

BENEFITS

Empowering you now... and into the future



We believe that one of the most important things you can accomplish through work is to provide for you and your family.

Health and wellness

We offer a variety of plans and options that let you take charge and choose the level of coverage, deductible and contribution that's best for you, with:

✓ **Medical and Prescription Drug Coverage:**

- ✓ Individual and family plans

- ✓ PPO plan with prescription coverage
 - ✓ High Deductible PPO Plan with prescription coverage – choice of two plans offered with pre-tax Health Savings Account
 - ✓ High Deductible PPO Plan with employer contributions to a Health Savings Account
 - ✓ HMO Plans – offered where available
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- ✓ **Dental Care** - Individual and family plans offered with and without orthodontia
 - ✓ **Vision Plans** - Individual and family plans
 - ✓ **Healthcare Flexible Spending Account** - allows pre-tax contributions up to IRS limits
 - ✓ **Short-term and Long-term Disability Coverage**
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Work-life balance

We understand that to do your best at work, you need to know you can ask for assistance and expect support when you need it.

Below are some of the non-traditional benefits that employees enjoy:

- ✓ **Flexible work schedules based on job type**
 - ✓ **Paid vacation and holidays**
 - ✓ **Bereavement leave**
 - ✓ **Maternity leave** - Eligible employees receive six to eight weeks of paid maternity leave through company-paid short-term disability. A total of 12 weeks can be taken between paid and unpaid leave through FMLA
 - ✓ **Paternity leave** - FMLA-eligible employees can take 12 weeks of unpaid bonding time
 - ✓ **Dependent Care Flexible Spending Account** - allows pre-tax contributions up to IRS limits
 - ✓ **An Employee Assistance Program** - provides confidential counseling to employees and their family members living at home to assist with crisis situations and everyday problems
 - ✓ **Reimbursement of eligible adoption-related expenses**
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Build a secure financial future

We offer a number of tools that can help you reach your financial goals. Our solid compensation and retirement savings plans – such as a 401(k) with generous match – provide the tools for you to save for your future.

You can also count on company-paid life, AD&D and travel-accident insurance to help provide for and protect your family members, should the need arise.

NiSource offers:

- ✓ **Competitive Pay**
- ✓ **401(k)** - Generous employer match of your contributions up to six percent of eligible pay, in addition to an annual profit sharing contribution to your 401(k) when the company meets its annual goals*
- ✓ **Life Insurance** - Provides a payout of two times base pay at no cost to you

- ✓ **AD&D Insurance** - Provides a payout of two times base pay at no cost to you
- ✓ **Employee Stock Purchase Plan** - Provides eligible employees with the opportunity to purchase NiSource common stock at a discount from market value through payroll deductions
- ✓ **Annual Profit Sharing Opportunity** - Based on company performance
- ✓ **Annual Incentive Payout Opportunity** - Based on company performance

**Please note: Benefits may vary by operating company and for employees covered under a collective bargaining agreement.*

CORPORATE HEADQUARTERS

801 E. 86th Avenue
Merrillville, IN 46410 [Map](#)

(<https://www.google.com/maps/place/801+E+86th+Ave,+Merrillville,+IN+46410/@41.4614568,-87.3279006,17z/data=!3m1!4b1!4m5!3m4!1s0x881eeede44c869:0x17c752f05d34dfd5!8m2!3d41.4614568!4d-87.3257066>)

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