



Overview of benefits for prospective non-union hires

PSEG offers a wide range of benefits to keep you and your family healthy, safe and protected throughout the year.

You have a choice of which retirement program to participate in. Please see below for more details.

Health plans	
Medical and prescription drug	<ul style="list-style-type: none">• You are eligible for the Health Savings Medical Plan through Horizon Blue Cross Blue Shield.• Whether preventive, routine or catastrophic care, our medical plan provides the protection you need at a reasonable cost. No waiting periods, no pre-existing condition exclusions; you and your family can be covered from day one.• If enrolled in our medical plan, you automatically receive prescription drug coverage through Express Scripts.
Health Savings Account (HSA)	<ul style="list-style-type: none">• The HSA is only available when you enroll in the HSMP.• You can use the HSA to set aside before-tax money to cover out-of-pocket health care costs such as your deductible, coinsurance, or other eligible medical expenses in the current year or any time in the future.
Dental	You have a choice of dental plan options through Aetna. The plans provide preventive, basic and major services, as well as an orthodontic benefit.
Vision	You have a choice of vision plan options offered through MetLife.
Reimbursement Accounts	<ul style="list-style-type: none">• Reimbursement Accounts allow you to pay for eligible dental, vision, and certain health care expenses, as well as dependent care and commuter expenses with before-tax dollars up to IRS limits.• As noted above, if you enroll in the Health Savings Medical Plan, you will have access to an HSA. If you are eligible to open an HSA (in accordance with IRS provisions), PSEG will make a contribution to your account just for enrolling in the plan (\$500 employee only coverage /\$1,000 if covering dependents).• You will also have the opportunity to earn more in your HSA account by participating in Be Well, PSEG's wellbeing program (\$750 employee only coverage /\$1,500 if covering dependents).• Please note: Employer funding will be pro-rated based on your hire date.

Disability insurance

Short-term	If you are sick or injured and unable to work, short-term disability benefits provide you with income for a certain period. This benefit is employer-paid.
Long-term	<ul style="list-style-type: none"> • Long-term disability (LTD) benefits provide a source of income if you are disabled and unable to work after being out for an extended period of time (typically twenty-six weeks or more). • PSEG provides a 50% pay replacement option at no cost, with the opportunity to increase (at a cost) to 60% or 70% pay replacement.

Life and accidental death and dismemberment (AD&D) insurance

Basic Life	<p>You have several options for basic group term life insurance, as shown in the chart below. You may choose to purchase additional basic life coverage. However, you may be required to provide Evidence of Insurability (EOI).</p> <table border="1" data-bbox="391 730 1495 1325"> <thead> <tr> <th data-bbox="391 730 870 793">Option</th> <th data-bbox="870 730 1495 793">Benefit</th> </tr> </thead> <tbody> <tr> <td data-bbox="391 793 870 936">No coverage</td> <td data-bbox="870 793 1495 936"> <ul style="list-style-type: none"> • \$0 • You'll receive ad credit as taxable cash back in your pay equal to the cost of coverage for you for 1 x annual base salary </td> </tr> <tr> <td data-bbox="391 936 870 999">1 x annual base pay</td> <td data-bbox="870 936 1495 999">Automatically provided at no cost to you</td> </tr> <tr> <td data-bbox="391 999 870 1073">2 x annual base pay</td> <td data-bbox="870 999 1495 1073">You can purchase an additional 1 x annual base pay</td> </tr> <tr> <td data-bbox="391 1073 870 1136">\$50,000 maximum</td> <td data-bbox="870 1073 1495 1136">For those who want to avoid imputed income*</td> </tr> <tr> <td data-bbox="391 1136 870 1199">Occupational death benefits</td> <td data-bbox="870 1136 1495 1199">Equal to your Basic Life Insurance benefit</td> </tr> <tr> <td data-bbox="391 1199 870 1325">Accelerated death benefits</td> <td data-bbox="870 1199 1495 1325">Provides advance payment of the insurance policy if life expectancy is 12 months or less. The payment can be either the full or partial amount of the available coverage.</td> </tr> </tbody> </table> <p data-bbox="391 1373 1495 1520">*Amounts over \$50,000 are considered imputed and subject to income tax. The IRS requires that you pay taxes on the value of company-provided life insurance coverage above \$50,000. This is called "imputed income." The IRS determines the value using age-related rates. Generally, the tax you pay in imputed income is a small amount.</p> <p data-bbox="391 1545 1495 1577">**Paid to beneficiaries if you die due to an accident arising from your covered employment.</p>	Option	Benefit	No coverage	<ul style="list-style-type: none"> • \$0 • You'll receive ad credit as taxable cash back in your pay equal to the cost of coverage for you for 1 x annual base salary 	1 x annual base pay	Automatically provided at no cost to you	2 x annual base pay	You can purchase an additional 1 x annual base pay	\$50,000 maximum	For those who want to avoid imputed income*	Occupational death benefits	Equal to your Basic Life Insurance benefit	Accelerated death benefits	Provides advance payment of the insurance policy if life expectancy is 12 months or less. The payment can be either the full or partial amount of the available coverage.
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Life and accidental death and dismemberment (AD&D) insurance (cont.)

Supplemental Life

PSEG gives you the opportunity to purchase supplemental life insurance for increased financial protection for your family members in the event of your death.

Who	Coverage
Employee	You can elect coverage in increments of 0.5 x your earnings, up to 8 x your earnings. The maximum level of coverage is \$2 million
Spouse	You can elect coverage in increments of \$10,000 up to \$100,000
Children	You can elect coverage equal to \$5,000 or \$10,000 for each eligible child.

Please note: Some elections will require you to complete certain health questions or provide Evidence of Insurability (EOI).

AD&D

You can elect accidental death and dismemberment insurance for yourself and your spouse.

Who	Coverage
Employee	You can elect coverage in increments of 0.5 x your earnings, up to 8 x your earnings. The maximum level of coverage is \$2 million.
Spouse	You can elect coverage in increments of \$10,000, up to \$100,000

Retirement

Retirement Program election*

Choose your Retirement Program

You can choose from two different Retirement Programs – “Core Contribution/401(k) Program” or “Cash Balance/401(k) Program”.

- **Option 1:** The **Core Contribution/401(k) Program** provides you with Core Contributions equal to 4% of your eligible earnings in the 401(k) Plan, as well as a dollar-for-dollar Company Match up to 4% of your contributions, each pay period. Core contributions are employer contributions and you are not required to enroll in the 401(k) Plan in order to receive Core Contributions.
- **Option 2:** The **Cash Balance/401(k) Program** provides you with pay credits in the Cash Balance Component of the Pension Plan (the “Cash Balance Component”) and a Company Match in the 401(k) Plan equal to 50% on the first 8% of your contributions each pay period. Annual pay credits are based on your age and service.

You have **180 days** to make your election. Your election is irrevocable at the end of 180 days. If you do not make an election within 180 days of hire, you will automatically be defaulted into the Core Contribution/401(k) Program.

You will receive additional materials, including a link to a website with tools and resources to help you make your election.

401(k) Plan*

Save for your future financial goals with before-tax, after-tax, and Roth contributions.

If you do not make an active contribution election, you will be automatically enrolled as soon as administratively possible within **35 days** of your employment. Four percent (4%) of your eligible compensation will be contributed to the 401(k) Plan on a before-tax basis.

After the completion of your Retirement election period:

- If you elect the Core Contribution/ 401(k) Program, PSEG will match your contributions dollar-for-dollar up to 4% of your eligible compensation.
- If you elect the Cash Balance/ 401(k) Program, PSEG will match 50% of every dollar that you contribute, up to 8% of your eligible compensation.

Regardless of your Retirement Program election, you may be eligible for an Annual Company Contribution equal to:

- \$100 for the first 5 years of service
- \$300 after 5 years of service

You are immediately 100% vested in the Company Match and your own contributions.

Cash Balance Component of the Pension Plan*

If you choose the Cash Balance/401(k) Program....

After the completion of your Retirement Program election period, you will be eligible to accrue Pay Credits in the Cash Balance Component of the Pension Plan, as outlined below.

The benefit is 100% paid by PSEG and you're automatically 100% vested in your benefit. Pay Credits are based on your age and years of service, as noted below:

If your age plus years of service equals:	Pay Credit percentage:
Less than 30	2.00%
30-39	2.50%
40-49	3.25%
50-59	4.25%
60-69	5.50%
70-79	7.00%
80-89	9.00%
90 or more	12.00%

PSEG will also credit annual interest credits to your account.

Employee Stock Purchase Program

The Employee Stock Purchase Program (ESPP) allows you to purchase shares of PSEG common stock through convenient payroll deductions at a discount from the market price.

Additional Benefits**Vacation Buying Program**

Under the Vacation Buying Program, you may purchase up to five additional days of vacation on a before-tax basis each year.

Tuition Reimbursement

- The Tuition Reimbursement Program helps you continue your education while working. The program is intended to encourage personal development and expand your contribution and career opportunities at PSEG. The program offers assistance with tuition and fees (but not books, meals or travel).
- This program reimburses you for qualifying education expenses, which include tuition and fees, up to a dollar amount per year, depending on the certification or degree.

Lasik Vision Reimbursement

Provides a reimbursement benefit up to a certain amount for Lasik eye surgery or an equivalent procedure for the improvement of vision.

Additional Benefits (cont.)

PSEG Benefit Extras	PSEG offers the Group Legal Plan for expected or unexpected legal events. We also offer a group discount on home and auto insurance coverage.
Identity Theft Protection	You are eligible for Company-paid ID theft protection through ID Watchdog, with the option to purchase supplemental coverage.
Child Care and Family Support	<ul style="list-style-type: none">• Bright Horizons provides access to back-up care for your child(ren), adult, and elder family members.• The Learning Experience Academy of Early Education (TLE) offers a discount on tuition at TLE educational child care centers.
Adoption Assistance	You may be eligible for adoption assistance from PSEG to help offset adoption expenses.
Employee Matching Gift	The PSEG Foundation matches, dollar-for-dollar, up to \$7,500 annually, contributions made by employees to 501(c)(3) organizations
Volunteer Grant Programs	The Volunteer Grant Program supports employee volunteerism by granting dollars annually per employee to qualified 501(c)3 organizations, youth sports, veterans, and fire and rescue organizations.
Carelon Behavioral Health	Through Carelon Behavioral Health, you have access to as many as six confidential counseling sessions to navigate life's challenges or reach a personal goal.

**If you are a rehire, different rules may apply. Please see the Summary Plan Descriptions (SPDs) for more information.*

This summary highlights some of the employee benefit plans and programs sponsored by PSEG (for employees other than PSEG Long Island employees). Official plan documents govern plan provisions and payment of benefit plans. PSEG reserves the right to amend or terminate any of its benefit plans or program at any time.