



Department of Energy

Bonneville Power Administration
P.O. Box 3621
Portland, Oregon 97208-3621

FREEDOM OF INFORMATION ACT/PRIVACY PROGRAM

July 8, 2025

In reply refer to: FOIA #BPA-2025-03099-F

SENT VIA EMAIL ONLY TO: PII REMOVED

Nick Trudeau
No Address Provided

Dear Mr. Trudeau,

This communication concerns your request for Bonneville Power Administration (BPA) records made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). BPA received your records request on May 13, 2025. BPA formally acknowledged your request via letter to you dated June 11, 2025. This communication is the agency's final response to your FOIA request.

Request

You seek the following agency information:

1. "[A listing of] Pay grade and step of all personnel in TEVE organization from 2021 – 2025. And,
2. [A listing of] Performance and individual awards for all personnel in TEVE organization from 2021 – 2025. And,
3. [A listing of] Annual performance evaluation ratings for all personnel in the TEVE organization from 2021 – 2025."

Response

The agency searched for and gathered the data you seek from knowledgeable personnel in BPA's Human Resources Service Center (HSRC). That assembled responsive data comprises 8 pages, organized as follows:

- Pages 1-5 includes pay, grade, step, annual performance ratings, and performance awards for personnel in TEVE from 2021 – 2025. Each page represents one performance year, in chronological order.
- Pages 6-8 includes non-performance individual awards from 2021 – 2025.

Those 8 pages accompany this communication, with redactions applied under 5 U.S.C. § 552(b)(6) (Exemption 6). A more detailed explanation of the applied exemptions follows.

Explanation of Withholdings

The FOIA generally requires the release of all responsive agency records upon request. However, the FOIA permits or requires withholding certain limited information that falls under one or more of nine statutory exemptions (5 U.S.C. §§ 552(b)(1-9)). Further, section (b) of the FOIA, which contains the FOIA's nine statutory exemptions, also directs agencies to publicly release any reasonably segregable, non-exempt information that is contained in those records.

Exemption 6

Exemption 6 protects Personally Identifiable Information (PII) contained in agency records when no overriding public interest in the information exists. When an individual has a personal privacy interest in information requested, and there is also a public interest in the information, BPA balances the competing interests to determine whether to disclose the information. Under the law, a "public interest" is limited to that which sheds lights on the executive function of the agency.

BPA does not find an overriding public interest in release of the information redacted under Exemption 6—specifically, annual employee performance ratings and performance awards. Individuals have a privacy interest in their personal performance ratings. Annual performance awards are directly correlated with the annual performance rating and, if released here, it would inadvertently reveal individual performance ratings. BPA cannot waive this withholding, as the protections afforded by Exemption 6 belong to individuals and not to the agency.

Lastly, as required by 5 U.S.C. § 552(a)(8)(A), information has been withheld only in instances where (1) disclosure is prohibited by statute, or (2) BPA foresees that disclosure would harm an interest protected by the exemption cited for the record. When full disclosure of a record is not possible, the FOIA statute further requires that BPA take reasonable steps to segregate and release nonexempt information. The agency has determined that in certain instances partial disclosure is possible and has accordingly segregated the records into exempt and non-exempt portions.

Fees

No fees are associated with processing your FOIA request.

Certification

Pursuant to 10 C.F.R. § 1004.7(b)(2), I am the individual responsible for the data search and response described above. Your records request is now closed with the responsive agency data available disclosed in part and withheld in part under Exemption 6 to the FOIA.

Appeal

The FOIA response certified above is final. Pursuant to 10 C.F.R. § 1004.8, you may appeal the adequacy of the records search, and the completeness of this final release, within 90 calendar days from the date of this communication. Appeals should be addressed to:

Director, Office of Hearings and Appeals
HG-1, L'Enfant Plaza
U.S. Department of Energy
1000 Independence Avenue, S.W.
Washington, D.C. 20585-1615

The written appeal, including the envelope, must clearly indicate that a FOIA appeal is being made. You may also submit your appeal by e-mail to OHA.filings@hq.doe.gov, including the phrase "Freedom of Information Appeal" in the subject line. (The Office of Hearings and Appeals prefers to receive appeals by email.) The appeal must contain all the elements required by 10 C.F.R. § 1004.8, including a copy of the determination letter. Thereafter, judicial review will be available to you in the Federal District Court either (1) in the district where you reside, (2) where you have your principal place of business, (3) where DOE's records are situated, or (4) in the District of Columbia.

Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

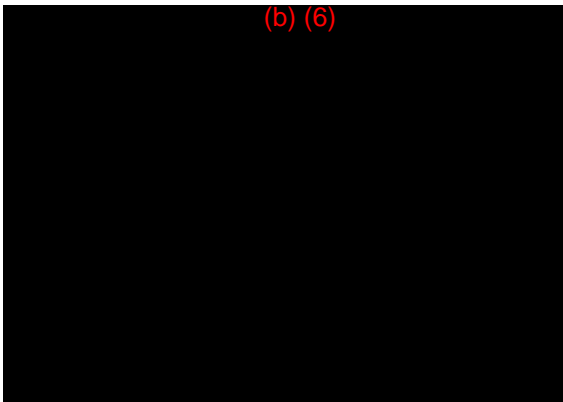
Office of Government Information Services
National Archives and Records Administration
8601 Adelphi Road-OGIS
College Park, Maryland 20740-6001
E-mail: ogis@nara.gov
Phone: 202-741-5770
Toll-free: 1-877-684-6448
Fax: 202-741-5769

Questions about this communication may be directed to James King, FOIA Public Liaison, at jjking@bpa.gov or at 503-230-7621.

Sincerely,

Candice D. Palen
Freedom of Information/Privacy Act Officer

EMPLOYEE NAME	ORG	GRADE	STEP	SALARY	Performance Rating	Performance Award
Aguirre,Bret J	TEVE	14	7	143987	(b) (6)	
Barzallo,Ivan E	TEVE	13	9	135097		
Faris,Anthony J	TEVE	13	7	129799		
Hang,Amanda L	TEVE	12	0	110820		
Laslo,Steven J	TEVE	13	10	127835		
Matsuoka,Joseph M	TEVE	13	10	137746		
Nguyen,Elvis Duy	TEVE	13	3	119203		
Schilling,Jason P	TEVE	13	10	137746		
Yang,Hyong-Mo	TEVE	13	10	137746		

EMPLOYEE NAME	ORG	GRADE	STEP	SALARY	Performance Rating	Performance Award
Aguirre,Bret J	TEVE	14	7	147157		(b) (6)
Barzallo,Ivan E	TEVE	13	9	138063		
Faris,Anthony J	TEVE	13	8	135356		
Hang,Amanda L	TEVE	12	0	112269		
Laslo,Steven J	TEVE	0	0	65.39		
Matsuoka,Joseph M	TEVE	13	10	140770		
Nguyen,Elvis Duy	TEVE	13	4	124528		
Schilling,Jason P	TEVE	13	10	140770		
Trudeau,Nicholas A	TEVE	13	10	140770		
Yang,Hyong-Mo	TEVE	13	10	140770		

EMPLOYEE NAME	ORG	SALARY	GRADE	STEP	Performance Rating	Performance Award
Aguirre,Bret J	TEVE	156518.00	14	8	(b) (6)	(b) (6)
Barzallo,Ivan E	TEVE	143724.00	13	9	(b) (6)	(b) (6)
Faris,Anthony J	TEVE	140906.00	13	8	(b) (6)	(b) (6)
Hang,Amanda L	TEVE	114826.00	12	0	(b) (6)	(b) (6)
Laslo,Heather	TEVE	70.20	00	0	(b) (6)	(b) (6)
Laslo,Steven J	TEVE	70.20	00	0	(b) (6)	(b) (6)
Matsuoka,Joseph M	TEVE	146542.00	13	10	(b) (6)	(b) (6)
Nguyen,Elvis Duy	TEVE	129634.00	13	4	(b) (6)	(b) (6)
Schilling,Jason P	TEVE	146542.00	13	10	(b) (6)	(b) (6)
Trudeau,Nicholas A	TEVE	146542.00	13	10	(b) (6)	(b) (6)
Yang,Hyong-Mo	TEVE	146542.00	13	10	(b) (6)	(b) (6)

EMPLOYEE NAME	ORG	GRADE	STEP	SALARY	Performance Rating	Performance Award
Aguirre,Bret J	TEVE	14	8	163883	(b) (6)	(b) (6)
Barzallo,Ivan E	TEVE	13	10	153442		
Faris,Anthony J	TEVE	13	8	147540		
Hang,Amanda L	TEVE	12	0	117868		
Laslo,Steven J	TEVE	0	0	76.42		
Nguyen,Elvis Duy	TEVE	13	6	141638		
Payne,Toby S	TEVE	0	0	76.42		
Trudeau,Nicholas A	TEVE	13	10	153442		
Yang,Hyong-Mo	TEVE	13	10	153442		

EMPLOYEE NAME	ORG	GRADE	STEP	SALARY	Performance Rating (still in the perf year, no ratings yet)	Performance Award (still in the perf year, no awards yet)
Aguirre,Bret J	TEVE	14	8	166664	N/A	N/A
Barzallo,Ivan E	TEVE	13	10	156047	N/A	N/A
Faris,Anthony J	TEVE	13	8	150045	N/A	N/A
Hang,Amanda L	TEVE	12	0	119138	N/A	N/A
Laslo,Steven J	TEVE	0	0	76.42	N/A	N/A
Nguyen,Elvis Duy	TEVE	13	7	147044	N/A	N/A
Payne,Toby S	TEVE	0	0	76.42	N/A	N/A
Trudeau,Nicholas A	TEVE	13	10	156047	N/A	N/A
Yang,Hyong-Mo	TEVE	13	10	156047	N/A	N/A

Name	Dept ID	Eff Date	Descr	Oth Py	Oth Hrs
Aguirre,Bret J	TEVE	11/5/2021	Administrator's RecognitionTOA	0.00	8.00
Aguirre,Bret J	TEVE	12/2/2021	Gainsharing Award	950.00	0.00
Aguirre,Bret J	TEVE	1/28/2022	Supervisory Contribution Award	1500.00	0.00
Aguirre,Bret J	TEVE	11/4/2022	Cross Agency Team Award	3000.00	0.00
Aguirre,Bret J	TEVE	12/1/2022	Gainsharing Award	950.00	0.00
Aguirre,Bret J	TEVE	1/27/2023	Supervisory Contribution Award	2000.00	0.00
Aguirre,Bret J	TEVE	6/5/2023	Individual Cash Award NRB	300.00	0.00
Aguirre,Bret J	TEVE	11/2/2023	Cross Agency Team Award	2000.00	0.00
Aguirre,Bret J	TEVE	11/3/2023	Administrator's RecognitionTOA	0.00	24.00
Aguirre,Bret J	TEVE	12/1/2023	Gainsharing Award	950.00	0.00
Aguirre,Bret J	TEVE	1/12/2024	Supervisory Contribution Award	2000.00	0.00
Aguirre,Bret J	TEVE	7/19/2024	Individual Results/OTS (Grp)	150.00	0.00
Aguirre,Bret J	TEVE	11/1/2024	Administrator's RecognitionTOA	0.00	16.00
Aguirre,Bret J	TEVE	11/1/2024	Cross Agency Team Award	1500.00	0.00
Aguirre,Bret J	TEVE	11/29/2024	Gainsharing Award	950.00	0.00
Aguirre,Bret J	TEVE	1/10/2025	Supervisory Contribution Award	2250.00	0.00
Barzallo,Ivan E	TEVE	8/30/2021	Individual Cash Award NRB	300.00	0.00
Barzallo,Ivan E	TEVE	11/5/2021	Administrator's RecognitionTOA	0.00	8.00
Barzallo,Ivan E	TEVE	12/2/2021	Gainsharing Award	950.00	0.00
Barzallo,Ivan E	TEVE	11/4/2022	Cross Agency Team Award	3000.00	0.00
Barzallo,Ivan E	TEVE	12/1/2022	Gainsharing Award	950.00	0.00
Barzallo,Ivan E	TEVE	11/2/2023	Cross Agency Team Award	2000.00	0.00
Barzallo,Ivan E	TEVE	11/3/2023	Administrator's RecognitionTOA	0.00	24.00
Barzallo,Ivan E	TEVE	12/1/2023	Gainsharing Award	950.00	0.00
Barzallo,Ivan E	TEVE	11/1/2024	Cross Agency Team Award	1500.00	0.00
Barzallo,Ivan E	TEVE	11/1/2024	Administrator's RecognitionTOA	0.00	16.00
Barzallo,Ivan E	TEVE	11/29/2024	Gainsharing Award	950.00	0.00
Faris,Anthony J	TEVE	11/5/2021	Administrator's RecognitionTOA	0.00	8.00
Faris,Anthony J	TEVE	12/2/2021	Gainsharing Award	950.00	0.00
Faris,Anthony J	TEVE	11/4/2022	Cross Agency Team Award	3000.00	0.00
Faris,Anthony J	TEVE	12/1/2022	Gainsharing Award	950.00	0.00
Faris,Anthony J	TEVE	11/2/2023	Cross Agency Team Award	2000.00	0.00
Faris,Anthony J	TEVE	11/3/2023	Administrator's RecognitionTOA	0.00	24.00
Faris,Anthony J	TEVE	12/1/2023	Gainsharing Award	950.00	0.00
Faris,Anthony J	TEVE	11/1/2024	Administrator's RecognitionTOA	0.00	16.00
Faris,Anthony J	TEVE	11/1/2024	Cross Agency Team Award	1500.00	0.00
Faris,Anthony J	TEVE	11/29/2024	Gainsharing Award	950.00	0.00
Faris,Anthony J	TEVE	5/22/2025	Individual Cash Award NRB	300.00	0.00
Hang,Amanda L	TEVE	11/5/2021	Administrator's RecognitionTOA	0.00	8.00
Hang,Amanda L	TEVE	12/2/2021	Gainsharing Award	950.00	0.00
Hang,Amanda L	TEVE	11/4/2022	Cross Agency Team Award	3000.00	0.00
Hang,Amanda L	TEVE	12/1/2022	Gainsharing Award	950.00	0.00
Hang,Amanda L	TEVE	11/2/2023	Cross Agency Team Award	2000.00	0.00
Hang,Amanda L	TEVE	11/3/2023	Administrator's RecognitionTOA	0.00	24.00
Hang,Amanda L	TEVE	12/1/2023	Gainsharing Award	950.00	0.00

Hang,Amanda L	TEVE	8/5/2024	Individual Results/OTS (Grp)	150.00	0.00
Hang,Amanda L	TEVE	11/1/2024	Cross Agency Team Award	1500.00	0.00
Hang,Amanda L	TEVE	11/1/2024	Administrator's RecognitionTOA	0.00	16.00
Hang,Amanda L	TEVE	11/29/2024	Gainsharing Award	950.00	0.00
Laslo,Heather	TEVE	11/2/2023	Cross Agency Team Award	2000.00	0.00
Laslo,Heather	TEVE	11/2/2023	Individual Cash Award NRB	400.00	0.00
Laslo,Heather	TEVE	11/3/2023	Administrator's RecognitionTOA	0.00	24.00
Laslo,Heather	TEVE	12/1/2023	Gainsharing Award	950.00	0.00
Laslo,Heather	TEVE	12/6/2023	Individual Cash Award NRB	500.00	0.00
Laslo,Steven J	TEVE	8/26/2021	Individual Cash Award NRB	600.00	0.00
Laslo,Steven J	TEVE	11/5/2021	Administrator's RecognitionTOA	0.00	8.00
Laslo,Steven J	TEVE	12/2/2021	Gainsharing Award	950.00	0.00
Laslo,Steven J	TEVE	11/4/2022	Cross Agency Team Award	3000.00	0.00
Laslo,Steven J	TEVE	12/1/2022	Gainsharing Award	950.00	0.00
Laslo,Steven J	TEVE	6/27/2023	Individual Cash Award NRB	300.00	0.00
Laslo,Steven J	TEVE	8/13/2023	Individual Results/OTS (Grp)	300.00	0.00
Laslo,Steven J	TEVE	11/2/2023	Cross Agency Team Award	2000.00	0.00
Laslo,Steven J	TEVE	11/3/2023	Administrator's RecognitionTOA	0.00	24.00
Laslo,Steven J	TEVE	12/1/2023	Gainsharing Award	950.00	0.00
Laslo,Steven J	TEVE	11/1/2024	Administrator's RecognitionTOA	0.00	13.00
Laslo,Steven J	TEVE	11/1/2024	Cross Agency Team Award	1194.00	0.00
Laslo,Steven J	TEVE	11/29/2024	Gainsharing Award	756.00	0.00
Laslo,Steven J	TEVE	5/22/2025	Individual Cash Award NRB	300.00	0.00
Matsuoka,Joseph M	TEVE	11/5/2021	Administrator's RecognitionTOA	0.00	8.00
Matsuoka,Joseph M	TEVE	12/2/2021	Gainsharing Award	950.00	0.00
Matsuoka,Joseph M	TEVE	11/4/2022	Cross Agency Team Award	3000.00	0.00
Matsuoka,Joseph M	TEVE	12/1/2022	Gainsharing Award	950.00	0.00
Nguyen,Elvis Duy	TEVE	8/27/2021	Individual Cash Award NRB	300.00	0.00
Nguyen,Elvis Duy	TEVE	11/5/2021	Administrator's RecognitionTOA	0.00	8.00
Nguyen,Elvis Duy	TEVE	12/2/2021	Gainsharing Award	950.00	0.00
Nguyen,Elvis Duy	TEVE	11/4/2022	Cross Agency Team Award	3000.00	0.00
Nguyen,Elvis Duy	TEVE	12/1/2022	Gainsharing Award	950.00	0.00
Nguyen,Elvis Duy	TEVE	11/2/2023	Cross Agency Team Award	2000.00	0.00
Nguyen,Elvis Duy	TEVE	11/3/2023	Administrator's RecognitionTOA	0.00	24.00
Nguyen,Elvis Duy	TEVE	12/1/2023	Gainsharing Award	950.00	0.00
Nguyen,Elvis Duy	TEVE	11/1/2024	Cross Agency Team Award	1500.00	0.00
Nguyen,Elvis Duy	TEVE	11/1/2024	Administrator's RecognitionTOA	0.00	16.00
Nguyen,Elvis Duy	TEVE	11/29/2024	Gainsharing Award	950.00	0.00
Payne,Toby S	TEVE	11/1/2024	Administrator's RecognitionTOA	0.00	16.00
Payne,Toby S	TEVE	11/1/2024	Cross Agency Team Award	1500.00	0.00
Payne,Toby S	TEVE	11/29/2024	Gainsharing Award	950.00	0.00
Payne,Toby S	TEVE	2/26/2025	Individual Cash Award NRB	250.00	0.00
Payne,Toby S	TEVE	5/22/2025	Individual Cash Award NRB	300.00	0.00
Schilling,Jason P	TEVE	8/27/2021	Individual Cash Award NRB	300.00	0.00
Schilling,Jason P	TEVE	11/5/2021	Administrator's RecognitionTOA	0.00	8.00
Schilling,Jason P	TEVE	12/2/2021	Gainsharing Award	950.00	0.00

Schilling,Jason P	TEVE	11/2/2022 Individual Cash Award NRB	300.00	0.00
Schilling,Jason P	TEVE	11/4/2022 Cross Agency Team Award	3000.00	0.00
Schilling,Jason P	TEVE	12/1/2022 Gainsharing Award	950.00	0.00
Schilling,Jason P	TEVE	11/2/2023 Cross Agency Team Award	2000.00	0.00
Schilling,Jason P	TEVE	11/3/2023 Administrator's RecognitionTOA	0.00	24.00
Trudeau,Nicholas A	TEVE	11/4/2022 Cross Agency Team Award	1500.00	0.00
Trudeau,Nicholas A	TEVE	12/1/2022 Gainsharing Award	475.00	0.00
Trudeau,Nicholas A	TEVE	11/2/2023 Cross Agency Team Award	2000.00	0.00
Trudeau,Nicholas A	TEVE	11/3/2023 Administrator's RecognitionTOA	0.00	24.00
Trudeau,Nicholas A	TEVE	12/1/2023 Gainsharing Award	950.00	0.00
Trudeau,Nicholas A	TEVE	7/19/2024 Individual Results/OTS (Grp)	150.00	0.00
Trudeau,Nicholas A	TEVE	11/1/2024 Administrator's RecognitionTOA	0.00	16.00
Trudeau,Nicholas A	TEVE	11/1/2024 Cross Agency Team Award	1500.00	0.00
Trudeau,Nicholas A	TEVE	11/29/2024 Gainsharing Award	950.00	0.00
Yang,Hyong-Mo	TEVE	11/5/2021 Administrator's RecognitionTOA	0.00	8.00
Yang,Hyong-Mo	TEVE	12/2/2021 Gainsharing Award	950.00	0.00
Yang,Hyong-Mo	TEVE	11/4/2022 Cross Agency Team Award	3000.00	0.00
Yang,Hyong-Mo	TEVE	12/1/2022 Gainsharing Award	950.00	0.00
Yang,Hyong-Mo	TEVE	11/2/2023 Cross Agency Team Award	2000.00	0.00
Yang,Hyong-Mo	TEVE	11/3/2023 Administrator's RecognitionTOA	0.00	24.00
Yang,Hyong-Mo	TEVE	12/1/2023 Gainsharing Award	950.00	0.00
Yang,Hyong-Mo	TEVE	11/1/2024 Administrator's RecognitionTOA	0.00	16.00
Yang,Hyong-Mo	TEVE	11/1/2024 Cross Agency Team Award	1500.00	0.00
Yang,Hyong-Mo	TEVE	11/29/2024 Gainsharing Award	950.00	0.00