

Benefits

Health and Wellness Benefit	Who pays for it?	What does it mean to you?
Group Medical Plan	Southern Company and Employee	Single and family PPO (preferred-provider organization) coverage is available in many forms depending on the employee's company, work location and residence.*
Prescription Drugs	Southern Company and Employee	Prescription drug benefits are available based on your medical plan choices.*
Dental Plans	Employee	Several options are available (you can select your own dentist).*
Mental Health & Substance Abuse Treatment	Southern Company and Employee	Mental health and substance abuse treatments are available based on your medical plan choice.*
Employee Assistance Program (EAP)	Southern Company	Eligible employees, family and household members can receive free and confidential help from professional counselors in the areas of stress, grief and traumatic events, marital and family problems, alcohol and drug problems, emotional problems and much more.*

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 rate of pay or a flat amount of \$37,500.**
Dependent Life Insurance	Southern Company	You are eligible to choose life insurance for a spouse for \$10,000 to \$100,000 of coverage and for a child for \$5,000 to \$15,000 of coverage.**
SouthernLifeStyle	Southern Company	SouthernLifeStyle is an enhanced health and wellness program for all benefit-eligible employees. SouthernLifeStyle includes an annual company-paid health and lab profile, health education and customized wellness and health management programs.*
<p>* Available upon employment.</p> <p>** Cooperative education students are eligible to obtain coverage on an after-tax basis.</p>		

Financial Planning Resources Benefit	Who pays for it?	What does it mean to you?
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AYCO Financial Counseling Services	Southern Company	AYCO - a division of Goldman Sachs - provides one-on-one telephonic counseling to employees in several areas: Investment Planning Insurance Planning Income Tax Advice Estate Planning (wills & trusts) Benefit elections Education funding (529 plans)
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Compensation — Money and Pay Benefit	Who pays for it?	What does it mean to you?
Base Salary	Southern Company	Base salary is the foundation of the company's compensation program and is dependent
		on job classification, market pay levels and individual performance. An employee's base salary may be adjusted over time based on individual performance through the annual merit increase program, promotions and other pay adjustments.

Vacation, Holidays and Other Time Off Benefit	Who pays for it?	What does it mean to you?
Vacation	Southern Company	40 hours (1 week) of vacation is granted each calendar year. These 40 hours will be prorated based on the start date of the co-ops rotation.

Holidays	Southern Company	Co-operative education employees are eligible for holiday pay if they work the day before and after scheduled company holidays. (specific days vary by subsidiary)*
Basic Sick Time	Southern Company	20 hours granted upon employment with an additional 20 hours after 12 months. Thereafter, an additional 40 hours is granted each January 1st.
Paid Time Off	Southern Company	Southern Company follows a competitive practice in allowing time off for death in the family, jury duty and time for voting.*
Military Leaves (call to active duty)	Southern Company	Separation allowances may be granted, depending upon the type of military leave and your length of service. Seniority continues to accrue while you are on leave.*
*Available upon employment.		

Job and Career Assistance Benefit	Who pays for it?	What does it mean to you?
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/year. Classes must be taken during a work semester. Available upon employment and with management approval.

Housing Allowance	Southern Company	A housing stipend of up to \$600 per month may be offered to students when work location is 50+ miles from your current residence. Subject to certain conditions and management approval.
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Additional Programs Benefit	Who pays for it?	What does it mean to you?
Credit Union Membership and Services	Southern Company	A member-owned financial institution provides savings, checking and lending services.*
*Available upon employment.		