



DRUG/ALCOHOL AND TOBACCO USE

DRUGS AND ALCOHOL

The Company has a firm commitment to its employees and to the public to provide a safe and healthy place of business, free of the effects of alcohol, chemical substances, and illegal drugs. Therefore, reporting to work under the influence of intoxicating liquor, illegal drugs, drugs not medically authorized, or any substances which impair job performance or pose a hazard to the safety and welfare of the employee, the public, or other employees is strictly prohibited.

The Company must ensure that employees report to work in a condition which will enable them to perform their duties safely and efficiently and also meet those requirements placed on it by regulatory agencies, such as the Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA) and Pipeline Hazardous Materials Safety Administration (PHMSA).

The following tests are part of the hiring process and apply to all positions — regular, temporary, work study, and summer intern (paid and nonpaid), where applicable. Individuals with confirmed positive test results are ineligible for employment and will not be reconsidered for employment for 18 months. Not reporting for scheduled testing or having three successive diluted specimens is considered to be a positive test with consequences the same as for a confirmed positive test result.

- Preplacement drug tests are required for all prospective employees. Urine samples are taken and analyzed at an independent medical laboratory. Positive test results are confirmed by an alternate test method. Drugs in the screening include marijuana (THC), cocaine, opiates (2000), barbiturates, benzodiazepines, cocaine, methadone, propoxyphene, amphetamines and phencyclidine (PCP). Positive test results for over-the-counter and prescription medications will be reviewed for valid use and/or prescription. If valid use is verified, the test result will be considered negative.
- For prospective employees needing unescorted access to the Trojan Nuclear Plant, preplacement alcohol tests are required. Breath samples are taken and analyzed by a breath analyzer. Positive test results are confirmed by a second test.

Drug and alcohol test results are treated as confidential information. Access to test results within the Company is on a need-to-know basis.

TOBACCO

In response to PGE's concern about the health of its employees, the Company has a tobacco-free policy. All Company facilities, including buildings, enclosed garages, plants, and vaults, as well as all Company vehicles (including Company vehicles that have been assigned to an employee), aircraft and enclosed equipment, are designated as "nonsmoking areas". Smoking is permitted only in designated smoking areas. Visitors and other individuals on Company premises are expected to honor the Company's "nonsmoking" and nonuse of tobacco (i.e., chew) policy.

Tobacco cessation programs are available through many health plans. Please check with your health plan provider for more information.