



2024 BENEFITS OVERVIEW

For additional information and details, please reference the NXG 2024 Benefits Guide.

HEALTH & WELLBEING: Employees are eligible to enroll in benefits on the first of the month after 60 days of employment

MEDICAL*

Surest - a UHC company	UMR HDHP- a UHC company
Weekly Premiums	Weekly Premiums
\$20 Employee Only \$50 Employee + Spouse \$40 Employee + Child(ren) \$70 Employee + Family	\$20 Employee Only \$50 Employee + Spouse \$40 Employee + Child(ren) \$70 Employee + Family
Annual Deductible No deductible	Annual Deductible \$1,750 Individual/\$3,500 Family
Out of Pocket Maximum \$6,000 Individual/\$12,000 Family	Out of Pocket Maximum \$6,350 Individual/\$12,700 Family

HEALTH SAVINGS ACCOUNT (HSA)

Employees who enroll in the UMR medical plan are eligible to participate in an HSA.

Company Match Contribution:
To help offset medical costs, NXG matches weekly HSA contributions up to the following:

\$500 Employee only
\$1,000 Employee + Spouse,
Child(ren) or Family

Employee Contribution:
Employees in an HDHP are eligible to make contributions on a pre-tax basis to the following limits in 2024:

\$4,150 Employee Only
\$8,300 Employee + Spouse,
Child(ren) or Family

Maximum limits include both the company match and the employee contribution.

DENTAL

Delta Dental Base Plan	Delta Dental Buy-Up Plan
Weekly Premiums	Weekly Premiums
\$1.00 Employee Only \$5.61 Employee + Spouse \$7.44 Employee + Child(ren) \$12.15 Employee + Family	\$4.63 Employee Only \$12.31 Employee + Spouse \$16.95 Employee + Child(ren) \$24.60 Employee + Family
Annual Deductible \$50 Individual/\$150 Family	Annual Deductible \$50 Individual/\$150 Family
Plan Maximum \$1,500	Plan Maximum \$2,000
	Orthodontics (Child Only) \$1,500 Lifetime Max

VISION

EyeMed Network
Weekly Premiums
\$1.74 Employee Only \$3.48 Employee + Spouse \$3.39 Employee + Child(ren) \$5.30 Employee + Family
Frames or lenses every 12 months

TELEHEALTH

Clever Health - Virtual Care

- NXG covers the cost of telehealth for employees at 100%
- RX discount program

MENTAL WELL-BEING

Clever Health

- 100% free Mental Health coaching 24/7 by phone
- 4 free annual calls for enhanced mental health support (licensed therapist and psychologists)

PHYSICAL WELL-BEING

State of the art gym for all employees and their families

On site trainer

Wellness challenges with prizes throughout the year

*Medical premiums reflected are based on employees who complete an annual Health Screening and does not include a spousal surcharge for spouses who are offered coverage from their own employer.

PAID TIME OFF (PTO)

PTO SALARY

Length of Employment	Accrual per Week	Annual Max
Year 1	2.31 hours per week	120 hours
1+ years	2.46 hours per week	128 hours
2+ years	2.62 hours per week	136 hours
3+ years	2.77 hours per week	144 hours
4+ years	2.92 hours per week	152 hours
5+ years	3.08 hours per week	160 hours

HOLIDAYS—7 PER YEAR

PTO HOURLY

Length of Employment	Accrual per Week	Annual Max
Year 1	1 hr for every 30 hrs worked	64 hours
Years 2-4	1.54 hours per week	80 hours
Years 5-9	2.31 hours per week	120 hours
Years 10+	3.08 hours per week	160 hours

EMPLOYEE INVOLVEMENT

BE ABOUT IT! VOLUNTEER TIME OFF (VTO)

8 hours per year of paid time off to volunteer and give back in your community

COMMUNICATION

Workvivo- a companywide, interactive app for sharing company news, updates, wins and coworker appreciation

Annual townhall

EVENTS

Annual company wide events for employees and families

SERVICE AWARDS/RECOGNITION AWARDS

Awards for milestone years of service

Annual Nox Foundations Awards

COMPENSATION

Annual companywide compensation reviews to stay market competitive

Annual discretionary bonus for exempt employees, awarded in Q1 for previous year

RETIREMENT

Automatic enrollment at 6% on the first of the month after 6 months of employment

Company match of 25% of employees contributes up to IRS limit

4 year vesting schedule — 25% per year, for company match

Roth 401(k) available

LIFE INSURANCE

\$25,000 life insurance for all employees paid by NXG

Additional buy-up life insurance up to \$500,000 but no more than 5 times annual salary

Additional life insurance options for spouse and/or child(ren)

OPTIONAL INSURANCES

•Short & Long-Term Disability

•Identity Theft

•Legal Services

•Accident Insurance

•Critical Illness

•Pet Insurance

REFERRAL PROGRAM

Salaried Referral Program

\$3,000 – PM & Superintendent

\$2,000 – Foreman

\$1,000 – Admin Staff & JW

\$500 – Craft with 2+ years of experience

\$250 – Craft Entry Level

Hourly Referral Program

Hourly Craft roles and VC Engineers receive an additional \$1.00 on their base pay.

CAREER DEVELOPMENT

NEW EMPLOYEE ORIENTATION (NEO)

Comprehensive onsite and virtual NEO to set employees up for success, includes company apparel year

PERFORMANCE DEVELOPMENT

Individual Development Plans established for all exempt employees within the first 60 days of employment

60 day 1:1 check-ins for all exempt employees

Frequent evaluations and OJT provided for craft workforce

WECA- electrical apprenticeship program offered to craft workforce during working hours, fully paid

LEARNING MANAGEMENT SYSTEM (LMS)

NXG Learn is a company wide LMS that offers various trainings from role specific training to leadership training

LinkedIn Learning offered for employee development

LEADERSHIP TRAINING

Various leadership trainings offered throughout the year to support different levels of leadership development

TUITION REIMBURSEMENT

\$5,000 per year benefit

90 days of service required

Job-related course of study