

# Intern manual



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# Southern Company intern program

## Welcome to Southern Company's intern program!

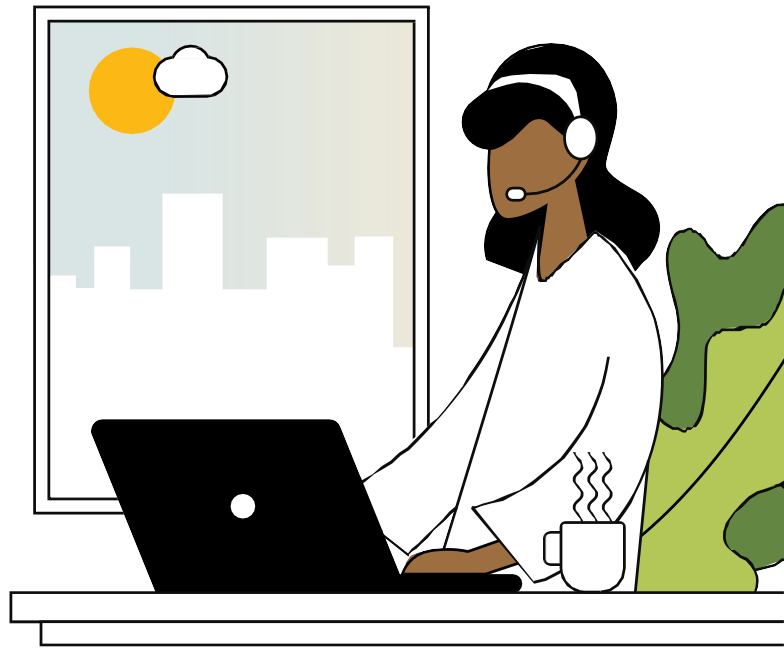
Congratulations! You are one of the few students chosen from a select group of applicants recruited across the Southeast.

Our intern program is designed to give hands-on experience to talented undergraduates in their selected areas of study. With the diverse areas of work and the depth of in-house experience from which to learn, we feel that we offer some of the most exciting intern work experiences available.

### The purpose of this handbook is to:

- 1 Outline your responsibilities as an intern**
- 2 Inform you of your benefits**
- 3 Explain the various operating procedures pertinent to the program**

The Company reserves the right to change, correct, modify or revoke this handbook or any of its terms, at any time with or without notice. Nothing contained in this handbook should be construed to create a contract or give rise to any contractual rights. It does not guarantee that your employment will continue for any specified work period of time or end only under certain conditions. In all employment matters, the Company reserves the right to take such action as deemed appropriate given the specific circumstances.



### Intern program requirements

In order to participate in the intern program at Southern Company, you must be:

A student currently enrolled full-time and in good standing at an ABET-Accredited college or university (including a two-year technical college) who is hired by an employing company for a set timeframe corresponding to the academic semester and/or summer break and performing duties related to future career interests. The internship must have a defined beginning and end date. These employees are offered benefits.

- » Minimum 3.0 GPA required
- » U.S. Citizen or Permanent Resident

# Southern Company work environment

## Employment-at-will

Employees without a written employment contract with the Company for a specific, fixed term of employment, or who are not covered by a collective bargaining agreement, are employed at-will for an indefinite period. At-will employment status means that you are subject to termination at any time, for any reason, with or without cause. Similarly, you may choose to end your employment at any time and for any reason.

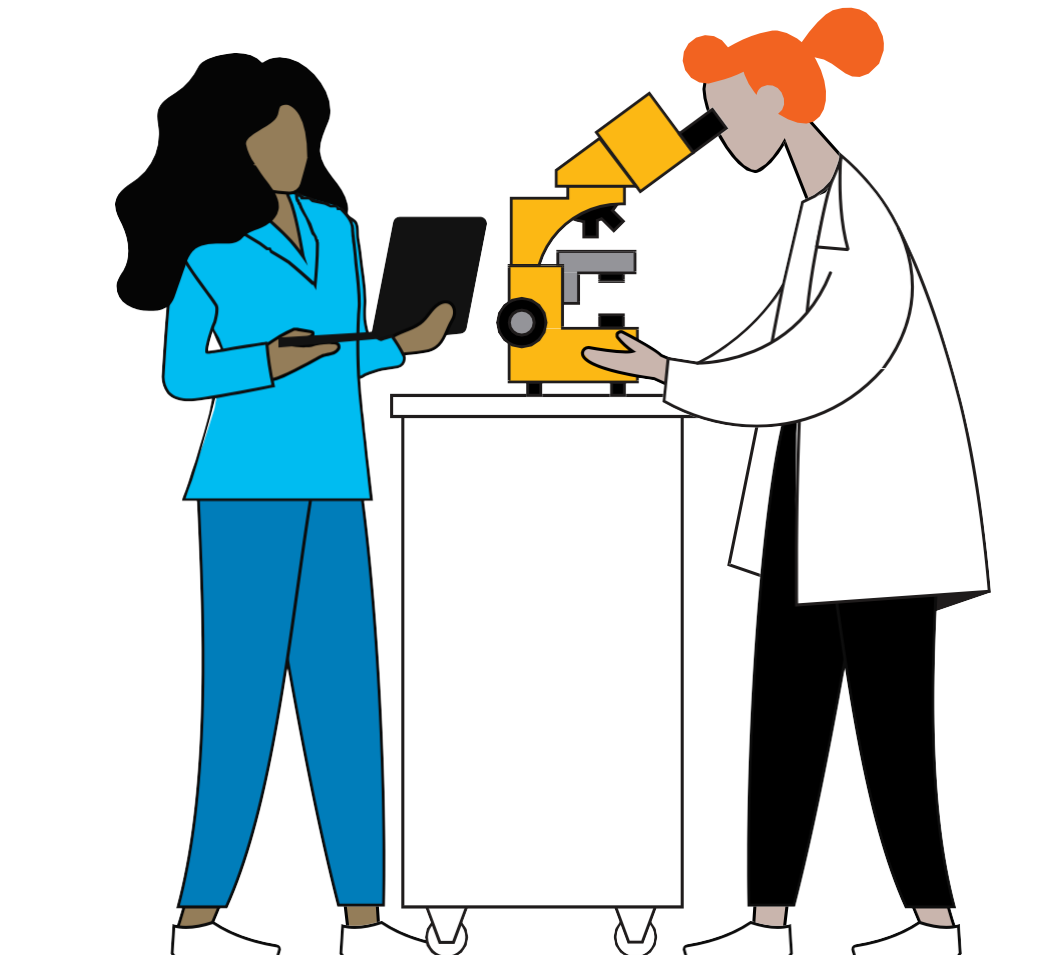
Our employment-at-will policy may not be modified by any statements contained in this handbook, any other employee handbooks, employment applications, company recruiting materials, company memoranda, or other materials provided to applicants and employees in connection with their employment.

## Work hours

Your work hours will be determined by your immediate supervisor. Starting times vary but usually range between 6:00 a.m. and 9:00 a.m. and end between 3:00 p.m. and 6:00 p.m. You will be paid every other Friday.

## Dress code

The standard dress code at Southern Company is business casual. Certain circumstances or work environments may require modification of your attire. Please consult your supervisor for the appropriate dress for your particular position. (Jeans may be acceptable in one situation, while business attire is more appropriate in another).



# Company policy highlights

## Company policy highlights

The following information is a brief summary of the Company policies. It is not intended to provide details. As an employee it is your responsibility to know and abide by all company policies and procedures.

<http://compliance.southernco.com/default.html>

For more detail regarding these policies, visit the Southern Company intranet page on Company policies or discuss the policies with your manager or the Student Programs Coordinator.

## Code of ethics

We expect all employees to act ethically and with integrity.

## Safety and health

Our goal is to make your work environment safe and free from danger – you play a key role in attaining this goal by recognizing and reporting unsafe working conditions.

## Equal employment opportunity

We do not discriminate in our hiring practices and do not tolerate harassment or retaliation on the job.

## Employee concerns

Contact the Concerns department, if you have a concern about a work matter involving violation of the law, safety or company policy.



**Phone:** Confidential Reporting Line, 24/7,  
1-800-492-3902



**Internet:**  
[YourConcernMatters.southerncompany.com](http://YourConcernMatters.southerncompany.com)



**Mail:**  
Southern Company Concerns Program  
PO Box 54384  
Atlanta, GA  
30308-9998

## Smoke-free workplace

Smoking tobacco products are prohibited in all company facilities and vehicles.

## Fitness for duty

All employees must be fit for duty. The company prohibits: illegal manufacture, distribution or use of drugs and alcohol on company property and/or company time, the abuse of drugs at any time, the use of alcohol prior to or during your work period. The company reserves the right to drug/alcohol test at any time.

## Electronic communication

Make sure you use electronic communications (email, internet, voice mail, etc.) responsibly. Please review the policy closely. The Electronic Communications Acceptable Use policy states in part "Employees are

# Company policy highlights (continued)

responsible for their actions on social media. Users are accountable for electronic communications activity (email, social media, text messages, instant messaging, etc.) if such use (a) could potentially affect the business or reputation of the Company due to the Objectionable nature; or (b) otherwise violates the Company policies.

## Confidential information

You are responsible for protecting confidential company information from disclosure during or after your employment. Through your position at the company, you may be exposed to confidential information regarding the company, its employees and its customers. Keep in mind that it's easy to inadvertently disclose confidential information simply by talking about the events of your day, meetings you attend, projects you work on, etc. You are responsible for protecting confidential Company information from disclosure during and after your employment. Think before you speak.

## Arrest reporting

All employees are required to report any custodial arrest\* to their immediate supervisor or other management no later than the first day or shift after they return to work or were scheduled to return to work following the arrest. The immediate supervisor or other management must then ensure that the employee completes the *Reporting Custodial Arrest Form and Disclosure and Consent Form*. The original signed forms should be mailed or faxed to the Compliance Officer of the appropriate Southern Company entity (or their designee).

An employee who fails to report a custodial arrest will be subject to disciplinary action up to and including termination of employment. Employees who are uncertain about whether they are required to report an incident should report the incident to their immediate supervisor or other management and provide adequate information for an evaluation as to whether a custodial arrest has occurred and thus must be reported.

## Reporting of legal action (Southern Nuclear)

Employees who are subject to the requirements of the Department of Transportation Workplace Drug and Alcohol Testing Program (49 CFR Part 40), the SNC Fitness for Duty Policy (10 CFR Part 26), or other federal regulations will be tested according to those requirements. All other Company employees will be subject to random drug and alcohol testing under this policy. A computer will randomly select employees to be subject to random drug and alcohol tests at unannounced times throughout the year. Employees should report for a random test immediately after being notified they have been selected.

The use of CBD, hemp and related products may trigger a positive drug test even if these products contain legal amounts of THC. It is impossible to determine what caused the levels of THC that are detected in a drug test. The use of CBD, hemp and related products will not be accepted as a valid excuse for a positive drug test result, except to the extent required by law.

A complete and detailed drug and alcohol policy can be found for each Operating Company/Business Unit on the Compliance website under each respective OpCo/BU HR section.

## Drug and alcohol policy

It is the goal of Southern Company and its subsidiaries (The "Company") to achieve and maintain a drug-free and alcohol-free workplace. Employees are prohibited from the manufacture, sale, distribution, dispensation, possession, or use of illegal drugs (or any paraphernalia associated with such illegal drugs) on Company property, during working hours, while traveling in Company vehicles, or while on the job in any capacity.

Employees are also prohibited from reporting to work under the influence of any illegal drugs (including any Legal Drug that contains alcohol). Moreover, employee consumption of alcohol within five hours of reporting for work is prohibited.

## Company policy highlights (continued)

Includes any change of law or the influence (direct or indirect) of the company is not taken into account.

# Summary of benefits

## Policy scope

This policy applies to all job applicants and all Company employees (including regular full-time, regular part-time, temporary full-time, temporary part-time, and **student employees**). Employees and contractor/vendors who work at Southern Nuclear Operating Company (SNC) locations will be subject to the Drug and Alcohol policies and protocols of SNC, including the SNC Fitness for Duty Policy. The application of this policy to contractors and their employees is specifically addressed in the Company's vendor and contractor agreements. Any contractor or employee of a contractor, who violates this policy or has a Positive Test for drugs or alcohol or a Verified Presence of Alcohol, will be barred from further access to Company property.

## Random testing

Employees who are subject to the requirements of the Department of Transportation Workplace Drug and Alcohol Testing Program (49 CFR Part 40), the SNC Fitness for Duty Policy (10 CFR Part 26), or other federal regulations will be tested according to those requirements. All other Company employees will be subject to random drug and alcohol testing under this policy. A computer will randomly select employees to be subject to random drug and alcohol tests at unannounced times throughout the year. Employees should report for a random test immediately after being notified they have been selected.

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A complete and detailed drug and alcohol policy can be found for each Operating Company/Business Unit on the Compliance website under each respective OpCo/BU HR section.

## Summary of benefits

The following information is a brief summary of some company benefits. It is not intended to provide details. You should refer to the Benefits tab on the mySource website for important details or contact HR Direct at 1-888-678-6787. The information in this intern manual is not a contract or a guarantee of benefits and the Company has the right to change or end benefits without notice.

## Medical insurance

- » There is one medical high deductible health plan option available to you through Blue Cross Blue Shield Alabama. Corresponding prescription drug plan coverage is also provided.
- » If you do not select coverage during the enrollment period, coverage defaults to no coverage.
- » If you do select coverage, your coverage will continue during your school terms. You will be billed directly for the premiums.

## Other benefit offerings

- » You are eligible for life insurance coverage.
- » If you do **not** select coverage during the enrollment period, coverage defaults to no coverage.
- » Southern Company also offers you access to additional health and wellbeing resources including LifeSource Employee Assistance Program, a second opinion medical service, caregiving support for dependents, telehealth, and other practical online wellness tools. You can find more information on these programs at [mysource.southernco.com](https://mysource.southernco.com).



# Holiday pay and education assistance

## Holiday pay

Interns are eligible to observe company holidays occurring during work terms without loss of pay. All paid holidays are for the hours normally scheduled to work on that day. A work term cannot begin or end on a holiday. Holiday pay should not be given if the holiday falls immediately preceding or following a work term.

- » Example: Memorial Day falls on a Monday, the intern/co-op would start their work term on Tuesday and not get paid for the Memorial Day Holiday on Monday.
- » Example: July 4 falls on a Friday and is the last day of the last week of a work term. The intern/co-op would not get paid for the July 4th holiday.

Interns do not receive floating holidays, personal holidays or birthday holidays.

Part time interns are paid a pro-rated amount for each holiday (regardless of whether the holiday falls a day when the employee is regularly scheduled to work), based on the number of hours the part-time employee is regularly scheduled to work.

Please see your manager about specific holidays observed in your company.

## Educational assistance

- » Intern students will be eligible for educational assistance during work terms per the Southern Company Tuition Reimbursement Program\*. Intern students are eligible for reimbursement of courses taken during work periods only. Reimbursement only applies to classes related to your major and approval must be received BEFORE the courses begin. Intern students can only file for reimbursement for classes that start and finish during their work semesters.

- » Intern must attend an accredited college, university, vocational-technical school, accredited correspondence program, or professional certification program.
- » Reimbursement does not cover books and supplies, late charges, parking fees, travel expenses, athletic fees, or health fees.
- » You may receive reimbursement for tuition and fees. Reimbursement will cover 100% of the fees and tuition for grades C and above and/or for a "passing" grade in a pass/fail course. You may receive up to \$5,250 in a calendar year. The \$5,250 annual reimbursement limit is prorated based on standard work hours as recorded in ORACLE HCM.
- » You should apply for and use any available financial aid before using Company funds. Examples are Veterans' Administration benefits, the Alabama Student Grant, and the Georgia Hope Scholarship. This amount will be subtracted from your reimbursement.
- » In order to be reimbursed, you must obtain permission and submit the appropriate forms within your first two weeks of your work rotation. You must also provide HR Direct with receipts and grade reports, along with a completed request for reimbursement form (located on the Tuition Reimbursement Website)
  - Send directly to HR Direct at Bin SC900 or fax 404-506-3076 after completing the Reimbursement Request Form.

### [Tuition Enrollment/Reimbursement Form](https://mysource.southernco.com/psp/HRP/EMPLOYEE/EMPL/h/?tab=DEFAULT&Ib=SS&crefid=SC_TUITION_CMP&cmd=login&languageCd=ENG)

[https://mysource.southernco.com/psp/HRP/EMPLOYEE/EMPL/h/?tab=DEFAULT&Ib=SS&crefid=SC\\_TUITION\\_CMP&cmd=login&languageCd=ENG](https://mysource.southernco.com/psp/HRP/EMPLOYEE/EMPL/h/?tab=DEFAULT&Ib=SS&crefid=SC_TUITION_CMP&cmd=login&languageCd=ENG)

### [Tuition Reimbursement Program](https://mysource.southernco.com/psp/HRP/EMPLOYEE/EMPL/s/WEBLIB_IS_DWN_LD.ISCRIPT1.FieldFormula.IScript_DocDownload?ID=3606)

[https://mysource.southernco.com/psp/HRP/EMPLOYEE/EMPL/s/WEBLIB\\_IS\\_DWN\\_LD.ISCRIPT1.FieldFormula.IScript\\_DocDownload?ID=3606](https://mysource.southernco.com/psp/HRP/EMPLOYEE/EMPL/s/WEBLIB_IS_DWN_LD.ISCRIPT1.FieldFormula.IScript_DocDownload?ID=3606)

## Vacation

- » Interns are entitled to 40 hours (1 week) of vacation in each calendar year. The portion of the 40 hours received will be prorated based on the quarter of the rotation start date. Once the third year of employment is reached, this amount increases to 48 hours- similar to full time employees (proration rates remain the same).
- » **Vacation time cannot be carried over year to year.** All vacation accrued by a intern but not taken in a calendar year must be paid out and may not be rolled over to the following year. Work with the timekeeper to ensure balance is paid out.
- » Vacation time is prorated based on standard work hours recorded in ORACLE HCM. For example, an intern with 20 standard work hours that begins work in Q1 of a calendar year, would receive 20 hours of vacation for the entire year.
- » If hired as a full-time employee, any vacation accrued but not used in the calendar year as an intern must be paid out prior to converting to a full-time employee. Vacation not used as a intern cannot be transferred to new full-time employee status.
- » If you are hired as a full-time employee, all of the service time that has accumulated with the Company during the internship experience will be applied toward the accumulation of service awards and vacations. This includes all the time from the first day of employment (school and work terms).
- » Vacation awarded upon conversion will be based on service date and prorated based on full-time start date.

### Vacation proration schedule

Co-ops/interns hired, rehired or returning to work in this quarter:	Will receive this amount of vacation for that calendar year:	Or this percentage of the amount the co-op/intern would have accrued if he or she had started on January 1 of that year:
1st Quarter (Jan. 1 through Mar. 31)	40 hours	100%
2nd Quarter (Apr. 1 through June 30)	32 hours	80%
3rd Quarter (July 1 through Sept. 30)	24 hours	60%
4th Quarter (Oct. 1 through Dec. 31)	16 hours	40%

# Time off

## Sick time

- » In each calendar year, intern students are provided with half the basic sick time of a regular employee receives according to their specific OpCo sick policy. Sick time is prorated based on standard work hours recorded in ORACLE HCM.
- » Use of sick time must be authorized by your manager.
- » Please recognize that sick time is designed to provide pay when sickness or nonoccupational injuries prevent you from being at work. Consequently, every effort must be made to attend work regularly and to be absent from work only when absolutely necessary.
- » Sick time does not carry over and is not accumulated when on Leave to Graduate status.

## Personal time off

Interns who work in business units that earn Personal Time Off (PTO), must adhere to the guidelines under the PTO policy.

## Off duty time for miscellaneous absences

The Company realizes there are times when absences are unavoidable. When the following absences occur during a work period, you will be paid

- » **Jury duty and subpoenaed court appearances** You will receive your regular rate of pay when you are on jury duty or subpoenaed to appear in court during regular work hours.
- » **Death in immediate family** If there is a death in your immediate family, you can take a reasonable amount of time off. Immediate family includes your spouse, child, stepchild, parents, stepparents, brother, sister, grandparents, grandchildren, or in-laws
- » **Voting** When your work schedule on Election Day does not allow you enough time to vote before work or after work, you can take up to two hours off with pay for voting.

- » **Other time off** You may receive full pay for other emergency and/or family situations. Such time off will be granted at the discretion of management. Contact the HR Direct service center for more information.

## Overtime

Your department head, manager, or other responsible superiors must approve any overtime hours worked. If overtime is required, you will be compensated at one and one-half times the regular rate of pay per hour worked or by other methods allowed under applicable law.

## Direct deposit

To enroll in direct deposit please visit the MySource website

## Reimbursement for travel

Interns are reimbursed for business travel during work periods only. Reimbursement is under management discretion.

## Accumulated service

- » Service time is defined as the period of time in which Southern Company (including all operating companies) employs an employee.
- » Intern students will receive all of the time employed with the company from original hire date (including school and work terms) as service time effective January 1, 2022..
- » Upon graduation, if you accept employment elsewhere, and are subsequently rehired by Southern Company, all of the time that was accumulated with the Company during your internship experience will be applied toward the accumulation of service awards and vacations as with any other company rehire.

# Assistance and housing

## Inclement weather

In the event of inclement weather, preparations should be made in advance to telecommute if possible and the following policies should be observed.

### » Building Open

If the building is open and the intern worked from home, they will be paid for normal hours worked. If the building is open and the intern did not come into the office or work from home then they will receive no time, no pay.

### » Building Closed

If the building is open and the intern worked from home, they will be paid for normal hours worked.

### » If the building is open and the intern did not come into the office or work from home then they will receive no time, no pay.

## Housing allowance

Managers may offer students a housing allowance of up to \$1,000 per month (grossed up) to offset duplicate housing expenses. *(This does not include utilities, phone, furniture, security deposits, etc.)* The housing allowance is not intended to be a source of additional income. Anyone abusing the housing allowance policy is subject to disciplinary action up to and including termination.

- » Housing allowance is offered at the discretion of the manager at the time of offer.\*
- » Students may move closer to work and collect a housing allowance IF their current residence and/or permanent residence are 50+ miles from their worksite.
- » Student must present rental documentation in the form of lease papers (includes extended stay hotel receipt or a sublease) to their manager or ORACLE HCM generalist.
- » Housing allowance is funded through the manager's budget and if offered to one qualifying student it must be offered to all qualifying students from the same budget.

- » Manager is responsible for approving the allowance and having their departmental ORACLE HCM person process the payment of the housing allowance (If you do not have a departmental ORACLE HCM person then contact HR Direct at 888-678-6787 for assistance)
- » Mileage is not subsidized in lieu of the housing allowance.

## Federal Immigration Reform & Control Act (IRCA)

### Employment Identity and Work Authorization Federal Requirement (Form I-9)

[Please read the information below in its entirety](#)

Federal Law requires new employees to provide, on or before their first day of employment, evidence of their identity and eligibility, for employment in the U.S. and complete the employee portion, Section 1, of Immigration Form I-9.

New hires must provide to the employer certain documents showing identity and eligibility to work in the U.S. Form I-9 and its instructions provide a list of acceptable documents.

On your first day of employment, your hiring manager or their designee will review your identity and eligibility documents and complete the *employer* section of Form I-9. If your hiring manager is not available to assist in completing this process, on your first day of employment, then it is important that you get with his/her delegate. Please ask your manager who should assist you in this process.

If you fail to provide acceptable identity and employment eligibility documents on your first date of employment, then you may be asked to go home and return with the documents.

\* SNC provides housing for Co-ops and interns, therefore a housing stipend will not be provided



# Federal requirements and new intern information

The Form I-9 process at Southern Company is handled electronically. To complete Section 1, you will receive two separate emails from our electronic Form I-9 and E-Verify vendor, LawLogix. The first email will include your LawLogix login and access information, and the second email will include your LawLogix password. The emails are sent separately for security reasons. Please note the LawLogix email address is not a Southern Company address. The LawLogix email is [donotreply@perfectcompliance.com](mailto:donotreply@perfectcompliance.com) this is not junk email, so please be careful to not delete it before opening.

For questions or assistance in completing the Form I-9, please contact Marcella Wallace in the SCS Employee Relations—General Counsel organization. Marcella can be reached at (internal phone) 8-257-2266, (external phone) 205-257-2266, or email [mbwallac@southernco.com](mailto:mbwallac@southernco.com)

## New intern information

The Southern Company Intern Program provides each intern with supervised, progressive and meaningful work experience in the student's area of study. When you report to your assigned work location, you will be given a general orientation to the department and your work duties by the immediate supervisor. The Student Programs department will also host a new student orientation during your first month of employment to educate you on our programs and policies.

Here are a few additional suggestions that will aid you in your transition into the work force.

- » The safety of its employees is Southern Company's number one concern! The Company spends a great deal of time and money to assure that its activities are as "accident-free" as possible. We practice Target Zero, a company program aimed at instilling individual responsibility for safety. Our policy is "every day, every job, safely."

- » To avoid unnecessary delays in receiving your first paycheck, be sure to complete all the required paperwork on the first day of work. The Payroll department cannot add your name to the payroll until they receive all of your paperwork.
- » You should understand that there is always some nonproductive time when learning a new job. Therefore do not get discouraged or impatient. You should not be concerned about having to perform the less-challenging tasks that you will, on occasion, be assigned, because every job requires performance of routine tasks.
- » Utilize down time to learn about The Company (Southern Today, Student of the Business, Power U, etc.)
- » Most problems can be overcome by communication. You might recognize a problem, or potential problem, that your supervisor might not see. It is as much your responsibility to initiate discussion as it is the supervisor's. If problems or questions arise, your immediate supervisor should be your first point of contact.
- » Make the most of your evaluation periods. They are one of the most important elements in the intern process.
  - Voice (in a professional manner) your comments on your job assignments.
  - Communicate desired changes in the work assignment both to your supervisor and the Student Program Coordinator.
  - These periods provide you with immediate feedback as to your performance—highlighting strengths and developmental opportunities and providing recommendations for appropriate courses of action.

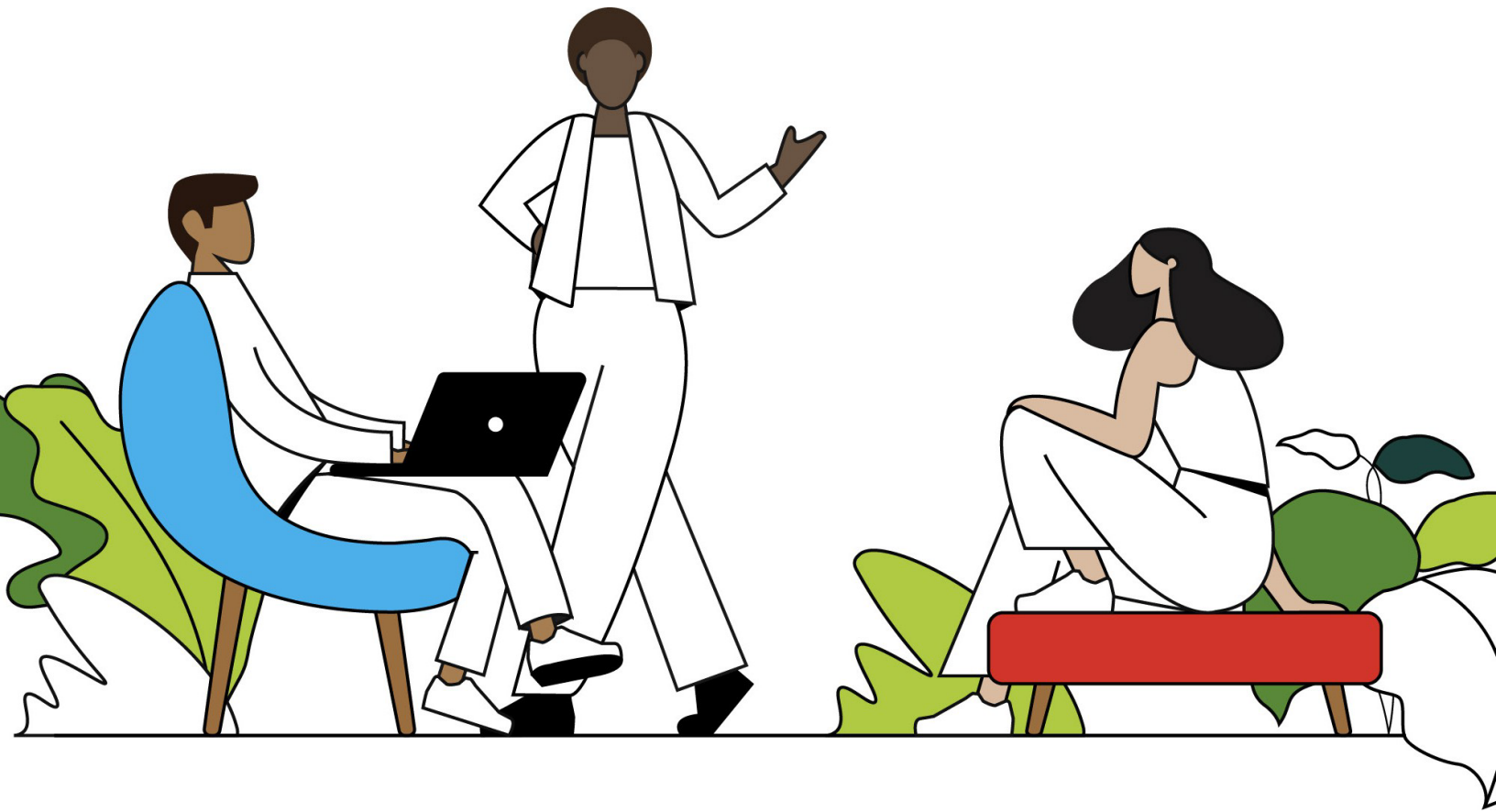
# Students of Southern Company

The Students of Southern Company is a group that has assembled for the purpose of creating a friendly environment where cooperative education students and interns can expand their professional knowledge through exposure to several different areas of the company in order to form a well-rounded employee.

This is a voluntary association organized around a common dimension of diversity and are created by student employees, who want to raise awareness in the company to ensure all student employees are respected, valued and productive.

This group supports the company's diversity and business objectives, by coordinating activities that promote networking, mentoring, peer coaching, and community outreach. This group may not form or evolve for the purpose of opposing other groups, conducting political or lobbying activities, or promoting social, political, or religious positions.

The Students of Southern Company have a chapter located in Birmingham and a chapter located in Georgia. For more information contact your student program coordinator or recruiter.



# Intern checklist

## Beginning of work term

Complete all the required paperwork on the first day of work (I-9, W2, etc.)

Meet with Manager to:

- Develop goals for the work term

- Set expectations and performance measurements

## During work term

Document key work assignments and projects to use for your end of session presentations

## End of term

Complete the electronic Work Report Form sent to you via email two weeks prior to end of term

Ask your manager to complete the Evaluation Form. Form should be completed 2 weeks prior to end of term

# Hiring manager checklist

## Before reporting to work

Confirm start date and location with your intern.

If this is your intern's first work assignment with Southern Company please provide Campus Recruiter with correct position number, job code, and start date

## Beginning of work term

Have student complete all the required paperwork on the first day of work to ensure (I-9, W2, etc.)

Meet with intern to:

- Develop goals for the work term

- Set expectations and performance measurements

## End of term

Remind intern to Complete Work Report Form and send to [R2SCSCOOPD@southernco.com](mailto:R2SCSCOOPD@southernco.com) two weeks prior to end of term

Complete Evaluation Form on intern and send to [R2SCSCOOPD@southernco.com](mailto:R2SCSCOOPD@southernco.com) two weeks prior to end of term

Contact Student Programs Coordinator to update ORACLE HCM with students return to school date/last day of work.