



LEARNING & DEVELOPMENT

SUMMARY

To position the OG&E workforce for the future, we are focused on developing a workforce with the skills and expertise to operate our business safely while also meeting the needs of our customers. We recognize that the skills, experience and expertise embodied in our employees are the most powerful lever for innovation and growth in today's economy. We provide employees a range of training on the knowledge and skills required to perform their jobs safely using approved tools and work procedures.

ACCOUNTABILITY

Professional development is the responsibility of every employee at OG&E. The Learning & Development group, in collaboration with Subject Matter Experts (SME's), is accountable to design, develop and optimize all learning solutions for employees.

To ensure input from the tactical, daily operations perspective, the Learning & Development group has established Learning Councils. These groups of employees meet with the Learning & Development group to provide insight into emerging needs, changes in work practices and provide feedback on customer service and support.

LEARNING OPPORTUNITIES AND TRAINING

OG&E offers a variety of field, classroom, and online training opportunities throughout an employee's career to support their ongoing success on the job and career development.

OG&E employees in general spend approximately 34 hours each year participating in various training and professional development programs.

We invest in our employees through a variety of learning and development opportunities such as: leadership development programs, paid internships, on-the-job learning, apprenticeship programs for key field operations jobs or a rotational engineering program.

OG&E's employee resource groups also provide a learning and development opportunity for employees. The employee resource groups are also committed to providing employee development, education, and training opportunities to group members.

At OG&E, ongoing feedback is provided to employees and leaders on both an informal and a structured basis. An annual performance appraisal and feedback process is conducted to provide structured feedback to all employees of the company. These feedback sessions can assist in aligning job performance and career development.

OG&E conducts and/or participates in employee engagement surveys to seek feedback on a variety of topics. Additionally, OG&E has an Open-Door Policy (HR.20) to promote respectful communication between all levels of the company.



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Note: Many of the Ethics, Environmental, Regulatory, and Safety Training programs are required annually for all employees and/or have an established cadence to maintain compliance and/or business continuity.

Annual training and acknowledgment required by all employees:

- Ethics Awareness Training which includes the following:
 - » Anti-Corruption and Bribery
 - » Human Rights
 - » Code of Ethics/Standards of Conduct
- Cyber Security and Conduct
- Regulatory Compliance
 - » Environmental
 - » FERC topics
 - » NERC topics

Regularly Scheduled Training

- Diversity, Equity, & Inclusion Training
 - » Training on Company's Values and Beliefs for new employees, with an emphasis on "Valuing Diversity & Inclusion" to make us a stronger and more resourceful organization.
 - » Foundations of Leadership for supervisors and managers focused on recognizing blind spots and the organizational benefits derived from a diversified workforce, equity in our processes, and the inclusion of different perspectives in decision-making. The class aims to help leaders build self-awareness, increase their influence, understand the value of setting expectations and holding others accountable for results, and develop change management techniques/ conflict resolution skills.
- Safety Training
 - » Safety awareness and training begins on the first day of employment
 - » All jobs require safety training which is tailored to the job role
 - » Recertification for many safety trainings is required
 - » Safety training is delivered in multiple mediums:
 - Instructor led
 - Virtual
 - Web Based Training (WBT)
 - On the job training/observation

The comprehensive investment in our employees contributes to an average tenure of 15 years and a voluntary turnover rate of 5.7% for 2020.

TUITION REIMBURSEMENT

In addition to numerous internal professional development opportunities, OG&E offers a tuition reimbursement program to full-time employees. Eligible employees receive up to \$5,250 per calendar year to advance their college education.

BENEFITS BEYOND A PAYCHECK

Our competitive benefits package helps to energize and grow your career. We offer 401(k) matching contributions of 200% up to 5% of salary. We also offer an annual performance-based bonus program, paid volunteer leave, paid vacation and sick time, paid maternity leave, and access to the Together Hardship Fund. We also have a robust Employee Assistance Program (EAP) to help with work-life balance such as finding child or elder care, financial and legal consultation, and crisis intervention services. Alternative work schedules and alternative work locations are available where business conditions permit to offer employees flexibility in their work schedule and/or work location.

See Annual Benefits Reference Guide and Alternative Work Arrangements policy.



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