

Working at Atmos Energy Has Its Benefits

Atmos Energy is more than a place to work: it's a company with a culture that comes from the heart. We are a community of people who share a common bond, stand on the shoulders of those who came before us, and are committed to making a difference for those who follow.

This culture is reflected in our employee benefits. The physical 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.



Our Benefits Program

Benefits Provided at No Cost to You	Benefits You Help Pay For
Contribution to Health Savings Account (when you enroll in the High Deductible Health Plan)	Medical and Prescription Drug Coverage
Basic Life Insurance	Dental Insurance
Short- and Long-Term Disability Insurance	Vision Insurance
Employee Assistance Program	Flexible Spending Accounts
Compass Professional Health Services	Optional Employee and Dependent Life Insurance
Advance Medical's Expert Medical Opinion	Optional Employee and Dependent Accidental Death and Dismemberment (AD&D) Insurance
Naturally Slim and other health education and improvement programs	
Retirement Savings Plan matching contribution and fixed annual contribution by Atmos Energy	Retirement Savings Plan
Holidays and Paid Time Off	

Your Health

Medical Plan

We offer a choice of several medical plans. You can choose the option that makes the most sense for you and your family. Our High Deductible Health 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.

Steps to Wellness

Atmos Energy's wellness program, *Steps to Wellness*, is designed to help you live a healthier life. The program incorporates six wellness goals and offers you many programs and resources to help you meet those goals, including Naturally Slim, a weight loss and health improvement program, and Compass Professional Health Services, a service to help you get the most out of your healthcare benefits. Atmos Energy also offers an Expert Medical Opinion program to help you manage your health conditions and give you a second medical opinion.

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

Atmos Energy understands how important it is for you to save for your future. Our Retirement Savings Plan allows you to put aside money before income taxes are withheld from your pay. After one year of service, Atmos Energy matches the first four percent of pre-tax earnings that you save for an immediate 100 percent return on a portion of your savings. We also contribute a 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 healthcare and dependent care expenses using tax-free money deducted from your paychecks. Atmos Energy offers two types of Flexible Spending Accounts: a Healthcare Account and a Dependent Care Account.



Life Insurance

Most people don't like to think about life insurance. But when an accident or unexpected death happens, we realize how important it can be. Atmos Energy provides Basic Life Insurance equal to two times your base annual salary. We also offer a number of life insurance and AD&D insurance options you can purchase for additional financial protection for yourself and your family.

Short and Long-Term Disability

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.

Your Time

Holidays

Atmos Energy observes nine paid fixed holidays each year. You also receive a floating holiday each year that you can use whenever you want!

Paid Time Off (PTO)

PTO allows you to balance work and life. At Atmos Energy, you accrue PTO each paycheck. The rate you accrue PTO is based on your years of service. The PTO accrual rate for new hires is calculated on a bi-weekly basis.