

Health, Life and Disability Benefits

Benefit	Who pays for it?	How it benefits you
Group Medical Plan	Southern Company and Employee	Employee and dependent, including domestic partner, coverage is available in several options depending on the employee's company and work location. Preferred provider organization (PPO) plans with high and low deductibles are sponsored by Southern Company. A health management program is also available to help you navigate the health care system, including second medical opinion, telemedicine and a health care price and quality transparency tool.
Prescription Drugs	Southern Company and Employee	Prescription drug benefits are available based on your medical plan choices.
Dental Plans	Employee	Several options are available for employee and dependent, including domestic partner, coverage that allows you to select your own dentist.
Mental Health & Substance Use Support	Southern Company and Employee	Mental health and substance use support are available for employee and dependent, including domestic partner, coverage based on your medical plan choice.
Employee Assistance Program (EAP)	Southern Company	Employees and their household members can receive free and confidential help from professional counselors (up to six visits per year) in the areas of stress, grief and traumatic events, marital and family problems, alcohol and drug problems, emotional problems and much more.
Long-Term Disability Plan	Southern Company and Employee	Provides 50% or 60% of your base monthly salary, subject to a maximum benefit and offsets as defined in the policy, in case you become totally disabled. Benefits begin 180 days after total disability. The 60% option is available with or without overtime included as covered pay.
Accidental Death and Dismemberment Insurance	Employee	You are eligible for insurance in amounts ranging from \$50,000 to \$500,000. You may also insure your spouse or domestic partner for up to 100% of your coverage and your child for up to 30% of your coverage.
Group Life Insurance	(A) Southern Company (B) Southern Company and Employee	(A) Non-contributory – \$12,500 (B) Contributory – you are eligible to choose life insurance in an amount from one to five times your annual base salary or a flat amount of \$37,500.
Dependent Life Insurance	Employee	You are eligible to choose life insurance in amounts ranging from \$10,000 to \$100,000 for a spouse or domestic partner, and any multiple of \$5,000 up to \$15,000 for an eligible child.
Business Travel Accident Insurance	Southern Company	Benefits are payable for loss of life and certain injuries resulting from a covered accident while traveling on business. (A) Employees not represented by a collective bargaining agreement are eligible for coverage equal to three times annual base salary, with a minimum of \$120,000 and a maximum of \$1,000,000. (B) Cooperative education employees and certain employees covered by a collective bargaining agreement are eligible for \$120,000.
Flexible Spending Accounts	Employee makes before-tax contributions into personal accounts	You may contribute before-tax dollars to either or both of two spending accounts to cover (1) certain health care expenses not reimbursable by your group medical and dental plans and (2) certain dependent care expenses.
Health Reimbursement Account (HRA)	Southern Company	The company will contribute dollars into a tax-free healthcare spending account for completing certain wellness activities that can be used to pay for qualified health care expenses.
Health Savings Account (HSA)	Southern Company and Employee	The company will contribute dollars into a tax-free HSA for employees who enroll in the High Deductible Health Plan and will contribute additional dollars when employees complete certain wellness activities that can be used to pay for qualified health care expenses. You may also contribute before-tax dollars into the HSA to be used to pay for qualified health care expenses.

Health, Life and Disability Benefits (continued)

Benefit	Who pays for it?	How it benefits you
Wellness	Southern Company	Southern Company offers an enhanced health and wellness program for all benefit-eligible employees, which include benefits such as health education and customized wellness and health management programs.
Added Benefits	Employee	The company makes available the following competitive group rate benefits for employees and their family members, including domestic partners: vision care, identity theft protection, critical illness insurance, auto and home insurance, group legal, hearing aid discount and long-term care insurance.

Benefits above available upon employment

Compensation – Money & Pay*

Benefit	Who pays for it?	How it benefits you
Base Salary	Southern Company	Base Salary is the foundation of the company's compensation program and is dependent on the job classification, market pay, and individual performance. Base salary may be adjusted over time based on individual performance through the annual merit program, promotions, and other pay adjustments.
Merit	Southern Company	The merit is an annual compensation program completed in the first quarter of each year and is dependent on individual performance. The merit increase is an adjustment to base salary and the most common type of pay adjustment awarded.
Performance Pay Program (PPP)	Southern Company	The Performance Pay Program (PPP) is an annual, short-term variable compensation program. Program payouts are completed in the first quarter of each year and are dependent on individual and company performance. Each Southern Company grade level has a target award percentage.
Performance Share Program (PSP)	Southern Company	The Performance Share Program (PSP) is an annual, long-term compensation program with a three-year performance period and is dependent on individual and company performance. Only certain job grades are eligible for PSP and each eligible grade has a target award percentage. The target award value is delivered entirely in shares and the calculation allows for a payout of up to 200%, which results in above median market pay.
Long-Term Incentive Program (LTI)	Southern Company	The Long-Term Incentive Program is an annual, long term compensation program with a three-year performance/vesting period and dependent on company performance. Only certain job grades are eligible for LTI and each eligible grade has a target award percentage.

** For those employees covered by a collective bargaining agreement, certain benefits may not apply or may differ in accordance with the applicable collective bargaining agreement*

Retirement & Financial Planning

Benefit	Who pays for it?	How it benefits you
Defined Benefit Pension Plan	Southern Company	Regular full-time and regular part-time employees are eligible to participate in the Southern Company Pension Plan. Employees must complete one year of eligibility service to participate. Retirement between ages 50 and 65 requires at least 10 years of accredited service under the plan. Upon retirement, employees can elect from several optional forms of payments. Employees hired prior to January 1, 2018 are fully vested after five years of vesting service. Employees hired on or after January 1, 2018 are fully vested after three years of vesting service.
Retiree Medical Insurance and Prescription Drugs	Southern Company and Retiree	Employees who retire from active status may be eligible for employee and dependent coverage. Prescription drug, Mental health and substance use support benefits are available based on your medical plan choices. <i>Available to some grandfathered groups.</i>
Retiree Dental Plans	Retiree	Several options are available allowing you to select your own dentist. <i>Eligible upon retirement.</i>
Employee Savings Plan	Southern Company and Employee	Regular full-time and regular part-time employees may contribute up to 50% of their base pay. Southern Company will match a portion of the first 6% an employee contributes (maximum employer match is 5.1% of base pay). Vesting is immediate. Eligible employees may also contribute up to 50% of their short-term incentive (PPP). There is no company match on any PPP contributions. <i>Eligible upon employment.</i>
Retiree Life Insurance	Retiree and/or Southern Company	The company provides various benefits for life insurance protection for pre- and post-65 retirees. <i>Available to some grandfathered groups.</i>
Financial Planning Services	Southern Company	You may receive free personalized, one-on-one financial planning through The Ayco AnswerLine service by calling 1-888-433-6018, or by accessing online information and services such as financial calculators, planning tips and other resources through the Ayco Financial Network at www.aycofn.com/southern.afn . <i>Available upon employment.</i>

Vacation, Holidays & Other Time Off*

Benefit	Who pays for it?	How it benefits you
Vacation	Southern Company	Two weeks vacation upon employment (you will accrue your initial vacation based on the month you were hired). Three, four and five weeks of vacation begin in the calendar year in which you complete 5, 15 and 25 years, respectively. Employees participating in a Personal Time Off (PTO) program should refer to their company guidelines. Also offering accelerated vacation accrual, vacation bonus for long-tenured employees and vacation purchase and donation for certain eligible employees.
Holidays	Southern Company	Ten annual paid holidays (specific days vary by subsidiary). <i>Available upon employment.</i>
Paid Time Off	Southern Company	Southern Company follows a competitive practice in allowing sick leave, time off for death in the family, jury duty and time for voting. <i>Available upon employment.</i>
Leaves of Absence	Southern Company	Under the federal Family and Medical Leave Act, you may be able to take up to 12 work weeks of job-protected leave for certain family and medical situations. You must use all paid leave available to you first. The rest of the 12 weeks will be unpaid leave. <i>Subject to certain conditions.</i>
Maternity Leave	Southern Company	Provides up to 12 weeks of continuous paid leave for the physical limitations of pregnancy and/or the adequate physical recovery of a new mother immediately preceding and following the birth of her baby. <i>Available upon employment.</i>
Adoption Leave	Southern Company	Provides up to 12 weeks of continuous paid leave for legal arrangements, travel, and to provide an acclimation period for the adopted child to the new family environment. <i>Available upon employment.</i>
Parental Leave	Southern Company	Provides up to 80 hours of paid leave for new parents to bond with and care for the child. <i>Available upon employment.</i>
Military Leaves (call to active duty)	Southern Company	Employees are eligible for differential pay while on military leave of absence. Seniority continues to accrue while you are on leave. <i>Available upon employment.</i>

Job & Career Assistance

Benefit	Who pays for it?	How it benefits you
Internal Job Opportunities	Southern Company	A job posting system provides the opportunity to apply for other positions within the company.
Tuition Reimbursement	Southern Company	Financial assistance is available for college courses related to your position or career path with the company. Annual limit is \$5,250 per year. Available upon employment.
Relocation Expenses	Southern Company	Reimbursement for certain expenses when relocating at the company's request. Subject to certain conditions and based on eligibility after employment.

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Additional Programs*

Benefit	Who pays for it?	How it benefits you
Matching Gifts to Educational Institutions	Southern Company and Employee	The company will match personal contributions to an accredited four-year college or university for educational purposes. Varies by subsidiary. <i>Available upon employment.</i>
Credit Union Membership and Services	Employee	A member-owned financial institution provides savings, checking and lending services. <i>Available upon employment.</i>
Service Awards	Southern Company	You will receive a service award upon completion of each 10 years of service. <i>Available upon employment. Varies by subsidiary.</i>
Adoption Assistance	Southern Company	Provides financial assistance up to \$5,000 per eligible child to those employees who incur expenses in the process of adopting a child. <i>Available upon employment. Varies by subsidiary.</i>

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