

Portland General Electric

Benefits Summary

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 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 amount to your HSA based on your benefits start date. 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.

Earned Time Off (ETO)

Eligible employees receive six hours of ETO per month, applied each pay period. ETO can be used for care or treatment for you or a family member for illness, injury or health condition. It also covers unanticipated illnesses or unplanned personal or family issues. Eligibility begins after six months of employment. You can access Oregon Sick Leave after 90 days, until your ETO becomes available.

Vacation time

Your Vacation Holiday Account (VHA) lets you earn up to two weeks of vacation (80 hours) annually during your first through fifth full calendar years of employment and additional weeks as your years of service increase.

Holidays

Represented employees are eligible for eight scheduled holidays and four floating holidays (eight-hour days).

Short-Term Disability (STD)

The Short-Term Disability Plan provides continuing income (60% of regular wage) when you are off work due to a nonoccupational extended illness or nonoccupational injury, providing up to 26 weeks of disability benefits.

Long-Term Disability (LTD) protection

LTD coverage replaces a percentage of your base pay if you are approved for disability and no longer able to work. You can elect optional coverage; company-provided coverage is automatically started at two years of service.

Life and Accidental Death & Dismemberment (AD&D) insurance

After six months of employment, you will be automatically enrolled in basic life insurance at a coverage amount of two times your base pay. PGE shares the cost with you. We also provide company-paid basic AD&D coverage of \$100,000 starting your first day. You can choose optional life insurance and AD&D coverage for yourself, spouse, or children.

Health Reimbursement Arrangement (HRA)

An HRA account is established and accessible upon your retirement or departure from PGE. Throughout your PGE career, you will earn contributions to the account. Your HRA will be credited at a rate of \$1 per hour up to a maximum of 2,080 straight-time compensable hours per year. Any unused vacation (VHA) hours over 250 at the end of each year will also be



credited to the HRA. Additionally, upon retirement, 100% of any unused ETO hours are credited to your HRA at your ending hourly rate.

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.

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*
 - 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.

