

Portland General Electric

# Benefits Summary

## Customer Service Advisor Trainees

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. 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 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 PGE 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.

### **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 an observed holiday, that day is paid with holiday pay. The amount of available holiday hours will be prorated for employees working part time or reduced schedule.

### **Sick Time**

Employees earn accrued sick time. Accrued sick time is earned one hour for each 30 hours worked up to 40 hours earned per year.

### **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. Once benefits eligible, you can participate in the Wellness Rewards Program, 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 training 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.

## Recognition and service awards programs

PGE believes in recognizing and rewarding employees for their contributions to the company. 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

- *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 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.

