

Giving Guidelines

PGE's commitment to our employees, retirees and to the communities we serve is demonstrated by our Matching Gift Program, which includes a year-round match option for retirees.

PGE matches 50% of retirees' charitable giving with corporate funds up to \$2,000. Additionally, when retirees log 10 volunteer hours at one or more charitable organizations or schools in myCommunity during a calendar year, they're eligible to receive a \$100 Cause Card (up to four per year) to send to their favorite eligible nonprofits.

The following Giving Guidelines apply to donations made as part of PGE's Matching Gift Program and Cause Card benefit:

All retired PGE employees may give to any U.S.-based organization that meets IRS regulations and PGE guidelines of the following types:


- Public 501(c)(3) charities that serve the community at large
- Accredited K-12 schools, colleges and universities
- Publicly funded 170(c)(1) agencies, such as a library or volunteer fire department
- Payable under IRS regulations through YourCause, LLC, in partnership with Blackbaud Giving Fund

No goods or services (including gifts, memberships, tuition, etc.) can be received in return for your contribution. All disbursements (donation and match) are paid to nonprofits on a monthly basis.

The following types of organizations are not eligible for the PGE match or Cause Card disbursements:

- Foreign-based organizations
- Organizations that discriminate in services provided and/or hiring practices based on age, race, religion, nationality, ethnicity, sex, disability, marital status, sexual orientation, gender identity or veteran status
- Churches or other religious, fraternal, or sectarian organizations unless they are a separate registered 501(c)(3) organization or serve the community at large regardless of religious background. (Examples of separate 501(c)(3) organizations serving the community at large and affiliated with religious/fraternal groups are: Ecumenical Ministries of Oregon, Salvation Army, Catholic Charities and Rotary Charitable Trust.)
- Political entities or campaigns
- Candidates for public office
- Private Family Foundations or Type I, II or III supporting organizations per IRS classification
- A contribution for which the donor receives goods or services, including gifts, memberships, tuition, etc., in return
- Tangible or intangible in-kind donations from a donor where items/materials/services were donated to a nonprofit rather than monetary contributions





Organizations may be requested to sign an affirmation of the below statement as part of PGE's Nondiscrimination Policy before they can receive company match funding.

"The agency I represent does not discriminate based on a person's race, sex, religion, national or ethnic origin, age, disability, marital status, veteran status, sexual orientation or gender identity in its programs or hiring practices."

If a nonprofit representative declines to sign or affirm they agree to the policy, they are not eligible and matching funds will instead be distributed to PGE's Employee Resilience Fund (see more below).

If an organization is not eligible to receive the PGE match per these Giving Guidelines, the matching contribution is directed to the PGE Employee Resilience Fund. PGE's matching gift program is available to PGE retirees until the annual budget allowance is reached. PGE will notify retirees through company communications if matching gift dollars are no longer available for the remainder of the calendar year. PGE's Matching Gift Program is a benefit to retirees and may be revised by PGE at any time.

