

Temporary Personal Cell Phone/Internet Usage Reimbursement Stipend

PacifiCorp has adopted a temporary policy related to the COVID-19 outbreak to compensate employees who are working remotely, for daily, non-incident use of their personal cellular telephone and home internet access for work-related purposes. Employees must work with their manager to determine whether a company-provided cell phone is available.

Personal Cellular Telephone Use:

Employees temporarily working remotely may be eligible for a \$20 monthly stipend to compensate for the personal use of their cellular telephone under the following criteria:

- The employee is at a temporarily remote work location and is required to use their cellular phone for regular, non-incident business-related tasks.
- In exchange for this stipend, the employees agrees the Company may contact them via that phone for business purposes.

Employees who are issued a company provided cellular phone are not eligible for a stipend.

Personal Internet Access:

Employees telecommuting may be eligible for a \$20 monthly stipend to compensate for daily, non-incident use of their personal internet service under the following conditions:

- The employee telecommutes and is required to use their personal internet account for regular, non-incident business-related tasks.
- In exchange for this stipend, the employee agrees to utilize their personal internet access for business purposes.

Employees who have been issued a company-provided cellular phone are not eligible for this stipend in the event that the company-provided cellular phone is equipped with a mobile hotspot absent approval from the business unit vice president.

Please note: that California employees required to telecommute will be reimbursed for the cost of a cellular phone and internet if they do not have a company cellular telephone.