

Ready to launch your career with us?

Imagine a job with a paycheck that hits the spot, top-tier benefits, and perks that make a real impact. Our total rewards are designed to recognize dedication to Southern Company values and reward exceptional work. Offerings are flexible and diverse, with resources to fuel your physical, emotional and financial well-being.



Money and pay



Income protection



Time off



Health and wellness



Financial security



Professional growth

See more information on the back.

Guess what? Many of your benefits are fully paid for by us — there's no cost to you! For others, you'll chip in a bit. Plus, you may be eligible to purchase additional benefits not covered here. It's all about tailoring your benefits to fit your needs.

Scan to learn more about career opportunities at Southern Company.



 Fully paid for by us — no cost to you!



Money and pay

Salary plus other compensation designed to reflect the value you bring to our team

Base Pay

Equitable and competitive compensation based on the scope, responsibilities, unique characteristics and overall contribution of your role.

Annual Merit

Tied to your performance and applied to your base pay; it is the most common pay raise awarded.

Performance Pay Program (PPP)

A bonus paid out in cash, based on the achievement of financial and operational goals and your individual performance. Hitting your target award percentage may mean payouts ranging from 0% to 200% of target, translating to above-median market pay.



Income protection

Coverage to protect the ones you love, no matter what

Group Life Insurance

Basic employee life insurance of one times base pay (up to \$150,000). You can buy supplemental insurance for yourself, if you'd like, and coverage for your spouse/domestic partner and children.

Accidental Death & Dismemberment Insurance

You can purchase between \$50,000 and \$500,000 of coverage for yourself.



Health and wellness

Medical coverage, health management tools, and wellness resources to help you live well

Medical

Three core medical options, with preventive care paid at 100%, and spending accounts to make care more affordable. Coverage, including prescription drug benefits, for you, your spouse/domestic partner and children.

Spending Accounts

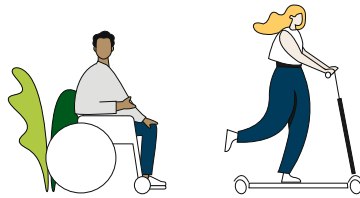
- Health Savings Account, funded with company contributions and any wellness dollars you earn.
- Health Reimbursement Account, funded with your earned wellness dollars, for use toward health care expenses, now or in the future.
- Flexible Spending Accounts that let you pay eligible health care or dependent care expenses with pre-tax dollars.

Dental

Three dental options, including one that covers orthodontia for children.

Tools & Resources

Programs to help you manage your health, wellness and finances, including medical second opinion, caregiving services, emotional well-being toolkits, cancer screening, digital physical therapy, telemedicine, substance use management, sleep health, surgical procedure support and more. *Most of these resources are available at no cost to you, depending on medical plan enrollment.*



Financial security

Programs to help you manage money and save for the future you want

Pension Plan

Provides a portion of your income at retirement. You choose your form of pension benefit payment and your beneficiary.

Employee Savings Plan (ESP)

401(k) retirement savings account to which you and Southern Company both contribute. You can set aside up to 50% of your base pay on a pre-tax or after-tax basis. Southern Company matches the first 6% you contribute. If you contribute 6% the company will contribute 5.1%.



Professional growth

Opportunities to level up your skills and explore new career options

Internal Job Opportunities

Search and apply for positions across the company through a job posting system accessible from anywhere.

Tuition Reimbursement

Financial assistance, up to \$5,250 each year, toward college courses related to your position or career path with Southern Company.



Time off

Personalized options to give you time away from work

Personal and/or sick time off

Up to 80 hours per calendar year to use per company policy. Sick time (if eligible) covers 100% of base pay while away from work due to illness or injury. Time rolls over to the next calendar year if you don't use it.

Vacation/Paid Time Off

Earn between 80 and 200 hours of vacation each year, depending on your years of service.

Holidays

Up to 12 company-paid holidays per calendar year.

Maternity Leave

Up to 12 weeks of paid leave for the physical limitations of pregnancy and/or the physical recovery of a new mother immediately preceding and following the birth of the baby.

Parental Leave

Up to two weeks of paid leave for new parents to bond with and care for their child.

Adoption Leave

Up to 12 weeks of paid leave for legal arrangements and travel, along with an adjustment period for the adopted child and new family to bond.

Military Leave

Receive differential pay while on military leave.

