

Portland General Electric

# Benefits Summary

## Short-term union employees

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 6%. 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, dental, vision and prescription coverage. Choose between an HSA-Qualified Plan with accompanying Health Savings Account and a Preferred Provider Option. You can enroll yourself plus any eligible dependents including a spouse or domestic partner and children. Eligibility begins the first of the month following 60 days of employment.

### **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. 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
- 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.

### **Wellness program**

We offer myWellness, PGE's health and wellness program, which encourages healthy living through education, programming, on-site wellness activities and more. Our goal is to promote a culture of well-being by supporting employees' efforts to achieve physical, emotional and financial wellness.

### **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.

### **Additional employee benefits**

- *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.
- Recognition programs.
- *Employee discounts*
  - Cellphone carrier discounts
  - Oregon Zoo memberships
  - Oregon Historical Society
  - And more!

### **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.

