



# Benefits Summary for Short-term represented employees

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

## **401(k)**

Start building your retirement savings from day one. PGE matches your pre-tax and Roth contributions dollar for dollar, up to 6% of your base pay, with an additional 7% profit share contribution from us. You also receive an additional fixed contribution from PGE of 4% of eligible overtime earnings. After one year of service, PGE's contributions are 100% vested.

## **Healthcare benefits**

Plans include a choice between two medical options, a PPO plan, and an HSA-Qualified plan. Both are bundled with dental, vision and prescription coverage. You can enroll yourself, plus eligible dependents including spouse/domestic partner and children. Coverage begins the first of the month following 60 days of employment.

## **Health savings account (HSA)**

With enrollment in the HSA-qualified medical plan, access a tax-advantaged account to save for healthcare expenses.

## **Flexible Spending Accounts (FSAs)**

FSA accounts allow you to save additional pre-tax dollars to use on eligible healthcare or dependent care expenses in the current year.

## **Earned Time Off (ETO)**

Eligible after completing six full months of employment. Earn six hours of ETO per month, accrued each pay period. ETO can be used for your own or a family member's care in case of illness, injury, or health condition, as well as unforeseen illnesses or unexpected personal or family matters. Oregon Sick Leave can be used during the initial 90 days until your ETO becomes accessible.

## **Vacation holiday account (VHA)**

Eligible after completing six full months of employment, accrue vacation, holidays and floating holidays each pay period. VHA accrues up to 80 hours of vacation annually.

## Holidays

Eligible after completing six full months of employment, additionally accrue eight scheduled holidays and four floating holidays (eight-hour days) in your vacation holiday account balance, each pay period.

## Short-Term Disability (STD) & Long-Term Disability (LTD) protection

Company paid short-term disability coverage, protecting your income in case of illness or injury. Eligible after completing six full months of employment. Benefits are offset by Paid Leave Oregon or any other state and federal paid family leave programs.

Long-term disability coverage replaces a percentage of your pay if you become unable to work due to a partial or total disability. This is an optional employee-paid benefit; eligibility starts after six full months of employment.

## Voluntary benefits

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| <ul style="list-style-type: none"><li>• Accidental death and dismemberment</li><li>• Auto and home/renters' insurance</li><li>• Legal coverage</li></ul> | <ul style="list-style-type: none"><li>• Life insurance for employee, spouse/domestic partner, and children</li><li>• Pet insurance for your cats and dog</li></ul> |
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## Wellness program

Our goal is to promote a culture of well-being by supporting your efforts to achieve physical, mental, social, emotional, and financial wellness. Engage in myWellness to receive education, on-site wellness activities and more.

## Employee Assistance Program (EAP)

Access 10 free counseling sessions per incident per year for yourself, spouse/domestic partner, children, and household family members. The EAP also offers work-life resources including free legal consultation, financial coaching, and childcare/eldercare support.

## Additional financial benefits

Participate in free financial education webinars and tools.

## Employee Perks

- Employee discounts
  - Onsite fitness facilities
  - Onsite flu shots
  - Parent & family support programs, Care.com membership, KinderCare discount, Milk Stork
- PGE employee resilience fund
  - Recognition and service awards
  - Volunteering activities and matching gift program to eligible nonprofits.

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.