

Portland General Electric

Benefits Summary

Non-union short-term, seasonal or intern 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 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 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. Benefits become effective on 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
- 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.

Sick time

Short-term, intern and seasonal employees working for PGE will have access to protected sick leave after 90 days of employment per the Oregon Sick Leave requirements. These hours are accrued at a rate of one hour per 30 hours worked.

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.

Transit

PGE provides TriMet or C-TRAN passes to Short-term and intern 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.



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Additional employee benefits

- *Employee recognition*
- *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.

