

Benefits Summary

Most non-union employees

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

401(k)

Eligibility begins immediately. We offer 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 per pay period amount based on your benefits 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 (FSAs)

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 vacation. 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 10 years, your PTO accrual rate will be 6.15 hours per pay period. To determine your PTO for a full calendar year, multiply your accrual rate by 26. Sick time and holidays are separate and not included in the PTO benefit.

Personal Day

Regular employees receive one floating personal day annually to use in a full-day increment for a day of personal or cultural significance.

Holidays

PGE recognizes eight nationally observed holidays. If an employee would normally work on one of the eight observed holidays, that day is paid with holiday pay.

Sick Time

Full-time regular employees are provided 10 days of annual sick pay to use for personal or family member illness or other Oregon Sick Leave reasons. Hours are prorated for reduced-hour and part-time employees. Short-term, intern, seasonal and training employees accrue sick time up to a maximum of 40 hours annually.

Short-Term Disability (STD)

If you are off work due to an approved, medically certified illness, injury or medical appointment for more than 40 hours, the company provides 100% pay up to the first eight weeks of absence with 75% pay thereafter for up to the maximum duration of benefits of 1,000 hours. For reduced-hour or part-time employees, the 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.

Parental leave program

Employees receive up to six weeks of paid parental leave upon the birth of a biological child or placement of a minor child through legal adoption or foster care after completing 12 months of employment.



Voluntary benefits

Employees receive company-paid basic life insurance coverage at 25% of base pay up to a maximum of \$250,000. You have the choice of additional voluntary benefits such as life insurance, accidental death and 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 counseling 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 passes

PGE provides TriMet or C-TRAN passes to regular employees primarily for work commuting purposes. These passes allow you to ride public transit for free in Portland and allow Washington residents to ride public transit to downtown Portland at no cost. If you reside outside of the TriMet service area, Commuter Check Direct is an alternative program that 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

- *Flexible work schedules*
- *PGE electric service discount* – 25% discount on monthly bill for employees in PGE service area.
- *PGE Employee Resilience Fund*
- *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
 - Oregon Zoo memberships
 - Oregon Historical Society
 - And more!

Disclaimer

This is meant to be a summary only. PGE reserves the right to make changes, update, delete or add to the policies, practices and benefits programs referenced in this summary. The company can do this at any time, with or without notice. Interpretation, application and scope are exclusively within PGE's control and discretion.

If there is any conflict between this summary and a Corporate Policy, the Policy is controlling.

This summary and the documents or plans referenced in it are not a contract with the company, express or implied. It does not guarantee employment of any kind or duration; neither does it promise or guarantee any specific treatment.

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 applicable law.

