

Benefits At-A-Glance



At Southern California Edison Company (SCE), total compensation is more than just a paycheck. If you become an employee, you'll be covered by one of the industry's most comprehensive benefit programs.

The following is a brief overview of many of the benefits available to SCE and SCE-affiliated, nonrepresented employees. These benefits apply to you regardless of whether you are a full- or part-time employee, beginning on your date of hire, except where noted otherwise. You will receive more details if you become an SCE 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	You may contribute 1 to 84 percent of your eligible base pay, through pretax or Roth post-tax contributions, up to governmental limits. The company matches your contributions dollar for dollar up to 6 percent of your eligible base pay. You may invest your employee and company contributions in a variety of funds or have your investments professionally managed. You vest (gain ownership of) in the company's contributions to your account at the rate of 20 percent per year. You are always 100 percent vested in your own contributions.
Retirement Plan ¹	The SCE Retirement Plan helps you accumulate wealth for your retirement through contributions the company makes on your behalf. Your account balance grows through company contributions called pay credits (based on age and service), retiree health care credits and interest credits. You vest in those contributions at the rate of 20 percent per year for the first two years of your employment and become 100 percent vested after three years of service.
Medical	The company offers a number of medical plan options for you and your eligible dependents such as Preferred Provider Organizations (PPO), Health Maintenance Organizations (HMO) for those living in California and an Exclusive Provider Organization (EPO) for those living outside of California.
Dental	Dental coverage options for you and your eligible dependents may include DeltaPreferred Option (DPO), Blue Cross Dental Net, or Safeguard.
Vision ²	If you are a full time employee, the company provides you and your eligible dependents with vision coverage through VSP.
Preventive Health Account (PHA) ²	If you are a full-time employee, the company will reimburse you up to \$400 per year for expenses that you or your eligible family member incurs for fitness activities not covered under a company-sponsored medical plan. This includes health club memberships, smoking cessation programs, weight management programs, nutrition courses, organized sports (e.g., little league, soccer, etc.), golf or tennis lessons and more. There is an on-site fitness center in the Rosemead corporate office for which membership may be reimbursed.
Health Care Reimbursement Account (HCRA) ³	Allows you to reimburse yourself for eligible out-of-pocket health care expenses (medical, dental, vision or hearing) incurred by you or your eligible dependents. You may elect up to \$2,500 a year to fund your account through pretax payroll deductions.

Benefits	Plan Features
Dependent Care Reimbursement Account (DCRA) ³	Allows you to reimburse yourself for eligible out-of-pocket dependent care expenses (e.g., day care for children under age 13 or adult day care for someone living in your household if it makes it possible for you to work). You may elect up to \$5,000 a year to fund your account using pretax payroll deductions.
Employee Life Insurance	If you are a full-time employee, the company provides you with life insurance equal to one times base pay, to a maximum of \$50,000. (If you are a part-time employee, you may choose to enroll or not.) You may purchase additional life insurance coverage up to eight times base pay, up to a maximum of \$2 million.
Spouse Life and Child Life Insurance	You may purchase life insurance coverage for your eligible spouse or domestic partner in different increments up to \$300,000 (not to exceed 50 percent of your life insurance coverage); up to \$25,000 life insurance coverage for each child.
Long Term Disability ²	If you are a full-time employee, you are eligible for Long Term Disability (LTD) benefits, if you are certified disabled for more than six continuous months. Your coverage is based on the elections you make when you are first eligible and at each subsequent Annual Enrollment. You may elect base pay replacement of either 50, 60 or 70 percent.
Accidental Death & Dismemberment (AD&D) Insurance	AD&D insurance becomes payable should you die, lose a limb, sight, speech, hearing or become paralyzed as the result of an accident. If you are a full-time employee, the company provides AD&D insurance coverage of \$50,000. (If you are a part-time employee, you may choose to enroll or not.) You may purchase additional coverage of up to ten times your base pay. A family coverage option allows you to purchase AD&D benefits for your eligible spouse or domestic partner that is 50 percent of the amount of your coverage (up to \$500,000) and 10 percent for each child, up to \$50,000 per child.
Vacation ⁴	If you are a full-time employee, you'll accrue 10 to 30 days of vacation, depending on your length of service. You may take vacation with your supervisor's approval. If you are a part-time employee who is regularly scheduled to work 16 or more hours per week, you'll accrue up to 40 hours of vacation per calendar year.
Vacation Buying & Cash Out ²	As a full-time employee you will have the ability to buy or cash out up to 40 vacation hours (in 8 hour increments) during Annual Enrollment for the following year.
Holidays	If you are a full-time employee, you'll be eligible for 10 paid holidays each year (see last page for holidays), plus three floating holidays. If you are hired on or after July 1, you'll be eligible for only two floating holidays. If you're a part-time employee, you'll be eligible for 10 paid holidays, plus one floating holiday regardless of your hire date.
Sick Leave ⁴	Full-pay sick leave hours are something that you'll accrue as a full-time employee through the company's Comprehensive Disability Plan (CDP). The amount of hours you'll accrue depends on your length of service. Unused sick days accumulate from year to year. You'll also receive 20 lifetime hospital days to use in your future working career. The company will automatically enroll you in CDP or, if you live in California, you'll be given the option of enrolling in State Disability Insurance (SDI). Part-time employees do not accrue full-pay sick leave hours, but may be eligible for other benefits provided under CDP.

Benefits	Plan Features
Electric Service Discount ²	After six months of service, another unique benefit you'll have as a full-time employee of SCE is a discount of 25 percent off your electric utility bill (this is the current discount indicated in the tariff schedule filed with the California Public Utilities Commission). To qualify, you must live in an Edison service area and be the head of your household.
Employee Assistance Program (EAP)	This is a short-term, confidential program available for you and your family to help you deal with problems that may affect your job performance or personal life. EAP can also refer you to resources such as summer camps, caregivers, financial planners and lawyers.
Employee Activities	Discounted tickets for theme parks, movie theaters, fairs, festivals and other attractions nationwide are available to you as an Edison employee. Edison logo merchandise, greeting cards and gift items are also offered.
Rideshare Programs	Full- and part-time employees can pay for vanpool or public transit and parking on a pretax basis. Edison provides a 25 percent subsidy on commuting costs, up to the dollar amount allowable under IRS regulations.
SCE Federal Credit Union	You and your family will be eligible for financial services provided through the SCE Federal Credit Union, such as savings and checking accounts, loans, and credit cards. The SCE Federal Credit Union is not sponsored by Edison International or any of its affiliates.
Internal Job Placement	If you are an employee who has met the residency requirement for your current position (generally 18 months), you may apply and compete for positions through the internal jobs board. This board identifies available vacancies within the company, providing you with opportunities for career advancement.
Educational Reimbursement Program ²	If you are a full-time employee with at least six months of service, you may participate in the company's Educational Reimbursement Program. This program provides reimbursement up to \$5,250 per calendar year for eligible educational expenses.
Health Advocate	Health Advocate is a service the company provides to help with insurance issues such as filing claims, scheduling appointments, finding doctors, dentists and other practitioners, helping family members with medical issues and helping explain processes used by health care providers, among others.

¹ Under certain circumstances, if you're rehired, your previous years of vesting service and your service from the date you are rehired will 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 are regularly scheduled to work less than 16 hours per week.

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.

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 about
Edison International and Southern California Edison
visit www.edison.com.**