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**Summary of Employee Benefits for Plan Year  
 October 1, 2011 – September 30, 2012**

- ◆ **Medical Insurance:** On the 1<sup>st</sup> of the month following 14 calendar days of employment, employees are eligible to enroll in medical insurance. Health insurance is provided through Providence Health Plan of Oregon.

|                     | Monthly Premium Amount | Non-Smoker Employee Contribution/Month | Non-Smoker Employee Contribution/Pay Period | Smoker Employee Contribution/Month | Smoker Employee Contribution/Pay Period |
|---------------------|------------------------|----------------------------------------|---------------------------------------------|------------------------------------|-----------------------------------------|
| Employee            | \$515.74               | \$35.00                                | \$17.50                                     | \$43.74                            | \$21.87                                 |
| Employee + Spouse   | \$1,083.18             | \$105.00                               | \$52.50                                     | \$113.74                           | \$56.87                                 |
| Employee + Children | \$979.99               | \$85.00                                | \$42.50                                     | \$93.74                            | \$46.87                                 |
| Family              | \$1,444.12             | \$172.00                               | \$86.00                                     | \$180.74                           | \$90.37                                 |

- ◆ **Dental Insurance:** On the 1<sup>st</sup> of the month following 14 calendar days of employment, employees are eligible to enroll in dental insurance. ODS provides dental insurance for employees and their dependents. PECO pays 100% of the premium for employees and dependents.
- ◆ **Vision Insurance:** On the 1<sup>st</sup> of the month following 14 calendar days of employment, employees are eligible to enroll in vision insurance. Vision insurance is provided through VSP and the Company pays 25% of the premium for employees and dependents; employee contribution ranges from \$3.22 for employee only to \$8.48 for a full family per pay period.
- ◆ **Life Insurance and Accidental Death:** Life Insurance and AD&D insurance are provided through Regence Life and Health Insurance Company. PECO pays 100% of the premium for the following coverage:
  - Employee Life Insurance:** 2½ times the employee's annual salary, up to \$200,000.
  - Employee AD&D:** 2½ times the employee's annual salary, up to \$200,000.
  - Dependent Life Insurance:**
    - Spouse = \$5,000
    - Child age 14 days to 6 months = \$100
    - Child age 6 months to 21 years = \$2,000
- ◆ **Disability Insurance:** Short-term and long-term disability insurance is provided through Regence Life and Health Insurance Company. PECO pays 100% of the premium for the following coverage:
  - Short-term Disability:** If disabled the employee will receive 66⅔ percent of base earnings up to a maximum of \$1,000.00 per week. Eligibility begins after 30 days of disability and continues through 180 days from date of disability.
  - Long-term Disability:** If disabled, 66⅔ percent of the first \$10,000 of base monthly earnings, payable to age 65. Eligibility begins after 180 days of disability.
- ◆ **401(k):** Beginning the first of the month following 30 days of employment, employees are able to contribute a portion of their pre-tax salary into a 401(k) retirement savings plan. PECO will match 100% of the employees first 5% salary deferral per pay period (maximum employer contribution is 5% of salary). PECO employer contributions are subject to the following vesting schedule: 20% after 1 year of employment; 40% after 2 years of employment; 60% after 3 years; 80% after 4 years and 100% after five years of employment. The employee is 100% vested in his/her salary deferrals
- ◆ **Profit Sharing:** Employees are eligible to participate in the PECO profit sharing plan after completing 12 months of employment and 1,000 hours of service. The employee is enrolled in the Profit Sharing Plan on the first of the month following his/her anniversary date. The plan year is January 1 through December 31 and after meeting eligibility, the employee will receive a pro-rated profit sharing contribution their first year of eligibility. Based on company performance, PECO may contribute up to 10% of the employees' eligible salary to the Plan. PECO employer contributions are subject to the following vesting schedule: 40% after 2 years of employment; 60% after 3 years; 80% after 4 years and 100% after five years of employment. The PECO 401(k) Profit Sharing is provided through Fidelity Retirement Services and offers a full range of investment options.
- ◆ **Paid Time Off:** Paid time off is provided for the purpose of granting paid leave to employees for an employee's absences from work due to illness, vacation, or to attend to personal affairs.

| Years of Service                              | Annual Accrual | Pay Period Accrual |
|-----------------------------------------------|----------------|--------------------|
| 1 <sup>st</sup> year                          | 80 hours       | 3.33 hours         |
| 2 <sup>nd</sup> through 6 <sup>th</sup> year  | 128 hours      | 5.33 hours         |
| 7 <sup>th</sup> through 19 <sup>th</sup> year | 168 hours      | 7.00 hours         |
| 20 years or more                              | 208 hours      | 8.67 hours         |

- ◆ **Holidays:** PECO provides eleven paid holidays each calendar year.