

Portland General Electric

Benefits Summary

Union hourly employees at Coyote Springs, Port Westward or Carty

At PGE, we're proud to provide valuable benefits designed to support employees' physical, emotional and financial well-being.

401(k)

Eligibility begins immediately. We offer a dollar-for-dollar match on pretax and Roth contributions, up to a maximum of 5% of your base pay, with an additional profit share contribution from PGE of 5%. You can choose between pretax and Roth 401(k) after-tax options or a combination of both. Company match and profit share are 100% vested after you complete one year of service.

Health care

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

Health Savings Account (HSA) with enrollment in the HSA-qualified plan

A Health Savings Account is an easy-to-use savings account available only with enrollment in the HSA-qualified medical plan. This account allows you to pay for eligible health care expenses or put aside additional funds for use in retirement with pretax dollars deducted from your pay. You decide how much to contribute based on IRS annual maximums. PGE will also contribute a prorated based on your benefit start date to your HSA. You own your HSA. The balance is always yours and does not expire.

Eligible HSA expenses include items such as:

- Annual deductibles
- Alternative care, such as acupuncture or chiropractic care
- Copayments
- Coinsurance
- Dental care and orthodontia
- Prescription drugs
- Vision care



Flexible Spending Accounts (FSA)

The Health Flexible Spending Account allows you to be reimbursed for eligible health care expenses, including medical, vision and dental, with pretax dollars. Dependent Care Flexible Spending Account is also available for reimbursement of eligible dependent daycare expenses with pretax dollars. You decide how much to deposit into your Health FSA or Dependent Care FSA annually, subject to minimum and maximum amounts. These funds must be used the year they are designated, with the exception of a minimum and maximum carryover for the Health FSA as determined by the IRS.

Paid Time Off (PTO)

Employees earn paid time off for holidays, vacation and sick days. PTO hours accrue each pay period based on your full-time, reduced-hour or part-time status and how long you've worked for PGE. For instance, if you've worked for less than four full years, your PTO accrual rate would be 8.31 hours per pay period. To determine your PTO for a full calendar year, multiply your accrual rate by 26.

Holidays

PGE recognizes seven nationally observed holidays for represented employees. If an employee would normally work on an observed holiday, that day is counted as part of your PTO. Your PTO accrual rate takes into account these seven days.

Short-Term Disability (STD)

If you are off work due to illness or injury for a period of 40 hours, the company pays 75% of your regular pay for up to the maximum duration of benefits of 1,000 hours, in a rolling forward 12-month period from your first date you use STD benefits. For reduced-hour or part-time employees, hours are prorated according to your work percentage. You are eligible after 180 days of employment.

Long-Term Disability (LTD) protection

PGE provides company-paid long-term disability insurance to help protect you financially in the event of a debilitating illness or injury. This coverage replaces 60% of your pay if you become unable to work due to a partial or total disability.

Voluntary benefits

You have the choice of additional voluntary benefits such as life insurance, accidental death & dismemberment, legal coverage and supplemental benefits for critical illness, accident or hospital indemnity coverage. Voluntary benefits give you the option to choose what fits your needs best and can provide additional financial protection.

Wellness program

We offer myWellness, a free wellness program that provides tools, programming and resources to help employees boost their physical, emotional and financial overall well-being.



Our Wellness Rewards Program is a points-based program offering financial incentives delivered through the Virgin Pulse platform.

Employee Assistance Program (EAP)

PGE's Employee Assistance program offers a variety of resources, including work/life balance assistance, information to help employees, their dependents and family members living within the household find solutions to personal, family and workplace problems. Employees have access to ten free confidential in-person counseling sessions or eight telephonic sessions per incident per year.

Discounted stock purchase

The Employee Stock Purchase Plan (ESPP) allows you to buy PGE common stock at a 5% discount through convenient payroll deductions. Enrollment in the ESPP program happens twice per year.

Transit

Commuter Check Direct allows you to set aside pretax dollars to save money on monthly parking or transit costs related to your work commute.

Tuition reimbursement program

Employees may receive financial assistance for tuition, class fees and class textbooks when active employees take courses of study for college credit related to a degree program at an accredited educational institution. Full-time employees can receive up to \$5,250 reimbursement per calendar year for approved undergraduate or graduate-level classes. Reduced-hour or part-time employees who work a minimum of 20 hours per week can receive a prorated reimbursement amount based on work percentage. Eligibility begins upon completion of your trial service period.

Recognition and service awards programs

PGE believes in recognizing and rewarding employees for their contributions to the company, celebrating employee milestones such as service anniversaries and retirement, and acknowledging work contributions. Employees are recognized for their years of service with PGE beginning with years 1, 3, 5 and every 5 years thereafter. Peer to peer as well as manager recognition is available via our Spotlight program. This provides options for recognizing employees whose behaviors align with PGE's Guiding Behaviors or who demonstrate a commitment to safety. Managers have additional tools for recognizing extraordinary efforts as well.

Additional employee benefits

- *PGE electric service discount* – 25% discount on monthly bill for employees in PGE service area.
- *Employee Matching Gift program* – Employees can apply for matching funds of check and credit card donations made to eligible nonprofit organizations all year – up to



\$2,000, per calendar year. PGE will also award you \$200 (twice a year) to donate to a nonprofit for every 20 hours you volunteer and log.

- *Employee discounts*

- Cell phone carrier discounts
- Gym memberships
- Oregon Zoo memberships
- Oregon Historical Society

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.

