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Benefits

You'll receive a comprehensive benefits program as a regular, full-time non-bargaining employee employed by the Entergy System of Companies. Offerings generally include:

- Medical, dental and vision benefits for you and your eligible dependents
- Health care and dependent day care flexible spending accounts
- Employee life insurance
- Dependent life insurance
- Accidental death and dismemberment insurance
- Survivor income insurance
- Aircraft accident insurance

Health and Wellness Plans

- Long-term disability insurance
 - Employee assistance program
 - Pre-tax Payroll deductions into a health savings account
 - ENSHAPE wellness program
 - ENSHAPE lifestyle annual reimbursement and fitness centers at some locations
 - Work-life program
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- Savings (401(k)) Plan that allows for deferrals on a pre-tax, after-tax, or Roth basis, with a company match, a discretionary annual company contribution (subject to vesting), and various investment options
 - A comprehensive financial wellness program
 - Annual incentive plan

Savings Plan and other Financial Programs

- Paid Parental Leave in accordance with the Entergy System policy
- Short-term disability, including maternity-related paid leave time, in accordance with the Entergy System policy
- Other family related unpaid leave time in accordance with the Entergy System policy
- Military leave in accordance with the Entergy System policy
- Vacation, holiday, sick and bereavement pay in accordance with the Entergy System policy

Leave Programs

Additional Programs and Benefits

- Alternative work schedules
- Relocation assistance programs
- Education reimbursement
- Matching education gifts
- Community Power Scholarships for children and eligible employees
- Community Connectors, an employee volunteer program including paid hours for community service

The benefit plans, programs and policies listed above are system benefits provided generally for regular, full-time non-bargaining employees of Entergy System Company employers. Employees not classified as regular, full-time non-bargaining employees, including, but not limited to, bargaining employees and part-time employees, may not rely on anything contained herein to determine the benefits for which they may be eligible. Benefits for active bargaining employees are subject to their applicable collective bargaining agreements. Entergy System Companies has the right to modify, amend or terminate any or all of these benefits and policies at any time.

The list provided above is for informational purposes only and is not a substitute for, or an amendment to, the formal employee benefit plan documents of Entergy Corporation and its affiliated companies and should not be relied upon as a plan document, summary plan description or summary of material modification. If there is a difference or conflict between the information contained herein and any information contained in the formal employee benefit plan documents, contracts, summary plan descriptions or summaries of material modifications, the formal employee benefit plan documents, contracts, summary plan descriptions and summaries of material modifications will govern in every instance. The Plan Administrator or its delegate has the sole and complete discretion to interpret the Plans, including any terms that are found to be ambiguous or uncertain, and to determine eligibility for participation in the Plans. The Plan Sponsor has the right in its sole discretion to amend, modify, suspend, withdraw or terminate the Plans at any time, including any of the benefits, programs or parts of programs provided for under the Plans. Any such amendment, modification, suspension, withdrawal or termination may affect active employees, disabled participants and/or retired participants, as well as their spouses and eligible dependents.

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