' Compensation (DWC) by calling 1-800-736-7401 for recorded information. The DWC has Information and Assistance officers available at no charge to answer questions, review problems and provide you with additional written information about workers' compensation. The local office can be located in the white pages of the phone book under state Government Offices/Industrial Relations/Workers' Compensation or you may go to the DWC Web site at <http://dir.ca.gov/dwc>.



Proposition 65 Notification

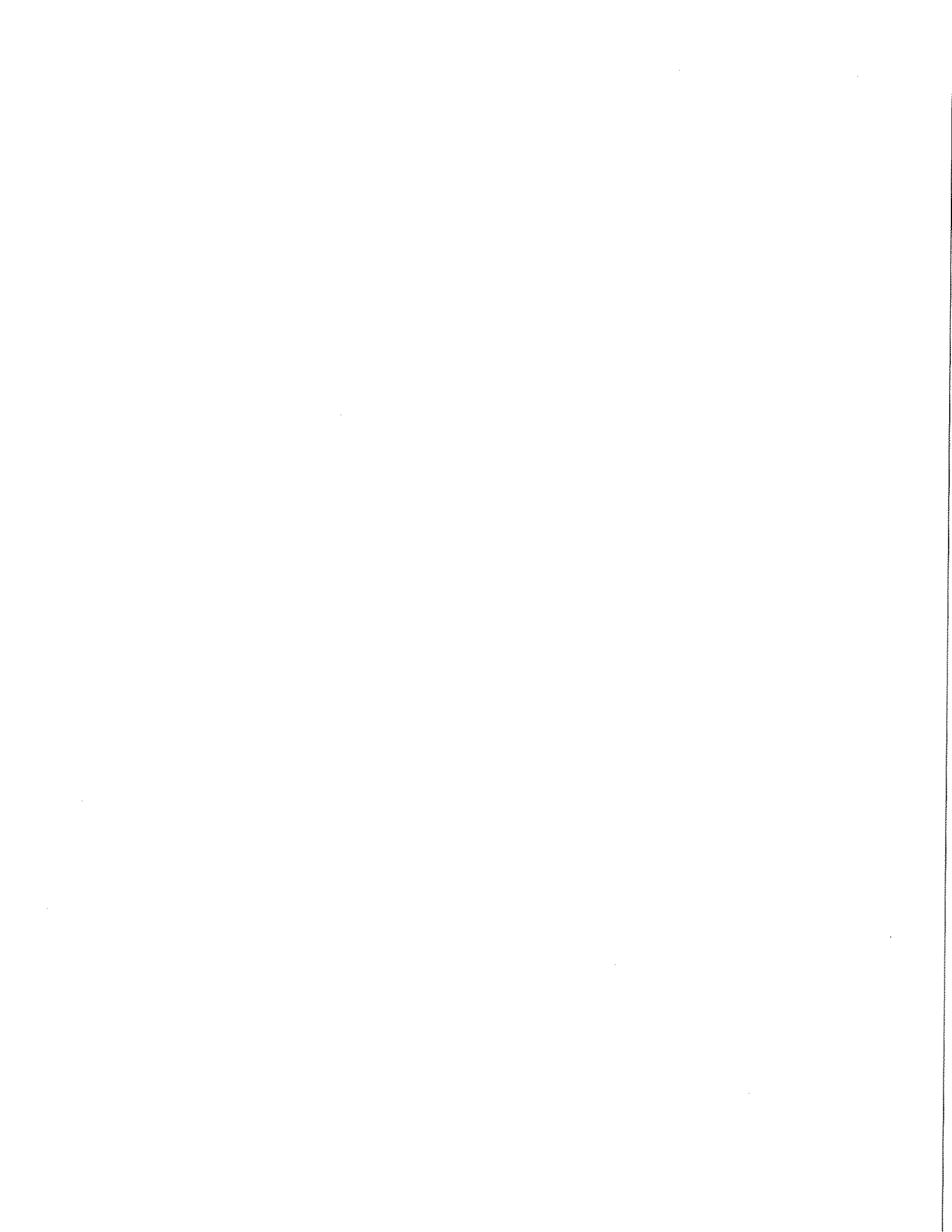
Proposition 65, or the Safe Drinking Water and Toxic Enforcement Act, is a state law passed by the voters in 1986. It requires California's Governor to publish a list of chemicals identified by State officials to cause cancer, birth defects, or other reproductive harm. It requires businesses to warn their employees and the public if there is a chance they could be exposed to listed chemicals as a result of their operations. It also requires businesses to avoid discharging those chemicals into sources of drinking water.

It is Pacific Gas and Electric Company's policy to comply with all applicable hazardous materials laws and regulations, including Proposition 65, and to minimize or, when possible, to eliminate the use of hazardous materials. When the use of hazardous materials is unavoidable, the company provides employees with the information they need to safely handle them. Employees also implement procedures and safeguards to protect themselves and others from any unnecessary exposure or risk.

While performing their jobs, some employees are exposed to chemicals on California's Proposition 65 list. To comply with provisions of Proposition 65, the Company publishes an [Employee Warning Notice](#). All employees are to receive a copy of this notice upon employment and whenever the notice is changed by the Safety Department. The notice is also to be posted on Company Bulletin Boards, and is kept updated in response to changes to the Proposition 65 list or changes in chemicals used. No specific training or tailboards on the Proposition 65 warning are required. Chemical safety training requirements are included in the Company's [Hazard Communication Program](#).

Specific Proposition 65 warning signs are required at garage facilities and certain other facilities where the public could come into contact with chemicals on the Governor's list. In addition, the Company sends a Proposition 65 bill insert four times a year to service customers, to warn them about listed chemicals they may be exposed to as a result of our operations.

For more information on Proposition 65, contact your supervisor or the Safety Department Helpline at company 223-8700 (external 415-973-8700), selecting option 3.





WARNING

Chemicals Known To The State of California To Cause Cancer, Birth Defects, Or Other Reproductive Harm Are Present In This Facility.

Pacific Gas and Electric Company Proposition 65 Employee Warning

The Safe Drinking Water and Toxic Enforcement Act of 1986 (Proposition 65) requires the Governor to develop a list of toxic chemicals. It also requires California businesses to warn the public and their employees of potential exposure to these chemicals that result from their operations. In compliance with this law, Pacific Gas and Electric Company is providing the following information to employees.

In its routine operations, Pacific Gas and Electric Company uses materials that Proposition 65 defines as "chemicals known to the State of California to cause cancer, birth defects or other reproductive harm." It is the Company's policy to conduct its operations in compliance with environmental laws and occupational health and safety regulations.

Specific substances on the Governor's Proposition 65 list that are known to be present at Pacific Gas and Electric Company facilities as of May 2012 are listed below. Substances that pose only a reproductive risk are shown with an asterisk (*); substances that pose both a cancer risk and reproductive risk are shown with a double asterisk (**); substances that pose only a cancer risk are listed without an asterisk.

| | |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Acrylonitrile | Present in some electrical coatings found at service centers. |
| Aniline | Present in some automotive products, such as lubricants and diesel engine and fuel injector cleaners, found at garage facilities. |
| Arsenic** | Present at some trenching and excavation sites, particularly in industrial areas. Naturally present in water in its natural state at power plants before being used for cooling purposes. |
| Asbestos | Present as structural fireproofing and thermal insulation in some office buildings and other structures. Also present as insulation on steam and re-heat lines in power plants, and on underground steam delivery lines in various urban locations. Found at certain office buildings, power plants, compressor stations, garage facilities, and service centers. May be released in the course of asbestos abatement work. |
| Benzene ** | Present where gasoline, commercial propane fuels, natural gas, and natural gas condensate are used, stored, or transported. |

| | |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1-Bromopropane * | Present in some solvent degreasers. |
| Cadmium ** | Present as a trace contaminant on surfaces painted with lead-based paint and paints with pigments containing Cadmium. Also found in fumes generated during welding of boiler tubes in power plant boilers. Infrequent brazing may employ silver solder, a non-ferrous filler metal alloy that may contain cadmium. |
| Carbon Black (<i>airborne particles of respirable size</i>) | Widely present in printing inks, including some particulate toners used for printing and copying at PG&E, including high-volume printing locations, department copiers, and desktop printers. It is important to handle toner cartridges carefully to avoid allowing particles to become airborne through improper handling, spills or leakage. Also present in some paint, coatings, grease, putty, resin and vulcanizing cement; but not in a form that could release carbon black particles. |
| Carbon Monoxide * | Generated as a gaseous product of incomplete combustion of gasoline, diesel fuel, natural gas, and other combustible organic materials. Present in calibration gas for meters used to measure carbon monoxide levels. Is also present in cigarette smoke. Exposure to carbon monoxide during pregnancy can result in reproductive harm. Carbon monoxide is present in Company garages, maintenance operations, operating facilities, materials facilities, in designated smoking areas, and near improperly adjusted gas appliances. |
| Ceramic fibers (<i>airborne particles respirable size</i>) | Used as matting or wrapped insulation on some boilers and steam lines in power plants where the preferred insulator, calcium silicate, is not practical for use. Can also be found as insulation sealed inside Sodium-Sulfur (NAS) batteries at some substations. |
| Chromium ** (<i>hexavalent compounds</i>) | Chromium (as chromate) previously was used in cooling water systems and is present as insoluble residue on structural components and in soil adjacent to cooling towers or cooling water piping. Some employee exposure can occur during sludge removal or cleaning and repair of cooling towers. Found at cooling tower locations, power plants, and compressor stations. Chromium is present in stainless steel and some welding rods used on mild steel. It may be released in welding and cutting operations in power plants, hydro facilities, garages, and during maintenance and construction activities. Chromium dust can be created by power sanding, sawing, grinding, drilling and other construction activities where chromium is present. |
| Cobalt (<i>Metal powder</i>) | Present in laboratories, such as, Applied Technology Services, as a metal powder used in laboratory studies. |
| Cumene | Present in cleaners used in some high-volume printing locations. May be found in some exterior surface coatings and masonry waterproofing treatments of various company facilities. Cumene is also an ingredient that is used in some fuel system treatments of company vehicles as part of preventative maintenance activities. |
| Di-n-butyl, Di(2-ethylhexyl) and Di-isodecyl Phthalates** (<i>DBP, DIDP</i>) | Present in some resins, epoxy coatings, compressor oils, polyurethane sealants, acrylic paints, hardeners, adhesives, glow sticks and vacuum sealants at many company facilities. |
| Dichloromethane (<i>Methylene Chloride</i>) | A chlorinated solvent that is widely used in industry as a paint remover, degreaser, and aerosol propellant. Present in some degreasers and paint removers used in the Company. Also present in caulking and sealing compounds. |
| Diesel engine exhaust | Generated as gaseous and particulate products of combustion of diesel fuel. Is |

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| | present in Company garages, operating facilities, equipment yards, and during operation of heavy equipment at construction/demolition projects. |
| 1,4-Dioxane | Present in some primers and degreasers. |
| Dioxin ** (TCDD) | Present as a trace contaminant of technical grade pentachlorophenol (PCP) used to treat wooden utility poles to protect them from decay. Technical grade PCP also may find periodic use as an algacide and fungicide in cooling tower water. |
| Dyes | Various substances, such as, phenolphthalein, pararosaniline and rhodamine, are present in some automotive cooling products as a dye and in indicator solutions for laboratory analyses. |
| Epichlorohydrin ** | Present in some epoxies and coatings. |
| Ethylbenzene | Present in gasoline and other fuels, paints, paint thinners and other materials containing petroleum-based solvents. Found in many company facilities. |
| Ethylene and propylene glycol ethers and ether acetates ** | Present as a component of some solvents, graffiti-remover, coatings, paints and inks. Can be found in service centers and reprographic facilities. |
| Ethylene Oxide* Formaldehyde | Present in some paints, resins, and coatings. Present in some glues, scratch removers and water clarifiers. Can be incidentally released from resins used in building materials, furniture, and certain textiles including carpeting, and FR Indura [®] and Indura [®] UltraSoft [®] fabrics. Also produced in low concentrations by incomplete combustion of natural gas. |
| Gasoline engine exhaust (condensates/extracts) | Is present as vapor, liquid condensate, or particulate products of gasoline combustion in Company garages or other locations where gasoline engines are in operation. |
| Glass wool fibers (airborne particles of respirable size) | Used as blanket insulation on some hot water lines in Company buildings. Also used as wall and ceiling insulation in the form of bats or blankets, or as blown-in insulation in some structures. Encountered by gas service personnel in residences and commercial buildings. |
| Hydrazine | Used as an oxygen scavenger in boilers at power plants. Piped through closed systems. |
| Lead ** | Present at some trenching and excavation sites, particularly in industrial areas, from spills of lead paint, leaded fuels, and dumping of lead batteries. Lead paint, previously used as a protective coating, can still be found on some equipment and structural surfaces. Lead is also used for cable covering, most of which is underground; there is exposed lead on riser poles at termination points. Lead dust can be created through sanding, sawing, grinding, drilling and other construction activities where lead is present. Lead fume can be emitted during boiler tube welding inside boilers. Lead may be found in solder (including solder in electrical devices) and lead fume may be emitted during soldering. Also present in fuel oil and found upon combustion in boiler ash and exhaust gases. Lead and lead compounds are not otherwise used routinely at Company facilities except as laboratory reagents, as a component of lead-acid batteries (including battery terminals), and in lead weights. |

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| Mercury and Mercury compounds* | Used in flow meters and manometers in power plants and various chemical and physical laboratories, and in gas metering devices in meter sheds and gas terminals. Present in pipeline liquids. Also present in fuel oil and is found upon combustion in boiler ash and exhaust gases. |
| N-Methylolacrylamide | Chemical used in the Isolyzer™ sharps waste disposal kits. |
| N-Methylpyrrolidone (NMP)* | NMP is a solvent that is present in some plastic pipe cements, glues, graffiti-removers, engine degreasers and other solvents. These materials are in use in service centers, GC yards, Materials facilities, and garages throughout PG&E. |
| Mineral Oil | Now used in most transformers, capacitors, and other oil-filled equipment. Some older mineral oils in this equipment contain heavier petroleum fractions not removed in the refining process; it is these heavy fractions that contain chemicals on the Governor's list. Replacement oil, as well as the oil in new electrical equipment, does not contain these heavy fractions. Found at service centers and Materials facilities. |
| Naphthalene | Present as a natural constituent or additive in many petroleum-based products including fuel additives, naphtha, pipeline protective coatings, and as an ingredient in some insect repellants and janitorial supplies. |
| Nickel and Nickel Compounds | Present in batteries, automotive anti-seize lubricants, metal cleaners and joint compounds. |
| Nitromethane | Present in one of the two binary component parts used to make an explosive found in extremely limited quantities in the Company. The potential exposure is only for those persons mixing and using the binary component (i.e. California State Licensed Blasters and their helpers). Binary component explosives are stored in magazines located at selected sites, mainly in the Central Valley and Sierra Foothills. |
| Nitrous oxide * | Present as a propellant in some aerosol lubricants in garages. |
| Perchloroethylene (Tetrachloroethylene) | A chlorinated solvent that is widely used in industry for a number of applications including degreasing. Present in liquid fuses and some cleaning and degreasing solvents used in the Company. |
| Pesticides** | Many commercially available insect sprays (including wasp and hornet, flea, roach and bee sprays) foggers, baits and other insecticides, as well as some herbicides, fungicides, etc. contain one or more chemicals on the Proposition 65 list, e.g., resmethrin, safrole, propoxur, warfarin, sodium dimethyldithiocarbamate and folpet. Also found in some other products, such as paints, as a fungicide. These materials are used throughout PG&E. |
| Polychlorinated Biphenyl** (PCB) | Formerly used as insulating fluid in transformers, capacitors, and other equipment. Upon emptying electrical equipment, PCB may remain as a trace contaminant in the equipment, in turn to be found in the replacement fluid. 500 kV capacitors in high voltage substations still contain PCBs. Can also be found in trace amounts in liquid residues that may accumulate normally in some natural gas pipelines. Present in some caulking materials used in joints in water storage and conveyance systems. Found in various Company locations. |
| Polychlorinated dibenzo-p-dioxins | Present as trace contaminants in PCBs. May be present in soot and smoke from electrical equipment fires involving PCBs, although the efficiency of formation is |

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| <i>(PCDD)</i> | low. |
| Polychlorinated dibenzofurans (PCDF) | Present as trace contaminants in PCBs. Also present in soot and smoke from electrical equipment fires involving PCBs. |
| Polycyclic Aromatic Hydrocarbons (PAH) | This family of chemicals can be found in residues from combustion, and in soot and tars. These materials occasionally can be encountered during trenching and other excavating activities. Suspected residues usually can be identified by odor or appearance. Found at manufactured gas plant sites and on and off Company properties. |
| Pyridine | Used as a solvent in some laboratories, including Applied Technology Services. |
| Radon | Present in underground facilities such as Helms or Kerckhoff powerhouses. Present at Diablo Canyon Power Plant. Also present in building materials that are made from uranium containing soil. Naturally occurring in very low levels in natural gas (actual levels depend on the source of the gas). |
| Radionuclides | Present at Diablo Canyon, Humboldt Bay Power Plant, in some laboratories including Applied Technology Services, and occasionally at field locations where radiography or other procedures requiring their use are being performed. Radionuclides are kept under secure conditions, and contact by most PG&E employees is unlikely. |
| Residual (heavy) fuel oils | Used as an alternative to natural gas for electric power production at steam generation plants. Products of combustion can include soot, carbon monoxide, and formaldehyde. Fuel oil exhaust products may include metal particulates. |
| Silica (crystalline) | A component of sand abrasives used in some abrasive-blasting operations at power plants, construction sites, service centers and pipeline facilities. A component of sand used in packing around Sodium-Sulfur (NAS) battery cells at some substations. Also found as a natural mineral inclusion in sweeping compounds that employ calcined diatomaceous earth as an absorbent. Sweeping compounds can be found in Materials warehouses as a stocked item and in garages, service centers, and power plants where absorbent compounds are used. Also can be present in paints, coatings, caulking and sealing compounds. Silica dust can be created by power sanding, sawing, grinding, drilling and other construction activities on bricks, cement and other masonry products where silica is present. |
| Strong Acid Mists Containing Sulfuric Acid | Present where sulfuric acid is stored, used or generated, including lead-acid batteries and the infrequent practice of transferring bulk odorants in PG&E gas operations. Present in some metal cleaning solutions. Combustion of sulfur-containing compounds in high concentrations can also lead to the creation of strong acid mists under certain environmental conditions. |
| Tobacco smoke** | Generated by combustion of tobacco used by employees or present in smoking areas. Airborne contaminants are generated in gaseous and particulate forms. |
| Toluene * | Used as a solvent in some paints, coatings, and adhesives, and as a thinner in some printing inks. Also may be found in caulking and sealing compounds. Typically present as a trace constituent of natural gas, and is added to gasoline in low concentrations to increase the octane rating. Can be measured in urban air at .01 to .05 parts per million, stemming from production facilities, automobile emissions, gasoline evaporation, and cigarette smoke. Found in garage facilities, service centers, reprographic facilities, chemical laboratories, and during |

application of some oil-based paints and coatings. Can occasionally be encountered as a trace chemical during trenching and excavation activities at manufactured gas plant sites and around leaking underground gasoline storage tanks.

**Toluene Diisocyanate
(TDI)**

Present in some urethane sealants and polyurethane coatings. Exposure to TDI-containing products during application may cause respiratory sensitization in some people.

Trichloroethylene

Used as a solvent primarily to remove grease from metal parts, particularly in automotive work. Trichloroethylene is also often a component of adhesives, lubricants, paints, varnishes, paint strippers and removers, some typewriter correction fluids, liquid fuses, and some pesticides.

Unleaded Gasoline*
Tertiary Amyl Methyl
Ether (Tamm), Ethyl tert-
butyl ether)
Utility poles **
(Creosote,
Pentachlorophenol
(PCP), sodium
methyldithiocarbamate
(Metham Sodium),
arsenic, and wood dust)

Contains chemicals that appear on the Governor's list. Can be found in public fueling facilities, company fueling facilities, as well as in company vehicles.

To protect them from decay, wooden utility poles are treated with chemicals that appear on the Governor's list. The principal health risk is through hand to mouth contact and skin absorption. Wood dust can be created through sanding, sawing, grinding, drilling and other construction activities on wood poles treated with these chemicals.

If you have questions about this notification or the substances outlined above, please talk with your supervisor.



Annual Asbestos Notice to PG&E Employees

Assembly Bill (AB) 3713, entitled "Asbestos: Notice to Employees," was enacted in 1988 as Chapter 10.4, Division 20, of the California Health and Safety Code, and was revised in 1989 to incorporate changes in the notification procedure enacted by AB 1564. It requires owners of buildings constructed before 1979 to provide written notice to their employees if they know that asbestos or asbestos-containing materials were used in constructing those buildings.

Because of the extensive, routine, and sometimes required use of asbestos in construction before 1979, PG&E is assuming that all of the pre-1979 buildings it owns or leases contain asbestos materials. Therefore, this is to inform you that PG&E believes asbestos-containing materials were used in constructing any pre-1979 building in which you may work. Asbestos may have been used in any of the following applications:

- As insulation or fire-proofing over structural steel.
- As insulation on steam lines and heat ducts.
- As insulation on exterior surfaces of boilers or furnaces.
- As a binder or insulating material in some ceiling panels.
- As a binder in spackling and joint compounds applied prior to 1979.
- As a bound matrix in vinyl-asbestos floor tiles and associated mastic.
- As a binder in roofing felts and flashings.
- As a bound matrix in asbestos cement (transite) siding materials and pipes.
- As a bound matrix in some older drywall materials, joints, valve packing material and gaskets.
- As fire-insulating sleeving around older electrical cables and wiring.
- As a bound matrix in some older thermosetting plastic pipes.

Some PG&E buildings constructed before 1979 have been surveyed to identify asbestos-containing materials. For these buildings, information is available on the existence and location of asbestos-containing construction materials, specific monitoring data, and sampling and laboratory procedures utilized. You can review this data at http://www/bli/floorplan/asbs_list.htm

Employees or contractors may review any other testing and monitoring data that may exist for your building. To do so, contact your supervisor, who will work with the local building supervisor and the safety, environmental and asbestos records coordinators to obtain this information.

Note that asbestos may also be present in similar types of materials in pre-1979 homes and buildings owned by our customers, naturally occurring in areas with ultramafic rock and in older asphaltic pipe wrap, gaskets and brake and clutch parts.

It is essential that employees be properly trained in the correct control procedures before disturbing any building materials known or suspected to contain asbestos to prevent or minimize asbestos exposure to themselves and occupants of the building. For further assistance on asbestos, call the Safety Helpline at company extension 223-8700, option 3.

