

## Dominion Energy Non-Union Benefits

Dominion Energy offers non-union employees a robust total rewards package designed to accommodate a variety of coverage needs for employees. Below are a few highlighted snapshots of benefits provided by the company. Please click on the images to learn more.

### Medical Plans

Dominion Energy employees can choose one of three different medical plans (A, B or C) that are administered by Anthem. These plans offer coverage for you, your spouse, children under age 26 (natural, adopted, step i.e., the children of your current legal spouse or foster), children over age 26 that cannot support themselves due to a physical or mental disability, a person who qualifies as a domestic partner, a legal ward under the age of 26, or children under age 26 who are serving in the military.

If you choose medical plan option B or C or waive medical coverage, you also have the option of electing to participate in the company's Healthcare Flexible Spending Account (FSA). If you choose medical plan option A, you will have a Health Savings Account (HSA).

Regardless of which medical plan option you choose, you can also enroll in a Dependent Care Flexible Spending Account.

### Dental & Vision Coverage

The dental plan is available through MetLife and covers benefits for major services and orthodontia for adults and dependent children. Preventive care is covered at 100%. The vision plan is available through EyeMed and covers vision exams, eyeglasses and contact lenses. The plan also provides a discount on LASIK procedures.

### Vacation & Sick Leave

New employees accrue 3 weeks of vacation per year (120 hours). Thirty hours are accrued at the start of each quarter and the employee can borrow up to 30 hours from the previous or following quarter. Forty hours can also be carried over into the following year. Upon date of hire, employees will be granted 26 weeks of paid sick time (13 weeks for part-time employees).

## Parental Leave and Resources

All eligible full-time employees will receive up to 120 hours of paid parental leave at 100% of their base salary to bond with their newborn or with a newly-adopted or fostered child, and all eligible part-time employees will receive up to 60 hours of paid parental leave. Leave must be used consecutively and cannot be used intermittently.

Dominion Energy also offers several resources to assist with parental/dependent care, such as the Employee Assistance Program (EAP), a Dependent Care Flexible Spending Account, discounts to child and adult care facilities, and nursing mothers' rooms. Additional resources for new and expecting parents include unique gift boxes through Bump Box, and convenient and safe shipment of milk through LifeCare's Milkship program.

## Retirement Plan

Dominion Energy employees contribute based on a % of eligible compensation to the Dominion Energy 401(k) Salaried Savings Plan. The company provides a matching contribution and a non-elective, automatic employer contribution of 4-5% based on years of service. The employee is always fully vested in his or her contributions and becomes 100% vested in company match and non-elective, automatic employer contributions after three years of service.

The employer matching contribution "matches" the % of salary contributions that the employee elects to make, up to either 4% or 5% depending on years of service.

The non-elective, automatic employer contribution of 4% or 5% will be contributed to the employee's 401(k) savings plan account automatically, regardless of whether the employee makes their own salary contributions to the plan.

## Education Assistance Program

The Education Assistance Program provides a 100% reimbursement of eligible tuition costs, required textbooks and specific course-related fees—up to \$7,500 per calendar year. Up to \$5,250 per year will be reimbursed on a pre-tax basis. Any reimbursements over \$5,250 will be taxable to the employee. Regular active, full-time and part-time non-union employees of Dominion Energy who are scheduled to work at least 1,000 hours per year are eligible for the Education Assistance Program.

## Local Union Benefits

Below is an overview of the company's Local Union benefits in accordance to the collective bargaining agreements between the Local Unions and Dominion Energy. Please reach out to your Local Union representative to learn more.

### Local 50 Union

Medical, prescription, dental and vision coverage

Health Savings Account (HSA) with Medical Option A

Healthcare Flexible Spending Account (FSA) with Medical Options B, C and E

Day Care Flexible Spending Account (FSA)

Optional Insurance Coverage

Financial wellness benefits, including savings plan and credit union

### Local 69 Union

Medical, prescription, dental and vision coverage

Health Savings Account (HSA) with Medical Option A

Healthcare Flexible Spending Account (FSA) with Medical Options B and C

Day Care Flexible Spending Account (FSA)

Optional Insurance Coverage

Financial wellness benefits, including savings plan and credit union

### Local G 555 Union

Medical, prescription, dental and vision coverage

Health Savings Account (HSA) with Medical Option A

Healthcare Flexible Spending Account (FSA) with Medical Options B and C

Day Care Flexible Spending Account (FSA)

Optional Insurance Coverage

Financial wellness benefits, including savings plan and credit union

**DESC IBEW Union**

Medical, prescription, dental and vision coverage

Health Savings Account (HSA) with Medical Option A

Healthcare Flexible Spending Account (FSA) with Medical Options B, or C or when employees waive medical coverage

Dependent Care Flexible Spending Account (FSA)

Optional insurance coverage

Financial wellness benefits, including savings plan and credit union

**DENC ICW Union**

Medical, prescription, dental and vision coverage

Health Savings Account (HSA) with Medical Option A

Healthcare Flexible Spending Account (FSA) with Medical Options B, or C or when employees waive medical coverage

Dependent Care Flexible Spending Account (FSA)

Optional insurance coverage

Financial wellness benefits, including savings plan and credit union

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