

Benefits At-A-Glance



At Southern California Edison Company (SCE), total compensation includes more than just a paycheck. If you become a full-time Edison employee, you'll be covered by one of the industry's most comprehensive benefits programs. If you are a part-time Edison employee, you'll be eligible to participate in many of Edison's benefits programs. Most benefits, with exceptions noted, are available on the date of hire.

The following is a brief overview of many benefits available to SCE and SCE-affiliated employees. It includes a description for full-time employees and denotes which benefits are not available to part-time employees. Benefits for employees covered by a collective bargaining agreement may vary slightly. More complete information will be available to you if you become an Edison employee.

The company reserves the right to change or terminate the plans or specific plan provisions at any time.

Benefits	Plan Features
Edison 401(k) Savings Plan ¹	Edison's 401(k) plan allows you to contribute from 1% to 84% of your eligible pay to your account through pretax or Roth post-tax contributions, up to the annual IRS limit and other applicable government limits. The company matches employee contributions \$1 for \$1 up to 6% of your eligible pay, giving you an immediate return on your investment. You vest in (gain ownership of) company contributions to your account at the rate of 20% for each calendar year in which you complete 1,000 hours of service with the company. You are always vested in your own contributions and any of their earnings.
Retirement Plan ¹	This pension plan is designed to provide income during your retirement. Your account balance in the plan will grow through company contributions called pay credits (based on age and service), retiree health care credits, and interest credits. Employees are 100% vested after three years of service.
Flex Plan	To help pay for your health and welfare benefits, Edison contributes an amount (known as FlexDollars) toward the cost of coverage for eligible employees and their dependents. Flex choices offered to most full-time employees include: medical & behavioral health, vision, dental, long term disability coverage, life insurance, accidental death and dismemberment (AD&D) insurance, and health care and dependent care reimbursement accounts.
Medical and Behavioral Health	The following health care coverage options may be available for you and your family: Preferred Provider Organization (PPO), Health Maintenance Organization (HMO) and, for those living outside of California, Exclusive Provider Organization (EPO). Your behavioral health benefits are offered within your medical plan.
Dental	Dental coverage options for you and your eligible dependents may include DeltaPreferred Option (DPO), Blue Cross Dental Net, or Safeguard.
Vision ²	Vision care is provided for full-time employees and their eligible dependents. The benefits are provided through VSP.
Preventive Health Account (PHA) ²	This account reimburses you and your eligible family members up to \$400 annually for fitness activities not covered under company-sponsored medical plans, including health club memberships, smoking cessation programs, weight management, nutrition courses, organized sports (e.g., little league, soccer, etc.) and more. There is an on-site fitness center in the Rosemead corporate offices for which membership may be reimbursed.

Benefits	Plan Features
Health Care Reimbursement Account (HCRA) ³	Allows you to use pretax dollars to help pay for eligible health care expenses (medical, dental, vision or hearing) for yourself and your eligible dependents. You may elect up to \$5,000 a year to go into your account through pretax payroll deductions.
Dependent Care Reimbursement Account (DCRA) ³	Allows you to use pretax dollars to help pay for eligible dependent care expenses (e.g., day care for children under age 13 or elder care for a dependent parent who requires adult day care, if it makes it possible for you to work). You may elect up to \$5,000 a year in pretax payroll deductions.
Employee Life Insurance	The employee life insurance benefit provided by the company is one times base pay (up to a maximum of \$50,000). Employees may purchase supplemental life insurance coverage up to eight times base pay.
Dependent Life Insurance	Dependent term life insurance is also available, with up to \$250,000 coverage (based on the employee's base salary and employee supplemental life insurance election) for an enrolled spouse/ domestic partner and up to \$25,000 life insurance coverage for each child.
Long Term Disability ²	Full-time employees are eligible for Long Term Disability (LTD) benefits for two years after you have been unable to perform your regular and customary job for six continuous months. Thereafter, you must be totally disabled due to injury or illness. Each employee may select coverage levels of 50%, 60% or 70% of his or her monthly base rate of pay.
Accidental Death & Dismemberment (AD&D) Insurance	Provides a benefit if you (or a covered family member) die or lose a limb, sight, speech, hearing or are paralyzed as the result of an accident. The company provides AD&D insurance coverage of \$50,000, and employees may purchase additional coverage up to ten times their annual base pay. A family coverage option allows you to purchase AD&D benefits up to 50% of the amount of your coverage for your spouse/domestic partner and 10% for each child (up to \$50,000).
Long Term Care (LTC)	This insurance is available to you at discounted rates from Prudential. It can help provide protection against the high costs of caring for a loved one during a debilitating illness or for an extended period of time. New employees may enroll without evidence of insurability within 31 days of their hire date.
Vacation ⁴	Full-time employees receive 10 days of vacation. You will continue to receive 10 days of vacation until your years of service make you eligible for a higher vacation accrual. Based on service, 10 to 30 days of vacation are earned per calendar year. You may take your vacation with supervisory approval. Nonrepresented part-time employees regularly scheduled to work 16 or more hours per week can accrue 40 hours of vacation per calendar year.
Vacation Buying & Cash Out ²	You can buy or cash out vacation days during annual enrollment for the following year. One to five days may be bought or cashed out.
Holidays	Full-time employees are eligible for 13 paid holidays every year (see last page for holidays), including three floating holidays. Represented employees are eligible for two floating holidays and one personal day. In the first year, if hired on or after July 1, nonrepresented employees are eligible for two floating holidays and represented employees are eligible for one floating holiday and one personal day (if available). Part-time employees are eligible for one floating holiday (regardless of hire date).
Sick Leave ⁴	Full pay sick leave benefits are offered through Edison's Comprehensive Disability Plan (CDP) and available for full-time employees. They are earned monthly based on length of service. Unused sick days accumulate from year to year. Employees will also receive 20 lifetime hospital days to use in your future working career. ⁶ Employees are automatically enrolled in CDP; however, you may choose either CDP or State Disability Insurance (SDI) if you live in California. Part-time employees are eligible for 52 weeks of CDP extended benefits.

Benefits	Plan Features
Electric Service Discount ²	A discount of 25% on your electric utility bill, or as indicated in the tariff schedule filed with the California Public Utilities Commission, is available to full-time employees with six months of service who live in the Edison service area and are the head of the household.
Employee Assistance Program (EAP)	This is a short-term voluntary and confidential referral program available for you and your family if you have problems that affect your job performance or personal life.
Employee Activities	The Recreation Connection sells tickets for amusement parks, theaters, and other entertainment at a discount to employees and retirees. Edison logo merchandise and discounted services such as film processing are also offered, along with special events such as toy and arts and crafts fairs.
Rideshare Programs	The Rideshare Program provides tax savings for eligible commuting expenses per IRS guidelines. Through WageWorks Commuter Benefits Program, regular and part-time employees can pay for vanpool or public transit and parking on a pretax basis. Edison provides a 25% subsidy on commuting costs, up to the dollar amount allowable under IRS regulations (\$125 for 2012). For more information, contact the Employee Information Center at 23456 or (626) 302-3456 or at http://getwageworks.com/edison or at (877) 924-3967.
SCE Federal Credit Union	The Credit Union is available to employees and their families for savings and checking accounts, obtaining loans, and establishing credit. Employees may save through payroll deductions. The SCE Federal Credit Union is not sponsored by Edison International or any of its affiliates.
Internal Job Placement	The internal Jobs board identifies available represented and nonrepresented vacancies within the company, providing employees with opportunities for career advancement. Full and part-time employees who meet the residency requirement in their current position may apply and compete for positions through the internal Jobs board. There is no residency requirement for movement between represented positions; however, Collective Bargaining Agreements (CBAs) may have specific requirements regarding lateral moves or those resulting in a demotion. If you are a represented employee, please refer to your CBA for specific details.
Educational Reimbursement Program ²	This program provides reimbursement up to \$5,250 per calendar year for eligible educational expenses to regular full-time employees with at least six months of continued service.

¹ Under certain circumstances, if you're rehired, your previous years of vesting service and your service from the date you are rehired will immediately be used in the calculation of vesting, and future pay credits under the Retirement Plan's Cash Balance account and for vesting of the Company matching contributions under the 401(k) Plan.

² Not available to part-time employees.

³ Not available to employees who do not receive FlexDollars.

⁴ If you're rehired, after you are re-employed by Southern California Edison and/or Edison International and any of its operating companies for one year, your previous service will be taken into account for purposes of your Company In-Service Date, the Comprehensive Disability Plan (CDP), and vacation.

⁵ Not available to employees covered by a collective bargaining agreement with UWUA.

⁶ Not available to employees covered by a collective bargaining agreement with UWUA or SOFA.

Company Holidays	Company Holidays*
New Year's Day	January 1
Presidents' Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Columbus Day	2nd Monday in October
Veterans Day	November 11
Thanksgiving Day	4th Thursday in November
Thanksgiving Friday	Day after Thanksgiving
Christmas Day	December 25

**The holiday schedule reflects the observed company holidays. If you are a full-time employee and the day the company observes a holiday falls on your regularly scheduled day off, the holiday will be observed on the work day just before or just after the date, whichever is closer.*

For More Information

Get more information about Edison International and Southern California Edison at
www.edison.com.

To view or apply for available positions at SCE, please visit www.edisonjobs.com.