



Benefits Summary for Non-represented regular 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 6% profit share contribution from us. 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 any reason. New hires earn 20 days of PTO per year. Time is accrued per pay period and prorated for reduced-hour and part-time employees. Carryover up to 15 days from one year to the next.

Holidays & Personal Day

Eight employer-paid holidays when company offices are closed, plus one additional paid personal day per year to use at your discretion. Three days of bereavement pay is also provided.

Sick Time

Full-time regular employees are provided 10 days of annual sick pay to use for employee or family member illness and medical appointments. Hours are prorated for reduced-hour and part-time employees and those hired July 1 or after. Sick time can be used after 90 days of service.

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.

Parental leave program

Six weeks of paid time off work to bond with your new child through birth, legal adoption, or foster care. This program runs concurrently with state and federal job-protected leave, Paid Leave Oregon, or other state-paid leave programs.

Voluntary benefits

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| <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 |
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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 Personify Health 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

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| <ul style="list-style-type: none">• Employee discounts• Ergonomic workspace stipend (regular full-time, hybrid & remote roles)• Flexible work schedules• Onsite fitness facilities• Onsite flu shots• Parent & family support programs, Care.com membership, KinderCare discount, Milk Stork | <ul style="list-style-type: none">• PGE employee resilience fund• Recognition and service awards• Transit passes• Volunteering activities and matching gift program to eligible nonprofits.• Workplace electric vehicle charging |
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