



## Benefits Designed with You in Mind

From lifestyle to wellness to education, our compensation and benefits programs take a whole-person approach tailored to the needs of each employee. We offer opportunities that will inspire you individually and as part of the larger Sempra team, options to help you navigate the different stages of your life, and programs that will help you lead the kind of life you'll love.



## Compensation

Competitive base pay and annual performance-based incentives



## Retirement Savings

Cash balance plan and 401(k) savings with company match



## Wellness

Yoga and fitness classes, gym membership subsidy, fitness center and weight room, private wellness rooms, chair massages and reflexology



## Health Benefits

Medical, dental and vision



## Career Development

Education reimbursement and challenging positions with opportunities for growth



## Work/Life Balance

Health and education events, private mother's rooms, employee assistance programs, backup dependent care and mass transit subsidy



## Life Insurance

Life insurance, long-term disability, long-term care and accidental death & dismemberment insurance



## Time off

Vacation, flex days, paid holidays, sick time, and paid parental leave



# Employee Giving

Matching gifts, volunteer incentives and an employee giving network

---

[About Us \(/about-us\)](#)

[Diversity & Inclusion \(/careers/diversity-inclusion\)](#)

[Investors \(/investors\)](#)

[Newsroom \(/newsroom\)](#)

[Careers \(/careers\)](#)

[Contact Us \(/contact-us\)](#)

## Social



---

© 2021 Sempra Energy. All rights reserved. [Privacy \(/privacy\)](#) | [Terms and Conditions \(/terms-and-conditions\)](#) | [Forward-Looking Statements \(/forward-looking-statements\)](#) | [Sitemap \(/sitemap\)](#)

Sempra North American Infrastructure, Sempra LNG, Sempra Renewables, Sempra Mexico, Sempra Texas Utility, Oncor Electric Delivery Company LLC (Oncor) and Infraestructura Energética Nova, S.A.B. de C.V. (ENova) are not the same companies as the California utilities, San Diego Gas & Electric Company (SDG&E) or Southern California Gas Company (SoCalGas), and Sempra North American Infrastructure, Sempra LNG, Sempra Renewables, Sempra Mexico, Sempra Texas Utility, Oncor and ENova are not regulated by the California Public Utilities Commission.

