



# Benefits



## Brighter opportunities. Brighter futures.

We know the strength of our company depends upon a high-performing, diverse workforce. That's why we offer a comprehensive rewards package of competitive pay and benefits that allows us to attract the talent we need to succeed. Our total rewards package includes:\*

- Medical, dental, vision, life and disability coverage
- Retirement benefits
- Wellness programs
- Time-off benefits
- Work-life balance programs

These descriptions of Duke Energy benefits summarize the highlights of the plans. If any statement here, or in any other communication, conflicts with applicable plan documents, the documents will govern. Not all employees are eligible to participate in all benefits programs. Information available will be available to you at the time of your employment with Duke Energy. Duke Energy reserves the right to amend or terminate any of its employee benefits plans in any respect at any time.



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### Parental Leave Pay

We recognize that parenting is perhaps the most important job that any of us will ever have. That is why Duke Energy offers a paid parental leave benefit to support our employees – both mothers and fathers – as they strive to balance work responsibilities with the exciting but challenging role of becoming parents, or as their existing families grow. Full-time and Part-Time non-union employees with at least one year of service with Duke Energy (as of the date of birth or placement) are eligible for up to six weeks of Parental Leave Pay to allow for care or bonding after the birth of a child, the qualifying adoption of a child, or the qualifying placement of a child in foster care.

Parental Leave Pay is provided in addition to other paid leave benefits offered by Duke Energy, such as Sick and Family Care Pay, Short-Term Disability (STD), Vacation and Holidays.










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