

HEALTH, LIFE AND DISABILITY BENEFITS

Benefit	Who pays for it?	What does it mean for you?
Group Medical Plan	Southern Company and Employee	Single and family, including domestic partner, coverage is available in several options depending on the employee's company and work location. Preferred-provider organization (PPO) plans are sponsored by Southern Company. A health management program is also available to help you navigate the health care system. <i>Available upon employment.</i>
Prescription Drugs	Southern Company and Employee	Prescription drug benefits are available based on your medical plan choices. <i>Available upon employment.</i>
Dental Plans	Employee	Several options are available for single and family, including domestic partner, coverage that allow you to select your own dentist. <i>Available upon employment.</i>
Mental Health & Substance Abuse Treatment	Southern Company and Employee	Mental health and substance abuse treatments are available for single and family, including domestic partner, coverage based on your medical plan choice. <i>Available upon employment.</i>
Accident and Sickness Insurance	Employee	Provides short-term protection against loss of income in case you become disabled by sickness or accidental injury. Varies by subsidiary. <i>Available upon employment.</i>
Employee Assistance Program (EAP)	Southern Company	Eligible employees, family and household members can receive free and confidential help from professional counselors (up to six visits per year) in the areas of stress, grief and traumatic events, marital and family problems, alcohol and drug problems, emotional problems and much more. <i>Available upon employment.</i>
Long-Term Disability Plan	Southern Company and Employee	Provides 50% or 60% of your base monthly salary, subject to a maximum benefit and offsets as defined in the policy, in case you become totally disabled. Benefits begin 180 days after total disability. <i>Available upon employment.</i>
Accidental Death and Dismemberment Insurance	Employee	You are eligible for insurance in amounts ranging from \$50,000 to \$500,000. You may also insure your spouse or domestic partner for up to 100% of your coverage and your child for up to 30% of your coverage. <i>Available upon employment.</i>
Group Life Insurance	(A) Southern Company (B) Southern Company and Employee	(A) Non-contributory - \$12,500 (B) Contributory - you are eligible to choose life insurance in an amount from one to five times your annual rate of pay or a flat amount of \$37,500. <i>Available upon employment.</i>
Dependent Life Insurance	Employee	You are eligible to choose life insurance for a spouse or domestic partner from \$10,000 to \$100,000 of coverage and for an eligible child from \$5,000 to \$15,000 of coverage. <i>Available upon employment.</i>
Business Travel Insurance	Southern Company	You are eligible for coverage equal to three times annual base salary, with a minimum of \$120,000 and a maximum of \$600,000. <i>Available upon employment.</i>
Flexible Spending Accounts - (Tax Saver)	Employee makes before-tax contributions into personal accounts	You may contribute before-tax dollars to either or both of two spending accounts to cover (1) certain health care expenses not reimbursable by your group medical and dental plans and (2) certain dependent day care expenses. <i>Available upon employment.</i>
SouthernLifeStyle	Southern Company	SouthernLifeStyle is an enhanced health and wellness program for all benefit-eligible employees. SouthernLifeStyle includes benefits such as an annual company-paid health and lab profile, health education and customized wellness and health management programs. <i>Available upon employment.</i>

COMPENSATION – MONEY & PAY

Benefit	Who pays for it?	What does it mean for you?
Performance-based Compensation	Southern Company	The company provides base salary and variable pay to compensate employees at competitive levels. Base salary is the foundation of the company's compensation program and is dependent on job classification, market pay levels and individual performance. Base salary may be adjusted over time based on individual performance through the annual merit program, promotions and other pay adjustments. Variable pay is designed to focus employees on and reward them for meeting and exceeding short- and long-term goals.

RETIREMENT & FINANCIAL PLANNING

Benefit	Who pays for it?	What does it mean for you?
Defined Benefit Pension Plan	Southern Company	You may receive a monthly retirement income for life beginning as early as age 50 and, at your option, your spouse may receive a monthly income for life following your death. Retirement between ages 50 and 65 requires at least 10 years of accredited service under the plan. You are fully vested after five years of vesting service. <i>Employee must complete one year of eligibility service to participate.</i>
Retiree Medical Insurance and Prescription Drugs	Southern Company and Retiree	Employees who retire from active status are eligible for single and family coverage. The company makes a contribution to this benefit based on your age and years of accredited service at retirement. Prescription drug, mental health and substance abuse treatment benefits are available based on your medical plan choices. <i>Eligible upon retirement.</i>
Retiree Dental Plans	Retiree	Several options are available allowing you to select your own dentist. <i>Eligible upon retirement.</i>
Employee Savings Plan	Southern Company and Employee. The company currently matches 85% on the first 6% of base pay you contribute	You may contribute 1% to 25% of your base pay to a traditional ESP account on either a before-tax or after-tax basis or contribute to a Roth 401(k) account on an after-tax basis. You have a wide choice of options in which to invest your contributions. You may roll over into the Savings Plan qualifying distributions from a former employer's benefit plan (must be within 60 days of the distribution). Vesting is immediate. Merrill Lynch administers this program (1-800-369-9890). Company match subject to management approval. <i>Eligible upon employment.</i>
Retiree Life Insurance	Retiree and/or Southern Company	The company provides various benefits for life insurance protection for pre- and post-65 retirees. <i>Eligible upon retirement.</i>
Personal Choice Benefits	Employee	The company has negotiated the following competitive group rate benefits for employees and their family members, including domestic partners: legal, long-term care, and auto/homeowners insurance. <i>Available upon employment.</i>
Financial Planning Services	Southern Company	You may receive free personalized, one-on-one financial planning through The Ayco AnswerLine service by calling 1-888-433-6018, or by accessing online information and services such as financial calculators, planning tips and other resources through the Ayco Financial Network at www.aycofn.com/southern.afn . <i>Available upon employment.</i>

VACATION, HOLIDAYS & OTHER TIME OFF*

Benefit	Who pays for it?	What does it mean for you?
Vacation	Southern Company	Two weeks vacation upon employment (you will accrue your initial vacation based on the month you were hired). Three, four and five weeks of vacation begin in the calendar year in which you complete five, 15 and 25 years, respectively. Employees participating in a Personal Time Off (PTO) program should refer to their company guidelines. Also offering accelerated vacation accrual, vacation bonus for long-tenured employees and vacation purchase and donation for certain eligible employees.
Holidays	Southern Company	Ten annual paid holidays (specific days vary by subsidiary). <i>Available upon employment.</i>
Paid Time Off	Southern Company	Southern Company follows a competitive practice in allowing sick leave, time off for death in the family, jury duty and time for voting. <i>Available upon employment.</i>
Leaves of Absence	Southern Company	Under the federal Family and Medical Leave Act, you may be able to take up to 12 work weeks of job-protected leave for certain family and medical situations. You must use all paid leave available to you first. The rest of the 12 weeks will be unpaid leave. <i>Subject to certain conditions.</i>
Maternity Leave	Southern Company	Provides paid and unpaid leave for a new mother following the birth of her baby (six weeks for natural birth and eight weeks for C-section).
Parental Leave	Southern Company	Provides paid leave for mothers and fathers upon the birth or adoption of a child (80 hours for full-time employees and a prorated amount for part-time employees who are eligible).
Military Leaves (call to active duty)	Southern Company	Separation allowances may be granted, depending upon the type of military leave and your length of service. Seniority continues to accrue while you are on leave. Employees are eligible for differential pay while on military leave of absence. <i>Available upon employment.</i>

JOB & CAREER ASSISTANCE

Benefit	Who pays for it?	What does it mean for you?
Internal Job Opportunities	Southern Company	A job posting system provides the opportunity to apply for other positions within the company.
Tuition Reimbursement	Southern Company	Financial assistance is available for college courses related to your position or career path with the company. Annual limit is \$5,000 per year. <i>Available upon employment.</i>
Relocation Expenses	Southern Company	Reimbursement for certain expenses when relocating at the company's request. <i>Subject to certain conditions.</i>

ADDITIONAL PROGRAMS*

Benefit	Who pays for it?	What does it mean for you?
Matching Gifts to Educational Institutions	Southern Company and Employee	The company will match personal contributions to an accredited four-year college or university up to \$5,000 annually for educational purposes. Varies by subsidiary. <i>Available upon employment.</i>
U. S. Savings Bonds Program	Employee	You may purchase bonds through payroll deduction by calling National Bond and Trust at 1-800-426-9314. <i>Available upon employment.</i>
Credit Union Membership and Services	Employee	A member-owned financial institution provides savings, checking and lending services. <i>Available upon employment.</i>
Service Awards	Southern Company	You will receive a service award upon completion of each five years of service. <i>Available upon employment.</i> Effective January 1, 2011: Awards will be distributed every 10 years of service.
Adoption Assistance	Southern Company	Provides financial assistance up to \$5,000 per eligible child to those employees who incur expenses in the process of adopting a child.

* For those employees covered by a collective bargaining agreement, certain benefits may not apply or may differ in accordance with the applicable collective bargaining agreement.