



Benefits Summary for Represented employees

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 7% 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 medical options, a PPO plan, and an HSA-Qualified plan. Both are bundled with 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.

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.

Earned Time Off (ETO)

Eligible after completing six full months of employment. Earn six hours of ETO per month, accrued each pay period. ETO can be used for your own or a family member's care in case of illness, injury, or health condition, as well as unforeseen illnesses or unexpected personal or family matters.

Oregon Sick Leave can be used during the initial 90 days until your ETO becomes accessible. You are immediately eligible for three days of bereavement pay.

Vacation holiday account (VHA)

Starting from your hire date, begin accruing vacation, holidays and floating holidays each pay period. VHA accrues up to 80 hours of vacation annually during your first through fifth full calendar year of employment. Earn additional hours as years of service increase.

Holidays

Additionally, eight scheduled holidays and four floating holidays (eight-hour days), accrue in your vacation holiday account balance, each pay period.

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 are offset by Paid Leave Oregon or any other state and federal paid family leave programs.

Long-term disability coverage replaces a percentage of your pay if you become unable to work due to a partial or total disability. Optional coverage available; company-provided coverage begins at two years of service.

Accidental Death & Dismemberment (AD&D) coverage and Life Insurance

Starting on your first day, you are covered by company-paid basic AD&D coverage of \$100,000. Basic life insurance begins after six months, with coverage of two times your base pay. PGE shares the cost of basic life insurance with you.

Voluntary benefits

- Accidental death and dismemberment
- Auto and home/renters' insurance
- Legal coverage
- 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 to receive education, on-site wellness activities and more.

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.

Health Reimbursement Arrangement (HRA)

To help you pay for health care expenses after you retire or leave PGE (with five years of service), you earn credits in an HRA account:

- \$1 per hour up to a maximum of 2,080 straight-time compensable hours per year.
- Unused vacation (VHA) hours over 250 at the end of each year.
- Upon retirement, 100% of any unused ETO hours are credited

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 in this summary 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 Company/Union 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 Company/Union Agreement, where applicable, and state and federal law.