

# CHOOSING PJM

**PJM offers employees a dynamic work environment along with an industry-leading Total Rewards package, including:**

- Competitive base salary and variable, performance-based incentive pay
- Pension plan
- 401(k) savings (100 percent match, up to 5 percent of salary)
- Vacation, paid holidays and paid time off
- Tuition reimbursement/loan program
- Basic life insurance (1x annual base pay)
- Accidental death and dismemberment insurance (1x annual base pay)
- Business travel and accident insurance (10x annual base pay)
- 100% short-term disability coverage
- Long-term disability coverage

## Flexible Benefits

PJM also provides a flexible benefits program including:\*

- Medical plan (a PPO and a High Deductible Health Plan option) including prescription drug, vision and infertility coverage
- Dental plan
- Life insurance (supplemental life insurance, dependent life insurance, supplemental accidental death and dismemberment coverage)
- Additional long-term disability coverage
- Health care and dependent-care flexible spending accounts

\* Spouses, children and domestic partners are eligible for coverage

## Additional Benefit Programs

- Telecommuting, subject to approval
- Flex-time, subject to approval
- Wellness reimbursement, such as smoking cessation and weight-loss programs
- Vehicle, home and renters insurance discounts through Liberty Mutual
- Elder care and child day care referral services
- Employee assistance program
- Adoption assistance – up to \$13,170 per adoption
- \$500 annual reimbursement for work/life-related activities
- Online legal resources
- Relocation assistance
- Remote network access for most employees
- Pay for performance
- Awards
- Training curriculum



**Rebecca Gerber**

Sr. Trainer, State and  
Member Training

*Knowing the critical role we play in electric reliability, PJM is an exciting and fulfilling place to work. PJM offers great benefits, as well as opportunities to participate in activities with your coworkers outside of work.*



EMPLOYEES

## Working at PJM

In addition to our industry-leading compensation and benefits package, a career at PJM offers you:

- **Challenging Work:** From the beginning you will be part of a collaborative effort. You will have the opportunity to contribute ideas and solve problems—not just take directions.
- **Training:** PJM supports your learning and development by offering a variety of formal training opportunities as well as on-the-job training.
- **Development:** You will have the opportunity to work alongside the best and the brightest employees in the electric industry. When you need questions answered, you'll find PJM staff ready to answer them, whether or not they're working on your project.

## Work/Life Balance

While we take our work very seriously here at PJM, we also recognize the importance of a healthy balance between work and life. We understand the importance of cultivating well-rounded individuals and, therefore, we support a variety of educational, cultural and social events throughout the year.

In recent years, events have included:

- Summer social events for the whole family on PJM's campus
- Outings to Philadelphia Phillies games
- Winter holiday parties
- Golf league, soccer and cycling teams
- Team-building volunteer projects and outreach

## How to Apply

Check out [www.pjm.jobs](http://www.pjm.jobs) to learn more about us and to apply online.



**Xu Xu**  
Engineer, Performance Compliance

*PJM plays such an important role in the electric industry and the work we do is very complex. I really appreciate the help that I get from my coworkers – both inside and outside of my department.*





*PJM has given me an exciting career. My work environment is teamwork-focused and I get to work with diverse groups.*

**Sree Rama Kumar Yeddanapudi**  
Engineer, Generation

# Explore Opportunities. Grow Professionally.

**Gain substantial work experience while you earn your degree.**

At PJM, we believe in the talents of the co-ops and interns we select, and they are regarded as valuable members of our team. You will have the opportunity to work with some of the most respected professionals in your field and gain real-world, resume-quality experience.

## What a PJM experience can offer you:

- **Pay:** Financial compensation generally more competitive than most internships or part-time jobs.
- **Networking:** Opportunity to interact with senior professionals in your field.
- **Development:** Opportunity to enhance your technical and business skills through a combination of formal training and on-the-job work experiences.
- **Mentoring:** PJM managers and employees work directly with you from day one to make your learning experience a successful one.
- **On-site Training:** Opportunity to participate in full- or half-day courses offered to our employees.
- **Time Off:** Interns receive paid holidays; co-ops receive paid holidays plus 5 days paid time off.
- **Year-round Opportunities:** Year-round co-op and internship opportunities.
- **A Bright Future:** Many of our former co-ops and interns choose PJM for their full-time careers after graduation.



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**PJM is looking for the most talented and motivated students who have an interest in the following areas:**

- Business/Finance
- Computer Engineering
- Electrical Engineering
- Information Technology
- Power Systems

## How to Apply

PJM offers year-round co-op and internship opportunities. Check out [www.pjm.com](http://www.pjm.com) to learn more about our organization and jobs and to view our video "Create a Bright Future at PJM."



**Nicole Pettit**  
Engineer, Real Time Data Management

*One of the reasons I was attracted to PJM after I completed my co-op was because I was treated just like a regular employee and not as an intern. I was given an exciting project that was never done before by PJM, and I am still a part of that project today. I also really enjoy the work that I do, as well as the people, so I feel very lucky.*

