



Benefits Summary

Medical and Prescription Coverage

ENGIE is committed to offering eligible employees comprehensive benefit options no matter where they work across the US. That is why we partner with Blue Cross Blue Shield of Illinois for medical coverage and CVS Caremark for prescription drugs. Our benefit options provide a flexible framework that allows you to select the options that best suit you and your dependents.

Dental Coverage

Delta Dental administers ENGIE's dental benefits. We offer our employees a DPPO that allows participants to use their own dentist or select a network dentist.

Vision Coverage

We offer Vision Service Plan (VSP) coverage to our employees. Coverage provides one annual exam, and the choice of either contact lenses OR a pair of glasses. Employees are also eligible for a discount towards LASIK services.

Life Insurance Coverage

ENGIE provides Basic Life and Accidental Death & Dismemberment coverage (AD&D) to eligible employees at no cost. All active full-time employees, working a minimum of 30 hours per week, will receive Life and AD&D coverage valued at 2x their base salary. Additional Life/AD&D coverage is available for employees to purchase and may require a statement of health depending upon amount of coverage.

Company-paid Business Travel Accident is also provided to eligible employees.

Wellness Programs

Well onTarget

The Well onTarget Wellness Portal provides tools to help you set and reach your wellness goals. The portal is user friendly so you can find everything you need quickly and easily.

MDLive

Speak with a doctor anytime, anywhere via virtual visits powered by MDLive. This service allows you to consult with a doctor for non-emergency situations by phone, mobile app or online video 24/7/365.

Benefit Value Advisor – When searching for providers you have choices on where to go for care. The Benefit Value Advisor (BVA) program from BCBSIL provides members with resources to choose cost-effective in-network providers for medical procedures. The BVA staff can also help explain your medical benefits, schedule visits, and obtain preauthorization for certain services.

Vacation, Holidays and Sick Leave

We offer a comprehensive vacation package, with incremental increases based on years of service. Ten days per year are designated as paid company holidays, along with two individually selected wellbeing days, and one volunteer day. Sick leave is also provided in accordance with state requirements.

Retirement 401(k)

ENGIE North America offers a 401(k) Retirement Savings plan administered by Empower Retirement. Employees can make payroll contributions via pre-tax or Roth and ENGIE matches contributions at 100% on the first 3% of eligible compensation, and 50% on the next 2% of eligible compensation.

Short- and Long-Term Disability

Short-term (STD) and long-term disability (LTD) coverage is provided with an option for employees to purchase additional LTD coverage. MetLife administers ENGIE's disability benefits.

Employees are eligible to receive 60% of their salary, up to a weekly maximum benefit amount of \$3,500 while approved for STD. If illness or injury prevents an employee from working for more than 180 days, basic Long-Term Disability (LTD) may continue to replace 60% of an employee's base pay, up to a maximum of \$15,000 per month.

Employee Assistance Program

We offer a comprehensive Employee Assistance Program (EAP) at no cost to employees. Our EAP provides free confidential counseling, assessments, referrals, and follow-up services.

Tuition Reimbursement

ENGIE encourages employees to develop their skills and professional abilities. Full-time employees are eligible for tuition reimbursement each calendar year (subject to IRS guidelines) to cover pre-approved course fees, tuition and books for work-related degrees or courses.

Emergency Childcare

ENGIE, in partnership with Bright Horizons, offers back up child, adult and elder care for emergency situations. Employees may use Bright Horizon's services either at a Bright Horizons center or via in-home care for 10 annual uses. Co-Pays or hourly rates payable at the time of service may apply.