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CARL HARLAND  
ASSISTANT EXECUTIVE DIRECTOR

## Memorandum of Understanding

During recent discussions, the parties have discussed the administration of the Associate Distribution Engineer (ADE) Examination process and how to incorporate different testing methods including electronic methods. This Memorandum of Understanding (MOU) is to document those agreements.

In an effort to begin a transition to a fully electronic ADE exam PG&E and ESC Local 20 have agreed to the following changes for the 2023 Electric ADE exam only:

The Associate Distribution Engineer Exam will be administered in the fourth week of March.

The Company will develop and administer the examination in two parts. The first portion will be written, consistent with prior years' examinations, and the second portion will be electronically based.

The Company will meet and confer with the Union prior to test administration to review the passing score and testing material. This may also include the ability for Union appointed Subject Matter Experts (SME) to preview the functionality of the new testing format and to evaluate the exam content. Reviewers will maintain confidentiality regarding exam contents.

The Union and Company will use validated methods, such as the Angoff method currently being used, to establish the score. Currently the passing score is 75% but may be adjusted by agreement of management and ESC Subject Matter Experts (SMEs) using agreed-upon validation methods.

Those taking the examination will need to select and attempt enough examination problems from both the written and the electronic parts of the examination in order to obtain a passing score for each section.

For the electronic portion of the exam the test takers will be provided a report that identifies any deficiencies following the examination. For the written section the graded test will be returned to the test taker. In addition, the Company will review the electronic portion of the examination for fairness and accuracy. The Company will review the results for both the written and the electronic parts with the Union prior to releasing the examination results

The passing score, available test points, minimum attempted points, time provided to take the test and topics will be made available by the second week of February.

All other provisions of Exhibit D will remain the same during this one year only process.

A Joint Oversight Committee will be established and will begin work immediately to ensure the provisions are implemented in March 2023 and any issues that may arise throughout the testing process are addressed immediately including timing, length of the examination, and test feedback. The Committee will consist of a Labor Relations Representative and ESC Local 20 staff member as well as up to three committee members each. Human Resources and Company testing staff may also attend as required to affect the above changes.

PACIFIC GAS AND ELECTRIC COMPANY

\_\_\_\_\_, March 21, 2023

By: \_\_\_\_\_  
*Matthew Levy*  
Matthew Levy  
Senior Director

ENGINEERS AND SCIENTISTS OF CALIFORNIA  
LOCAL 20, IFPTE, AFL-CIO AND CLC

\_\_\_\_\_, March 21, 2023

By: \_\_\_\_\_  
*Carl E. Harland*  
Carl Harland  
Assistant Executive Director