



Working at Atmos Energy has its benefits.

Atmos Energy's unique culture is designed to provide employees the keys to success. Its principles drive our actions every day at work, and at home with family and friends. Employees across the enterprise are Fueling Safe and Thriving Communities every day.

This culture is reflected in our employee benefits. The physical, mental, and financial health of our employees and their families is a top priority for Atmos Energy, which is why we have a strong, competitive benefits program to help you and your family manage and protect your health, wealth, and time. So as you think about joining Atmos Energy, be sure to look closely at our benefits package.

Benefits Provided at No Cost to You

- Basic Life Insurance
- Company Holidays and Paid Time Off
- 401(k)/Retirement Savings Plan matching contribution and Fixed Annual Company Contribution
- Short- and Long-Term Disability Insurance
- Employee Assistance Program
- Alight Health Pros (personal healthcare advisors)
- Advance Medical's Expert Medical Opinion
- Naturally Slim, Livongo for Diabetes, Livongo for Hypertension, and other health education and improvement programs
- Business Travel Accident Insurance
- LifeLock Identity Theft Protection: Benefit Elite employee coverage
- Contribution to Health Savings Account (when you enroll in the High Deductible Health Plan)
- Travel Assistance with The Standard
- Service Awards

Benefits You Help Pay For

- Medical and Prescription Drug Coverage
- Dental Insurance
- Vision Insurance
- Flexible Spending Accounts (FSA)
- Health Savings Account (HSA)
- Teladoc (telemedicine)
- 401(k)/Retirement Savings Plan
- 401(k)/Retirement Savings Plan Investment Management
- Supplemental Term Life and Dependent Life Insurance
- Employee and Dependent Accidental Death & Dismemberment (AD&D) Insurance
- LifeLock Identity Theft Protection: Upgrade to Ultimate Plus and/or add dependents

Your Health

Medical Plan

We offer a choice of three medical plans. You can choose the option that makes the most sense for you and your family. Our HDHP plan comes with a Health Savings Account — and Atmos Energy will deposit \$500 or \$1,000 into your HSA depending on whom you cover under the plan. We also offer a PPO and an EPO plan.

Health and Wellness Resources

Atmos Energy is proud to offer a variety of programs and tools to help you improve or maintain your overall health. Programs include Teladoc, a telemedicine service, and an Expert Medical Opinion program to give you a second opinion on a medical situation. Atmos Energy also offers Aight Health Pros, a service to help you get the most out of your healthcare benefits; a robust Employee Assistance Program; Livongo, programs to help make managing diabetes and hypertension easier; and Naturally Slim, a weight loss and health improvement program.

Dental Plan

Our dental plan provides coverage for many dental expenses, including cleanings, X-rays, fillings, and orthodontia. Preventive care is covered at 100 percent, including an oral cleaning every six months.

Vision Plan

Atmos Energy's vision plan helps you cover the cost of routine vision services and supplies, like eye exams, eyeglasses, and contact lenses.

Your Wealth

401(k) Plan

Our 401(k)/Retirement Savings Plan allows you to put aside money before income taxes are withheld from your pay. Atmos Energy matches the first four percent of pretax earnings that you contribute. We also contribute an additional fixed annual amount of four percent of eligible earnings after one year of service.

Flexible Spending Accounts

Flexible Spending Accounts let you pay for certain health care and dependent care expenses using tax-free money. Atmos Energy offers three types of Flexible Spending Accounts: a Health Care Account for those who enroll in our EPO or PPO plans, a Limited Purpose Account for those who enroll in our HDHP plan, and a Dependent Care Account.

Life Insurance

Atmos Energy provides Basic Life insurance equal to two times your base annual salary. We also offer supplemental term life insurance and AD&D insurance options you can purchase for additional financial protection for yourself and your family.

Disability Coverage

Atmos Energy provides short- and long-term disability coverage that replaces a portion of your income if you are unable to work for an extended period due to an accident, injury, or sickness.

Guided Choice

Guided Choice provides objective, personalized retirement guidance for free. They also offer advice and management of your Retirement Savings Plan (RSP) account for an affordable annual fee.

Identity Theft Protection

LifeLock offers identity theft protection to help safeguard your finances, credit, and good name. Atmos Energy pays the full cost for employee coverage. You can also elect to upgrade your coverage or add dependents for an additional charge.

Educational Assistance Program

This program is available to all full-time employees immediately upon hiring. Our financial assistance can help cover tuition, professional certification fees, and other education-related expenses.

LinkedIn Learning

Atmos Energy provides no-cost access to LinkedIn Learning video courses to help you reach your professional development goals. The courses are taught by industry professionals and cover topics including Business, Creativity, and Technology.

Your Time

Holidays

Atmos Energy observes nine paid Company holidays each year. You also receive a floating holiday each year; you choose your day subject to supervisor approval.

Paid Time Off (PTO)

You earn PTO each paycheck. The rate at which you earn PTO is based on your years of service.

