

2019 SCE CORPORATE PERFORMANCE SCORING MATRIX

Goal Category	Target Score for Goal Category ⁽¹⁾	Key Goals/Performance Contributing to Actual Score		Actual Score for Goal ⁽³⁾	Actual Score for Goal Category ⁽³⁾
		Key Goals/Success Measures ⁽²⁾	Key Performance ⁽²⁾		
Foundational Goals	0 ⁽⁴⁾	<ul style="list-style-type: none"> No worker fatalities 	<ul style="list-style-type: none"> <i>Goal Not Met:</i> three contractor fatalities 	-5 ⁽⁵⁾	-10⁽⁵⁾
		<ul style="list-style-type: none"> No serious injuries to public from system failure and no significant non-compliance events 	<ul style="list-style-type: none"> <i>Goal Not Met:</i> transformer failure resulted in serious injury to one member of public 	-5 ⁽⁵⁾	
		<ul style="list-style-type: none"> Maintain effective controls and cybersecurity measures to prevent and mitigate significant disruption, data breach or system failure 	<ul style="list-style-type: none"> <i>Goal Met</i> 	0	
Financial Performance	30	<ul style="list-style-type: none"> Core earnings of \$1.635 billion⁽⁶⁾ 	<ul style="list-style-type: none"> <i>Goal Exceeded:</i> \$1.702 billion⁽⁶⁾ 	43	43
Wildfire Resiliency	20	<ul style="list-style-type: none"> Achieve Wildfire Mitigation Plan targets for hardened infrastructure, enhanced operational practices and expanded situational awareness 	<ul style="list-style-type: none"> <i>Goal Exceeded:</i> installed 372 miles of covered conductors and 8,228 branch line fuses; remediated >50,000 findings from enhanced overhead inspections; installed 90 cameras and 357 weather stations 	15	32
		<ul style="list-style-type: none"> Achieve wildfire policy goals 	<ul style="list-style-type: none"> <i>Goal Exceeded:</i> AB 1054 stabilized credit rating and established framework for cost recovery and liability; Wildfire Mitigation Plan approved (10-K, pgs. 5, 9-10, 17) 	17	
Operational & Service Excellence	10 (safety goal) ⁽⁷⁾	<ul style="list-style-type: none"> Achieve training goal; DART injury rate ≤0.80 	<ul style="list-style-type: none"> <i>Goal Partially Met:</i> trained 9,900 employees; DART rate of 1.17 	6	17
	15 (other goals) ⁽⁷⁾	<ul style="list-style-type: none"> Affordable customer rates: non-wildfire O&M cost per customer ≤\$367 	<ul style="list-style-type: none"> <i>Goal Met:</i> \$363 	4	
		<ul style="list-style-type: none"> SONGS: resume safe transfer of spent fuel canisters to dry storage; no level I, II or III NRC violations; obtain Coastal Development Permit for decommissioning; resolve key contractor disputes 	<ul style="list-style-type: none"> <i>Goal Partially Met:</i> safe transfer resumed; no level I, II or III NRC violations; permit obtained, but challenged in court; one dispute tentatively settled (10-K, pgs. 20-21) 	3	
		<ul style="list-style-type: none"> System reliability: SAIDI for repair outages ≤77 minutes 	<ul style="list-style-type: none"> <i>Goal Partially Met:</i> 89.3 minutes, with wildfire resiliency activities contributing 10-11 minutes more than anticipated 	3	
		<ul style="list-style-type: none"> Customer satisfaction: Net Score Outage ≥6; Net Score Billing & Payment and Net Score Ease ≥53 	<ul style="list-style-type: none"> <i>Goal Partially Met:</i> All Net Scores below target 	1	
Policy, Growth & Innovation	15	<ul style="list-style-type: none"> California legislative and regulatory developments aligned with SCE's strategy 	<ul style="list-style-type: none"> <i>Goal Exceeded:</i> 2018 GRC and 2020 Cost of Capital decisions in line with business needs; 2021 GRC filed; EV incentives higher in 2019 state budget than in 2018; released Pathway 2045; PCIA changed without significant adverse outcomes (10-K, pgs. 6, 10, 132) 	10	16
		<ul style="list-style-type: none"> Efficiently deploy capital budget for customer needs: \$4.477 billion combined CPUC and FERC-jurisdictional 	<ul style="list-style-type: none"> <i>Goal Met:</i> \$4.756 billion (10-K, pgs. 11-12) 	5	
		<ul style="list-style-type: none"> Transportation electrification: complete priority review projects by Q2; obtain 60 customer applications and 20 commitments for Charge Ready Transport 	<ul style="list-style-type: none"> <i>Goal Partially Met:</i> construction completed by Q2; obtained 61 applications and 8 commitments (10-K, pg. 20) 	1	
		<ul style="list-style-type: none"> Customer service: meet re-platform targets 	<ul style="list-style-type: none"> <i>Goal Not Met:</i> project delayed 1 year 	0	
Diversity, People & Culture	10	<ul style="list-style-type: none"> Increase diversity of executive and leadership populations 	<ul style="list-style-type: none"> <i>Goal Met:</i> diversity increased 1.6% 	4	12
		<ul style="list-style-type: none"> Implement 30 employee X-Change ideas; complete 25 digitalization projects 	<ul style="list-style-type: none"> <i>Goal Met:</i> completed 43 X-Change projects and 27 digitalization projects 	4	
		<ul style="list-style-type: none"> Diverse Business Enterprise Spend ≥40% 	<ul style="list-style-type: none"> <i>Goal Met:</i> 40.1% 	4	
Total:	100				110⁽⁵⁾