

# Florida City Gas Employee Transition Q&A

Below you will find important information regarding your benefits and answers to frequently asked questions.

## Will anything be changing for me between now and when the transaction closes?

Between now and the transaction closing date, everything will remain the same for Florida City Gas employees, including pay and benefits. Florida City Gas and Chesapeake will be working together on activities during this transition period to help facilitate a smooth transition.

## Pay

### Will I receive my annual performance incentive?

If applicable, you will receive pro-rated performance incentive within 30 days after the closing date.

### How will I receive my last paycheck?

You will receive your last pay from NextEra Energy in the same manner that you received your previous pay (e.g., direct deposit).

### How can I get access to view my last pay statement?

A paper copy of your last pay statement will be mailed to you at your legal address on file since you will no longer have access to view electronically in HR4U.

## Time-Off

### What will happen to my 2023 vacation?

Although you are provided with your full vacation allowance on the first day of the calendar year, you earn vacation on the 15th of each month through October at the rate of 1/10th of your annual vacation allowance.

Once your NextEra employment ends:

- You will be paid for any earned but unused vacation time.
- The cost of any vacation taken but not yet earned will be deducted from your final paycheck.
- If you have purchased vacation, the company will buy back any vacation time that you purchased but did not use.

### What will happen to my floating holidays?

You will not be paid for any unused floating holidays unless you are Retirement Eligible (at least age 50 with 10 years of service with Florida City Gas and/or NextEra Energy).

### What happens to my sick time?

You will not receive payment for the value of any unused sick leave time in your sick leave bank.

## Health and Welfare Benefits

### When will my NextEra Energy employee benefits end?

Your employee benefits coverage under the NextEra Energy-sponsored benefit plans (including medical, dental, prescription, vision, Employee Assistance Plan (EAP), health care flexible spending account and life insurance) will end at 11:59 p.m. on the transaction closing date.

However, if you are Retirement Eligible (at least age 50 with 10 years of service with Florida City Gas and/or NextEra Energy), your NextEra Energy benefits coverage will end at the end of the month in which the transaction closing date occurs.

### Should I make 2024 benefits elections in the upcoming NextEra open enrollment window?

Yes, FCG employees should participate in the 2024 open enrollment process at NextEra Energy since we do not yet have an exact date of when the transaction will be closing and 2023 benefit elections end on December 31, 2023. In parallel, Chesapeake Utilities will be providing information about the timing for enrolling in their benefits.

### Will I still be able to be reimbursed for my approved educational assistance for 2023?

Yes, you will be reimbursed for your approved educational assistance upon successful course completion as outlined in education assistance policy for the Fall 2023 semester, if applicable. We will be providing more information closer to the transaction close regarding details on next steps.

### Will I be responsible to payback education assistance reimbursement(s) I have received in the last 24-month period?

No, in the case of divestiture, the payback requirements are waived.

### Can I continue my NextEra medical, dental, vision and Employee Assistance Plan coverage following the transaction closing date through COBRA?

Yes. When your NextEra Energy employee benefits coverage for medical, dental, vision benefits ends, you and your covered dependents will be eligible to continue coverage under COBRA (the Consolidated Omnibus Budget Reconciliation Act). HealthEquity-WageWorks, NextEra's COBRA administrator, will send detailed information called a *Cobra Election Notice and Other Health Coverage Alternatives* to your home address on file as of the transaction closing date. You should expect to receive the COBRA election form approximately 10-14 days following the transaction closing date.

To elect COBRA:

- You may sign and return the COBRA election form, and pay the applicable premium by the date indicated on the COBRA election form.
- You may also elect COBRA continuation coverage online **after the transaction closing date** to help expedite the process at: [mybenefits.wageworks.com](https://mybenefits.wageworks.com). (Please note that even if you enroll online, you will still receive paper copies of the COBRA notice and election form in accordance with applicable COBRA rules).

Once you receive your COBRA information, if you have any questions or require further clarification about this notice or your right to COBRA coverage, submit a request using the Support link at [mybenefits.wageworks.com](https://mybenefits.wageworks.com) or contact Health Equity Wage Works at 877-722-2667.

### What happens to my Health Care and/or Dependent Care Flexible Spending Accounts?

For claims incurred up to your benefits coverage ending date, you may continue to submit claims through March 31, 2024, up to the balance in your account(s). If you wish to cover claims incurred after the transaction closing date, you may elect to continue your Health Care Flexible Spending Account through COBRA on an after-tax basis, but only if your claims have not exceeded the balance in your Health Care Flexible Spending account.

Note: COBRA does not apply to the Dependent Care Flexible Spending Account and claims may only be submitted for services incurred up to the transaction closing date.

### Can I continue my Supplemental Insurance (Critical Illness, Hospital Indemnity and/or Accident Insurance) through VOYA following the transaction closing date?

Yes, to continue the coverage, you must contact VOYA at 877-236-7564 within 31 days of the transaction closing date to make arrangements for premium payments.

## Retirement Benefits

### Am I eligible for retiree medical?

If at the transaction closing date, you are at least 50 years old with at least 10 years of service with Florida City Gas and/or NextEra Energy, you are eligible for retiree medical coverage, and will receive enrollment information from Fidelity shortly following the transaction close date.

### How can I obtain a distribution of my Retirement Savings Plan account?

You may work directly with Fidelity to request a distribution by contact the NextEra Energy Retirement Services Center at Fidelity at 800-208-4015, or logging on to your account at [www.netbenefits.com/nextera](https://www.netbenefits.com/nextera).

### Will I become vested in the NextEra Company Matching Contributions in my account under the Retirement Savings Plan?

Due to the transaction, your Retirement Savings Plan benefit will become fully (100%) vested if you are an active employee on the transaction closing date.

### How do I re-pay my Retirement Savings Plan loan(s)?

Contact the NextEra Energy Retirement Services Center at Fidelity at 800-208-4015 within the first month following the transaction closing date to obtain instructions on how to repay the outstanding loan balance. Fidelity will also send out a communication following your last day of employment with Florida City Gas detailing next steps regarding your loan.

There are two options for repaying your loan:

1. You can pay off the outstanding balance of the loan. To find out the payoff amount, contact the NextEra Energy Retirement Services Center at Fidelity; or

2. You can continue to repay the loan by making monthly payments directly to NextEra Energy Retirement Services Center at Fidelity. If you choose not to repay the loan following the transaction closing date, the loan will be defaulted and the balance will be treated as a distribution from the Retirement Savings Plan, which will be subject to income tax and may be subject to a 10% early withdrawal penalty.

### What happens to my annual 401k contribution limit?

The IRS limits the amount employees are permitted to contribute to 401(k) accounts each year. For 2023, the maximum contribution amount is \$22,500 (pre-tax and Roth after-tax contributions combined). Employees who are age 50 or above are permitted to make extra contributions, called “catch-up contributions” in the amount of \$6,500, for a total maximum contribution limit of \$30,000. If you exceed the limit, you will need to request a refund of the excess by March 15, 2024 in order to avoid tax penalties.

It will be your responsibility to ensure that your contributions do not exceed these limits.

### What happens to my pension with NextEra?

As a result of the divestiture, you will be automatically 100% vested in your NextEra Energy, Inc. Employee Pension Plan benefit. You may request a modeling or distribution of this benefit by contacting Fidelity Investments at 800-208-4015 or log onto [www.netbenefits.com](http://www.netbenefits.com)

### How do I find my pension account balance?

Contact Fidelity Investments at 800-208-4015 or log onto [www.netbenefits.com](http://www.netbenefits.com)

## Employee Development

### Can we apply for open positions at NextEra Energy?

While you can apply for positions at NextEra, we encourage you to consider the opportunities that will be available to you as part of Chesapeake.

### If an employee is currently enrolled in a Leadership Training Class, what should they do?

Employees who are currently enrolled in leadership training classes, should continue to participate until the transaction closing date.

## Misc. Questions

### If I am currently enrolled in the student loan repayment program, what happens to the loan payments that I am currently receiving?

Once you are no longer a NextEra Energy employee, your eligibility for the NextEra Energy Student Loan repayment stops.

### Can I continue my life insurance coverage?

You may continue life insurance coverage by contacting Metlife portability and/or conversion forms. If you wish to apply for portability or conversion of your life insurance, you must do so within 31 days of the transaction closing.

## What is the difference between portability and conversion?

Portability provides the option of continuing group term life and AD&D insurance under a separate group policy at group rates with no evidence of insurability requirement. Conversion provides you the option of converting your coverage into an individual life insurance policy. Coverage(s) you may continue are:

- Basic Life and Basic AD&D
- Additional Life
- Spouse Life
- Child Life
- Additional AD&D
- Basic Life
- Additional Life
- Spouse Life
- Child Life

Who to Contact? MetLife Application Support: 888-252-3607. The deadline to complete your application is 31 days from the transaction closing date.

## If I accepted a relocation package for a job with FCG what happens?

Since you will still be employed by FCG no repayment obligation applies.

## I have an account with Power Financial Credit Union am I able to keep this account?

Yes, if you have a current account with Power Financial Credit Union you can continue to keep that account. If you have any questions, you can contact Power Financial directly at 800-548- 5465.