



June 2017

PUBLIC SERVICE ENTERPRISE GROUP EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

It is the policy of Public Service Enterprise Group and its direct and indirect subsidiaries and related entities (PSEG or Company) to provide employment opportunities to all individuals in a non-discriminatory manner and to strictly prohibit discrimination in employment based upon any Protected Characteristic as identified herein. PSEG expects every employee to be aware of and abide by this policy. **Any employee who violates this policy is subject to discipline, up to and including discharge.** This policy means that all employment decisions - including selection, hiring, placement, compensation, benefits, transfer, promotion, training, layoff, termination, pre-placement testing, tuition aid, Company sponsored social activities and disciplinary action - will be made without regard to a person's protected status such as race, religion, creed, color, national origin, nationality, ancestry, age, present or past history of mental or physical disability, perceived mental or physical disability, marital status, familial status, sex, pregnancy, affectional or sexual orientation, gender, gender identity, including expression of gender identity (consistent with applicable law), domestic partnership or civil union status, atypical hereditary cellular or blood trait, genetic information, AIDS and HIV status, veteran status (including disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran), obligation to serve in the Armed Forces of the United States, or any other status protected under applicable law ("Protected Characteristics").

Employees who have concerns about equal employment opportunities or who believe they are being discriminated against based upon a Protected Characteristic should immediately speak to his/her supervisor or manager. If an employee is not comfortable speaking to his/her supervisor or manager, or the concern relates to his/her supervisor or manager, he/she should speak to any other management personnel with whom he/she feels comfortable. Employees and applicants also are encouraged to report any concerns to Employee Relations at 973-430-5545 or via e-mail at employeerelations@pseg.com or to the Integrity Line at 800-655-7269 or online at <https://pseg.alertline.com>. Any contact to Employee Relations or the Integrity Line may be made anonymously. Any employee with managerial or supervisory authority is required to report all such incidents known to them to Employee Relations.

The Company also provides current and former MAST employees with an internal alternative dispute resolution program through which they can raise concerns about equal employment opportunities or discrimination. Current and former MAST employees can utilize this process by submitting the Employee Relations Review Program Request for Meeting Form found on Guidance Link or contacting Employee Relations.

PSEG will review all complaints alleging discrimination and will take prompt and effective remedial measures where warranted. Management employees will be expected to implement remedial measures on behalf of the Company.

Employees of and applicants to PSEG who act in good faith will not be subject to harassment, intimidation, threats, coercion, discrimination, adverse employment actions or any form of retaliation because they have raised a concern, filed a complaint, or assisted in a review, investigation, or hearing related to equal employment opportunities and discrimination. Good faith does not mean that you have to be right when reporting a concern, but means that you provided information regarding a question or concern that you reasonably believe to be truthful and complete.

The Company has pledged to take affirmative action designed to afford all employees and applicants equal employment opportunities. These procedures are clearly defined in the applicable Affirmative Action Program, which includes three distinct programs addressing affirmative action for (1) Minorities and Females, (2) Individuals with Disabilities, and (3) Protected Veterans. In compliance with applicable federal regulations, the current Affirmative Action Plan pertaining to Individuals with Disabilities and all Protected Veterans is available for review by all active employees and applicants for employment. If you would like to review the Plan or for inquiries regarding Affirmative Action, please contact PSEG's Compliance Manager at 973-430-6540.

If you wish to self-identify as an individual with a disability or as a disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran for the purposes of the Company's Affirmative Action program, please notify PSEG's Business Center Employee Services between 7:30 a.m. and 4:30 p.m., at 1-800-571-0400. Submission of this information is voluntary, will be kept confidential and is being requested to comply with federal record keeping requirements. This information or the refusal to supply it will not subject the employee or applicant to retaliation or reprisal and will not be used to make any employment decision.

In addition, if you believe that you are an individual with a disability, pregnancy-related condition, or a sincerely-held religious belief as those terms are defined under federal and state law, and you want to request a workplace accommodation, please follow the accommodations request process by accessing the Accommodations Request Forms in Guidance Link or speaking with your manager or HR Business Partner to obtain the appropriate form. If you are an applicant and believe you need an accommodation during the application/hiring process, please speak to your PSEG recruiter, call the designated Staffing line at 973-430-3845 or contact PSEG's Compliance Manager at 973-430-6540.

A handwritten signature in black ink that reads "Ralph Lygo". The signature is written in a cursive, flowing style.