

PG&E's California Voluntary Disability and Paid Family Leave Benefit Plan

Employee Election to opt-out

As an eligible Utility employee working in California, you have the option to opt out of (reject) coverage under the Pacific Gas and Electric Company (PG&E) Voluntary Disability and Paid Family Leave Benefit Plan (the "Voluntary Plan") prior to its effective date on January 1, 2018.

You have through the end of Open Enrollment, or if a newly hired employee, within 31 days of hire, to complete your rejection through Mercer BenefitsCentral in order to not be covered under the PG&E Voluntary Plan on its effective date.¹

By selecting the below option to Opt Out of coverage, you understand and are agreeing to:

- I decline participation in the PG&E Voluntary Plan.
- I understand that I am required by State law to continue to participate in the California State Disability Insurance (SDI) and Paid Family Leave (PFL) Plan (the "State Plan") and to continue to pay the State Plan contribution.
- I understand that if I decide to participate in the PG&E Voluntary Plan at a later date, coverage will begin on the first day of the second calendar quarter after the date I make the request through Mercer BenefitsCentral to participate in the Voluntary Plan (request to Opt In).

Anyone who opts out of the PG&E Voluntary Plan will need to submit claims for benefits directly to the State. A leave of absence will need to be submitted separately through Sedgwick, even for those who remain covered under the State Plan. Visit www.edd.ca.gov for more information on state plan benefits.

If you would like to review information about the Voluntary Plan and what it offers, including a comparison with State plan benefits, prior to completing your opt-out election, please visit mypgebenefits.com or the company intranet site (PG&E@Work > Topics > Voluntary Plan). Here you can also find information on how opting out affects other PG&E short-term disability and paid family leave benefits in 2018.

Making coverage changes in the future through Mercer BenefitsCentral:

If You Opt In to the Voluntary Plan	If You Opt out of the Voluntary Plan
Coverage change begins on the first day of the second calendar quarter after request is made ² .	Coverage change begins on the first day of the next calendar quarter after request is made ² .
Examples: Requests made up to March 10 are effective on July 1 Requests made up to June 10 are effective on Oct. 1 Requests made up to Sept. 10 are effective on Jan. 1 Requests made up to Dec. 10 are effective on April 1	Examples: Requests made up to March 10 are effective on April 1 Requests made up to June 10 are effective on July 1 Requests made up to Sept. 10 are effective on Oct. 1 Requests made up to Dec. 10 are effective on Jan 1

¹ If you are on an unpaid leave of absence (are not receiving wage continuation, capped sick time, regular sick, etc.) beginning in 2017 that continues into 2018 and do not opt out, coverage under the Voluntary Plan will become effective upon your return to work. See mypgebenefits.com for additional coverage provisions.

² All requests need to be made by the 10th day of the third month of each quarter.

