

nationalgrid

US Careers ▾

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Benefits

Supporting our people is just part of who we are.

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What we offer

At National Grid, we support our customers and communities every single day with the most cutting-edge energy solutions. And we've found that the best way to do that is to take care of our people and make sure they're rewarded for their commitment to the company.

Our comprehensive and competitive benefits program is designed to support our employees at all stages of their careers and their lives. By providing choice and flexibility, our range of benefits support work/life integration, physical, emotional, and financial wellbeing, and address unique needs of our multi-generational workforce.

Our benefits are a strong part of what employees value most about working here at National Grid, and are indicative of our Live Brighter culture. We look for the best talent to join our diverse, inclusive, vibrant workforce, and want to ensure you're properly taken care of. Because only then can you bring your whole self to work and perform at your peak. It's all part of our commitment to helping you, our company, and our communities live brighter—now and in the future.

Total Rewards

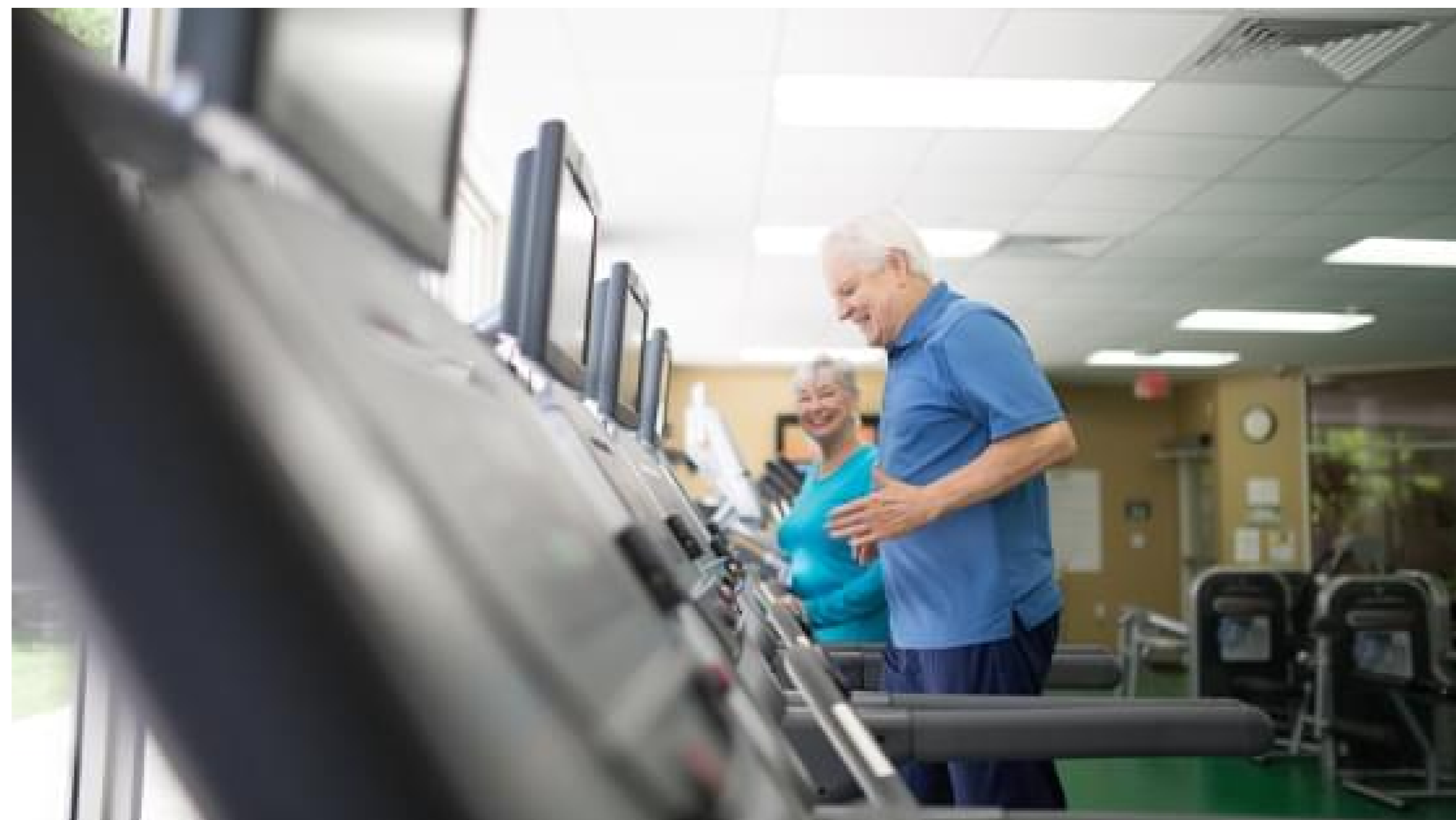
Our innovative Total Rewards package includes a wide variety of benefits, programs, and services to support the diverse needs of our employees and their families. While not all benefits are available to all employees, and offerings may differ due to collective bargaining agreements, below is a general overview of some of the many things we provide.



Health & well-being

Affordable choices that provide coverage when and where you need it with the opportunity to save for healthcare expenses over time.

- Medical
- Vision
- Prescription drugs
- Accident insurance
- Telehealth
- Critical illness insurance
- Healthy pregnancy
- Hospital indemnity insurance
- Diabetes care
- Well-being program
- Dental
- Employee Assistance Program (EAP)



Financial security

Flexible and comprehensive benefits that cover you as well as your family, today and in the future.

- Competitive salaries
- Disability insurance

- Annual incentive program
- 401(k) plan
- Life insurance
- Financial wellbeing resources
- Accidental Death and Dismemberment (AD&D) insurance
- Employee Stock Purchase Plan (ESPP)
- Savings & spending accounts



Work-life balance and more

Programs that encourage your overall wellness – whether you are at work or at home.

- Paid time off
- Student loan repayment program
- Auto and homeowners insurance
- Pet insurance plan
- Legal services
- Identity theft protection plan
- Transit and parking accounts
- Caregiver program

Looking for a bit more detail?

Learn more about all of the amazing benefits available at National Grid and get specific details on each offering by visiting our Live Brighter Total Rewards Digital Benefit Guide.

[Learn More](#)