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Benefits.

GAS SOUTH

Gas South offers a complete package of benefits for all eligible employees, divided into employer-paid, employer/employee paid, and employee-paid categories.

When Does Coverage Begin?

Employee benefits become effective on the first day of hire. To enroll in employee benefits, you must complete your enrollment in UltiPro within 30 days of hire. If you do not complete the enrollment process within 30 days of hire, you must wait until the next Open Enrollment period.

Who is Eligible?

Full-time employees working at least 20 hours per week are eligible for benefits. Additionally, you may also enroll your legal dependents who match one of the following descriptions:

- a. Your legal spouse.
- b. Your dependent children under age 26 (including son, daughter, stepson or stepdaughter of the employee, legally adopted child of the employee and a child who is lawfully placed with the employee for legal adoption by the employee and an eligible foster child). Marriage, financial dependence and student status are not factors.

Employer Paid

The following benefits are 100% paid by Gas South:

Annual Leave

- Paid Time Off (PTO) accrual begins with the first day of employment and is for vacation or illness.
- The chart below shows the rate of annual PTO that is accrued on each anniversary date.

2018 PTO Accrual Rate

| Anniversary Date (Full Time) | Bi-Weekly Accrual | Monthly Accrual | Annual Accrual |
|------------------------------|-------------------|-----------------|----------------|
| Hire | 4.31 hours | 9.33 hours | 14 days* |
| 1 year | 5.54 hours | 12 hours | 18 days |
| 5 years | 6.15 hours | 13.33 hours | 20 days |
| 10 years | 6.77 hours | 14.67 hours | 22 days |
| 15 years | 7.38 hours | 16 hours | 24 days |
| 20 years | 8.00 hours | 17.33 hours | 26 days |

*New employees receive two initial days (16 hours) and then accrue at the rate of 14 days per year.

Sabbatical

- The Gas South sabbatical program provides full-time employees with a consecutive four-week block of paid vacation once every five years. Sabbatical leave is in addition to PTO. The company has no expectations for how employees use their sabbatical period, other than to take true time away from the office.

Company Holidays

• Gas South offers these holidays:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day-After Thanksgiving
- Christmas Eve
- Christmas Day

Flex / Telecommuting

• Gas South considers telecommuting and flex schedules to be viable alternatives for most positions. Telecommuting allows employees to work at home, on the road or in a satellite location. Flex schedules allow employees to work a non-traditional schedule in the office. Both arrangements are voluntary and may be appropriate for some, but will depend on the job, the employee and manager discretion.

Performance Incentive Plan

• All Gas South employees are eligible for a cash bonus each year, based on company and individual performance.

Life and AD&D

• Basic life of 1 times salary up to a maximum of \$400K.

Short-Term Disability

- Benefits begin after 7 days of disability resulting from an accident or sickness (non-work related).
- The maximum benefit duration is 12 weeks.
- Benefit pays 60% of weekly earnings, not to exceed \$3,000.

Long-Term Disability

- Benefits begin after 90 days of disability resulting from an accident or sickness (non-work related). As long as you remain disabled, coverage is provided until normal social security retirement age.
- Benefit pays 60% of monthly earnings, not to exceed \$10,000.

Fuel for Good

• Our Fuel for Good program provides employees with flexible schedules to allow volunteer participation during business and non-business hours, including up to eight hours paid time per fiscal year for volunteering at Gas South-sponsored events during the employee's regular work hours.

Benefit Butler

• Gas South works with Atlanta-based Palmer & Cay to provide a personalized, secure resource for all of your benefit needs. Benefit Butler is a concierge resource available via phone or email for all benefit-related questions.

Special Benefits

Employee Assistance Program

• The Life Assistance Program (LAP) provides confidential assistance, resources and information for help with life's challenges, big and small, and is available 24/7 and online.

Education Assistance

• Gas South supports employees who desire continuing education for professional growth by providing assistance for seminars, workshops, institutes, special training sessions, certification programs and formal education courses. Assistance is available for employees upon completion of the six-month introductory period.

ID Theft Assistance

• Resources and solutions in the event of your identity being stolen.

Secure Travel Assistance

• Emergency medical, financial, legal and communication assistance when traveling far from home.

Will Preparation Service

• Legal resources available for preparing your will.

CIGNAssurance Program

• Bereavement counseling, legal assistance and financial counseling services to provide support in the event of the loss of a loved one.

Employer/Employee Paid

The following benefits are a shared cost – Gas South contributes towards the total cost, but employees also contribute:

401(k)

- Gas South offers a 401(k) savings plan for retirement, matching 75% of the dollars you contribute up to the first 6%. Employees can participate in this program after one month of employment; however, Gas South does not match employees' contributions until completing one year of employment.
- Gas South contributes 8% of an employee's wages or salary into their 401(K) plan each year. This contribution is made on the second anniversary date of employment and each year thereafter.

Medical

• Gas South offers four Cigna medical plans — Base Plan, Base Local Plus, Choice Plan, and H.S.A./HDHP, with each varying in out-of-pocket cost and payroll contributions:

- Base Plan - Low copays and low payroll contributions. Minimum cost for day-to-day healthcare.
- Base Local Plus – Lowest payroll deduction, focused Atlanta providers.
- Choice Plan - Reasonable copays, a low deductible with the highest payroll deduction.
- H.S.A./HDHP – Allows for tax-free saving for future expenses and is overall the lowest cost payroll deduction – \$0.00 for employee-only coverage.

Dental

• Gas South offers two Humana plans — High and Low. Both plans are PPO, meaning you can choose to go in or out of network; and both cover preventive exams at 100%. High and Low Plans vary in out-of-pocket cost, including orthodontia coverage.

Employee Paid

Vision

• Gas South offers High and Low vision plans through EyeMed, with 100% coverage for routine eye exams, as well as other frames and lens benefits.

Flexible Spending Account

• You can choose to set aside pre-tax dollars to pay for eligible medical and dependent care expenses through the Flexible Spending Account.

Health Savings Account

• If you are enrolled in an HDHP Medical plan, you can set aside pre-tax dollars for eligible medical expenses in your HSA.

Voluntary Life and AD&D

- Coverage is available for purchase for employee, spouse and/or dependents:
 - Rates are calculated based on age and Eligibility of Insurability (EOI) may be required.
 - Spouse/dependents must be in "active service" in order for coverage to become effective.

Pet Insurance

• Coverage is available for purchase through Nationwide and includes preventative care.