

Oct. 25, 2023

## TRANSITION UPDATE #3

### NEXTERA ENERGY OPEN ENROLLMENT

- NextEra Energy's Open Enrollment period begins on Oct. 30 and runs through Nov. 13. **Since the transaction with Chesapeake Utilities is not yet complete, all Florida City Gas (FCG) employees should participate in the open enrollment process, as routine.**
- View the Open Enrollment [important dates and events list](#) for more information on all the upcoming events and to register.
- Any additional information about Open Enrollment will be posted to eWeb.

### PAYROLL INFORMATION

- To ensure a smooth transition of payroll information to Chesapeake Utilities, NextEra Energy's human resources (HR) team will be providing basic payroll information about all FCG employees to Chesapeake Utilities.
- This will assist with benefits enrollment and other important information needed for your first day with Chesapeake Utilities.
- As we get closer the closing of the transaction and if any action is required on your part, you will receive more details and instructions. If you have questions, contact [Melanie Rey](#), NextEra Energy HR.

### WHAT'S NEXT

- The Chesapeake Utilities HR team and other members of their company were excited to be on-site at FCG locations last week, and they look forward to their next visit.
- The Chesapeake HR team plans to return to FCG offices in November to review, in detail, benefit plan options. The dates of those planned meetings will be communicated as soon as possible.
- The Chesapeake Utilities team will offer a competitive benefits package for you and your families. Those details will be shared with you as soon as possible, giving you an opportunity to make the benefit selections that best fit your needs. **For those of you who are represented by the IBEW, Chesapeake Utilities will be meeting with your union representatives with regard to benefit plan options.**
- Please continue to share your questions and concerns. We will answer them to the best of our ability as quickly as possible.

### PLEASE REMEMBER

- As always, employees should continue to do their job safely and remain committed to providing customers the excellent service FCG delivers today.
- **It's important to remember ... Between now and transaction close, everything remains the same for FCG employees and customers.**

## WHAT'S ON YOUR MIND? NEXTERA ENERGY FAQs



We appreciate the questions you have already shared with us. Both NextEra Energy and Chesapeake Utilities are committed to doing our best to listen and respond as quickly and completely as possible. Your leader will continue to be a trusted source of information.

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[View NextEra Energy's current list of frequently asked questions.](#) (PDF to be

If you have a question, please ask your leader or submit your question to [employee.communications@nexteraenergy.com](mailto:employee.communications@nexteraenergy.com).