MDR\_25 D.26 **Miscellaneous Information.**

Employee Costs - Benefits. A listing of health and other benefits received by employees during the Base Year. Provide a detailed description of changes to employee benefits occurring subsequent to the Base Year To Date and anticipated future changes through the end of the Test Period that are reflected in the filing.

Answer:

**Summary of Benefits:** This is an overview of benefits provided to employees of Dominion Energy. Please review policies or Summary Plan descriptions for specific benefits information.

**Absent from Work**

**Vacation:** To recognize the need for time away from work. The vacation policy provides paid time off for eligible employees based on length of service. This policy applies to non-union employees who are full time or part time scheduled to work

1,000 hours or more in a calendar year.

\*\*Eligible employees will earn vacation hours on the first day of each Quarter (January1st—April 1st—July 1st—October1st)

Full-Time Part-Time

1-10 years 30 hours 15 hours

11-20 years 40 hours 20 hours

21-29 years 50 hours 25 hours

30+ 60 hours 30 hours

**Sick Leave:** To provide paid time off when an employee needs to miss work due to a personal illness or medical appointment or due to the illness/medical appointment of an immediate family member. Upon the date of hire, employees will be granted 26 weeks of paid sick time (13 weeks for part-time employees). This is distributed between 100% and 70% base pay according to the employee’s completed years of service. Employees may use up to 40 hours (20 hours for part-time employees) of sickness benefits during each calendar year to care for a sick immediate family member and/or medical appointments. Dependent Care hours are deducted from employee sick hours. Immediate family member is defined as the employee’s spouse, child, parent or step-parent, or a person who stood in the place of a parent when the employee was a child under 18. This does not include parent-in-laws.

**Volunteer Leave Time:** To provide employees with paid time off each calendar year to participate in volunteer activities of a personal nature. Dominion Energy recognizes the importance of employees to actively serve local communities. These activities include but are not limited to private involvement in coaching youth sports teams, serving on fire and rescue squads, working with community or church groups, and volunteering at local schools, adult and child day care centers. Full Time employees receive 8 hours per year and part-time employees receive 4 hours per year.

**Bereavement Leave:** Dominion Energy provides time off for full time employee and Part-Time employees scheduled to work 1,000 or more in a calendar year. When an employee’s family member dies, the employee shall be permitted to take reasonable time off with pay for circumstances arising from the death. Factors management may consider in determining reasonable time off include but not limited to: travel, relationship to deceased, family outside the United States, cultural processes, and other obligations. Family members include the employee’s parent (or person standing in place of the parent), spouse or domestic partner, child, grandchild, siblings, grandparent, aunt, uncle, cousin, in-laws (mother, father, parents of domestic partner, brother, sister, grandparents), or step relationships (mother, father, child, brother, sister, grandparent). Management will also allow employee’s reasonable time off with pay to attend funeral services for a co-worker. When an employee dies, one month of additional pay will be provided following termination date of the employee. Payment will be paid to the employee’s estate.

**Military Leave:** Dominion Energy provides support for employees serving in the uniformed services. In addition to leave itself, support may include differential pay, continuation of health and other benefits, and resettlement pay.

**Holidays:**  The following are observed paid holidays, New Year’s Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve, Christmas Day, and 2 Personal Holidays.

**Family Medical Leave:** To provide leave benefits due to medical and family leaves of absence. Employees will be eligible if they have completed 12 months of service (service does not have to be consecutive). Employees may be granted up to a maximum of 12 weeks leave within a 12 month period in connection with the birth or adoption of a child, a personal serious health condition or a serious health condition of a parent, dependent child, or spouse.

**Long-term Disability:** The Long-Term Disability (LTD) Plan is designed to provide you with monthly income if you become disabled and are unable to continue working for Dominion Energy. Regular, full-time and part-time non-union employees scheduled to work at least 1,000 hours per year receive LTD coverage. The Plan provides coverage to you for both on and off the job disabilities caused by sickness or injury. Full-time or part-time non-union employee you will automatically be enrolled in LTD coverage in the amount of 50% of base pay.

**Life and Accident Insurance**

**Life Insurance:** Provides employees with “Basic” Life Insurance coverage. Employees are covered for Basic Life Insurance in the amount of 1 times annual base pay (rounded to the next higher $1,000) at no cost.

**Accidental Death & Dismemberment AD&D:** If a regular, full-time or part-time non-union employee is scheduled to work at least 1,000 hours per year, and are enrolled in Employee Life Insurance, they are covered by AD&D. If it is determined that death was due to an accident, the beneficiary receives AD&D benefits in addition to Employee Life Insurance benefits. The AD&D amount is the same as the Employee Life Insurance amount.

**Business Travel Accident Insurance:** Designed to provide benefits and pay for losses that result directly from bodily injury or death caused while traveling on Dominion Energy business away from the primary office or work location. Regular, full-time and part-time non-union employees scheduled to work at least 1,000 hours per year, who travel on Dominion Energy business away from the office or work location are covered by Business Travel Accident insurance. The amount of coverage is $250,000 if you die in an accident while on Dominion Energy business.

**Supplemental Life Insurance:** This optional plan provides financial protection to the spouse, children, or other beneficiary in the event of the death of the employee. Employees may also elect to purchase spouse and/or child coverage. Employees pay full cost for any supplemental life insurance elected.

**Assistance Programs**

**Employee Assistance Program (EAP):** The EAP provides confidential, professional counseling, education, and referral services to employees and their family members.

**Educational Assistance Program:** The Education Assistance program reimburses 100% of education expenses up to a maximum of $7,500 per calendar year (January 1 to December 31). 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.

**Adoption Assistance Program:** This Program offers eligible employees assistance with qualifying adoption expenses up to $15,950 per child, with a maximum of two adoptions per family.

**Health Promotion/Staywell:** To encourage healthy lifestyles, the company provides wellness information and offers optional health promotion programs.

**Health Care**

**Medical Insurance:** To help protect our employees and their families against significant costs in the event of injury or illness, Dominion Energy offers three coverage options under the Employee Medical Plan. Dominion Energy also offers medical benefits to eligible retirees under the Retiree Health and Welfare Plan, as well as medical coverage for certain disabled employees and survivors of former employees under the Disability and Survivors Medical Plan.

**Dental Insurance:** Dominion Energy offers a Dental Plan that provides coverage for checkups, cleanings and other dental services for employees and their covered dependents.

**Vision Insurance:** The Vision Plan provides coverage for routine eye examinations, lenses, and frames for employees and their covered dependents.

**Flexible Spending Accounts:** Flexible Spending Accounts (FSAs) offer employees a special tax-savings opportunity by allowing them to pay certain out-of-pocket healthcare and day care expenses with pre-tax dollars.

**Employee Incentive Plan**

**Annual AIP:** Non-union employees who meet the performance criteria and specified union and part-time employees are eligible to participate in the plan.  The Annual Incentive Plan is designed to pay cash awards based on corporate and business unit earnings performance, and operational and stewardship achievement—which includes safety, diversity, and environmental.

**Retirement Plans**

**Pension:** The Pension Plan is a defined benefit plan. The Dominion Energy Pension Plan provides retirement benefits to eligible Dominion Energy employees. The Pension Plan is designed to provide you or your beneficiary with monthly benefit payments at retirement. The Dominion Energy Pension Plan is funded entirely by Dominion Energy; employees do not contribute to the Pension Plan. The Dominion Energy Pension Plan provides retirement benefits to eligible Dominion Energy employees hired before July 1, 2021. Employees hired (or rehired) on or after July 1, 2021 are not eligible to participate in the Pension Plan.

**Savings 401(K) Plan:** The Dominion Energy Savings plan is a defined contribution plan. The Dominion Energy Salaried Savings Plan (the “Savings Plan”) is designed to encourage employees to build financial security through long-term saving. The Savings Plan is offered to eligible, non-union employees of Dominion Energy. Participation in the Savings Plan is entirely voluntary however, the plan provides Auto Enrollment at 4% of pay for all employees hired on or after 1/1/2008. If you decide to contribute and save a percentage of your base pay, Dominion Energy will also contribute to the account by company match based on years of service.

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| Years of Service | Matching Contribution |
| Fewer than 5 | 100% match on first 4% of Compensation |
| At least 5 but fewer than 15 | 100% match on first 5% of Compensation |
| At least 15 but fewer than 25 | 100% match on first 6% of Compensation |
| 25 or more | 100% match on first 7% of Compensation |

ALL employees Hired/REHIRED ON or AFTER 7/1/2021 receive an Enhanced Non-Elective Contribution of 4%-5% depending on service. Also, effective 7/1/2021 a new Roth 401(k) feature has been added.

Existing company employees will have a choice (March 1 – March 31) effective May 1, 2022, between Cash Balance feature including current Company matching contribution formula under 401k Savings Plan and the new Company matching contribution formulas under the 401(k) Savings Plan and leave the Cash Balance feature.

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