

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 are sponsored by Southern Company. A health management program is also available to help you navigate the health care system, including second medical opinion 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 Abuse Treatment	Southern Company and Employee	Mental health and substance abuse treatments are available for employee and dependent, including domestic partner, coverage based on your medical plan choice.
Accident and Sickness Insurance	Employee	Provides short-term protection against loss of income in case you become disabled by sickness or accidental injury. Availability and benefits vary by subsidiary.
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.
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 employees covered by a collective bargaining agreement are eligible for \$120,000.
Flexible Spending Accounts – (Tax Saver)	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.
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.

WHO TO CALL

HEWITT SERVICE CENTER: 1-888-435-7563 • ADDED BENEFITS: 1-855-218-5265

Benefits above available upon employment

COMPENSATION – MONEY & PAY*

Benefit	Who pays for it?	How it benefits you
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 and long-term care insurance.
Base Salary	Southern Company	Base salary is the foundation of the company's compensation program and is dependent on job classification, median 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 and the calculation allows for a payout of up to 200%, which results in above median market pay.
Southern Excellence Awards (SEA)	Southern Company	The company provides the Southern Excellence Awards (SEA) program to demonstrate immediate appreciation for exceptional contributions of individuals and teams. SEAs are a short-term variable compensation program and are dependent on performance.
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.

WHO TO CALL

HR DIRECT SERVICE CENTER: 1-888-678-6787

** 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	You may receive a monthly retirement income for life beginning as early as age 50 and, at your option, your spouse may receive a monthly income for life following your death. Retirement between ages 50 and 65 requires at least 10 years of accredited service under the plan. You are fully vested after five years of vesting service. <i>Employee must complete one year of eligibility service to participate.</i>
Retiree Medical Insurance and Prescription Drugs	Southern Company and Retiree	Employees who retire from active status are eligible for employee and dependent coverage. The company makes a contribution to this benefit based on your age and years of accredited service at retirement. Prescription drug, Mental health and substance abuse treatment benefits are available based on your medical plan choices. <i>Eligible upon retirement.</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. The company currently matches 85% on the first 6% of base pay you contribute	You may contribute 1% to 25% of your base pay to a traditional 401(k) account on either a before-tax or after-tax basis or contribute to a Roth 401(k) account on an after-tax basis. You have a wide choice of options in which to invest your contributions. You may roll over into the Savings Plan qualifying distributions from a former employer's benefit plan (must be within 60 days of the distribution). Vesting is immediate. Company match subject to management approval. <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>Eligible upon retirement.</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>

WHO TO CALL

MERRILL LYNCH: 1-800-369-9890 (Employee Savings Plan)

HEWITT SERVICE CENTER: 1-888-435-7563

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>Employee must complete one year of service to be eligible for this benefit.</i> <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 \$5,000 per year. <i>Available upon employment.</i>
Relocation Expenses	Southern Company	Reimbursement for certain expenses when relocating at the company's request. <i>Subject to certain conditions and based on eligibility after employment.</i>

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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.</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.</i>

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