

Why Work For Us

The Benefits & Perks of Working at PSE



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At PSE, you're part of a company that believes we're better because you're here and that you deserve the benefits and perks that are here for you. PSE offers a total compensation package including competitive pay, comprehensive healthcare, incentives, a pension and/or 401k retirement contribution matching, generous and flexible paid time off (PTO), training and professional development opportunities and tuition reimbursement.

As an employer dedicated to our workforce, PSE also provides a number of free and discounted perks in addition to nonprofit donation matching, opportunities to volunteer in our communities and special recognition for contributions that go above and beyond. Best of all, PSE is located all throughout the Puget Sound region and you can work at one of our locations throughout the [service area](#). Come [join our team](#) today!

You'll gain more working at PSE!

Your job satisfaction is important to us. That is why we support our employees as they grow, learn and excel in their careers. PSE offers you the freedom to design a benefits package that best suits your individual needs, including:

- Competitive pay and a comprehensive benefits package
- Medical*, dental and vision plans
- PSE retirement pension plan
- 401(K) investment plan
- Paid time off (PTO)
- Paid holidays
- An employee assistance program (EAP)
- Company wellness program

As you can see, the perks of working at PSE are extensive. When you join the team you'll be able to make a variety of changes to improve your life including financial fitness, mental wellness, diet, sleep, physical fitness, and more. Check out more details by downloading one of the following benefit overviews:

- [Employees not represented by a union](#)
- [IBEW represented employees](#)
- [UA represented employees](#)

*Puget Sound Energy sponsors self-funded medical plans through both Kaiser Foundation Health Plan and Aetna Life Insurance Company.

Kaiser Foundation Health Plan provides Puget Sound Energy, Inc. with a Uniform Resource Locator (“URL,” <https://healthy.kaiserpermanente.org/front-door/machine-readable>) where machine readable files (MRFs) for the plan will be posted publicly and updated.

Aetna Life Insurance Company provides Puget Sound Energy, Inc. with a Uniform Resource Locator (“URL,” https://Health1.Aetna.com/app/public/#/one/insurerCode=AETNACVS_I&brandCode=ALICSI/machine-readable-transparency-in-coverage?searchTerm=217203&lock=true) where machine readable files (MRFs) for the plan will be posted publicly and updated.

Career growth

PSE provides opportunities to discuss, plan, and set goals for your career aspirations, including nearly 100 company-provided, on-site workshops covering a variety of skills such as effective communication, management development, career planning and software.

Leadership training

Managing can be tough in today's complex organizations. PSE supports managers at all levels of their development through coaching and mentoring, 360° feedback and skills training in areas such as strategic decision making, managing performance and business acumen.

Tuition reimbursement

We know the dedication and perseverance it takes to go back to school. With educational costs soaring, PSE is ready to help you. Eligible employees receive tuition reimbursement of up to \$5,250 per year for business-related college tuition.

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