



Benefits Summary for Represented hourly employees at Coyote Springs, Port Westward or Carty

PGE is proud to provide market-competitive, flexible benefits designed to support employees' overall physical, emotional, and financial well-being.

401(k)

Start building your retirement savings from day one. PGE matches your pre-tax and Roth contributions dollar for dollar, up to 6% of your base pay, with an additional 6% profit share contribution from us. You also receive an additional fixed contribution from PGE of 4% of eligible overtime earnings. After one year of service, PGE's contributions are 100% vested.

Healthcare benefits

Plans include a choice between two HSA-qualified medical options, dental, vision and prescription coverage. You can enroll yourself, plus eligible dependents including spouse/domestic partner and children. Coverage begins the first of the month after your hire date.

Health savings account (HSA)

With enrollment in the HSA-qualified medical plan, access a tax-advantaged account to save for healthcare expenses. PGE contributes to your HSA, and the balance is always yours to keep. Earn additional HSA funds by participating in our wellness program.

Flexible Spending Accounts (FSAs)

FSA accounts allow you to save additional pre-tax dollars to use on eligible healthcare or dependent care expenses in the current year.

Paid Time Off (PTO)

PTO is your earned paid time away from work and can be used for vacation, holidays, sick time, and personal leave. New hires accrue PTO at 8.62 hours per pay period. Earn additional hours as years of service increase. Three days of bereavement pay is also provided.



Holidays

PGE recognizes eight nationally observed holidays for represented employees. Your PTO accrual rate takes into account these eight days and four floating holidays.

Short-Term Disability (STD) & Long-Term Disability (LTD) protection

Company paid short-term disability coverage, protecting your income in case of illness or injury. Benefits available after 90 days of service and are offset by Paid Leave Oregon or any other state and federal paid family leave programs.

Company paid long-term disability coverage replaces 60% of your pay if you become unable to work due to a partial or total disability.

Voluntary benefits

- | | |
|--|---|
| <ul style="list-style-type: none">• Accidental death and dismemberment• Auto and home/renters' insurance• Group critical illness, accident, and hospital indemnity supplemental coverages• Legal coverage and ID theft protection | <ul style="list-style-type: none">• Life insurance for employee, spouse/domestic partner, and children• Pet insurance for your cats and dog• Wellness program |
|--|---|

Our goal is to promote a culture of well-being by supporting your efforts to achieve physical, mental, social, emotional, and financial wellness. Engage in myWellness, our points-based program to reward your wellness efforts. Using the Virgin Pulse platform, earn points towards incentives for a variety of activities customized to your personal goals.

Employee Assistance Program (EAP)

Access 10 free counseling sessions per incident per year for yourself, spouse/domestic partner, children, and household family members. The EAP also offers work-life resources including free legal consultation, financial coaching, and childcare/eldercare support.

Additional Financial Benefits

Participate in the Employee Stock Purchase Plan (ESPP) at a 5% discount, tuition reimbursement for approved professional development, free financial education webinars and tools.



Employee Perks

- Employee discounts
 - Onsite fitness facilities
 - Onsite flu shots
 - Parent & family support programs, Care.com membership, KinderCare discount, Milk Stork
- PGE employee resilience fund
 - Recognition and service awards
 - Volunteering activities and matching gift program to eligible nonprofits.
 - Workplace electric vehicle charging

Disclaimer: This is meant to be a summary only. PGE reserves the right to change any of the policies, practices and benefits programs referenced at any time unless otherwise required by an existing collective bargaining agreement. If there is any conflict between this summary and the provisions of the current Coyote Springs/Port Westward/Carty Agreement, the Agreement is the controlling document. If there is any conflict between this summary and a current Corporate Policy, the Policy is controlling.

This summary and the documents or plans referenced in it do not guarantee employment of any kind or duration. Any employee may resign at any time and for any reason or be terminated at any time and for any reason, with or without notice and with or without cause, subject to grievance provisions of the Coyote Springs/Port Westward/Carty Agreement, where applicable, and state and federal law.

