

## 2023 Enel North America, Inc.

# Summary of Benefits for U.S. Employees

# Become a member of the Enel North America team!

We are proud to be the leader in energy and technology solutions in North America, and it all starts with our employees. We offer a comprehensive and affordable benefits package that exceeds industry benchmarks to ensure our employees' physical, emotional, and financial health.

At every stage of your life, you have the freedom to choose what suits the needs of you and your family best. As an Enel employee, you and your qualified dependents would be eligible for a generous benefit package from day one.

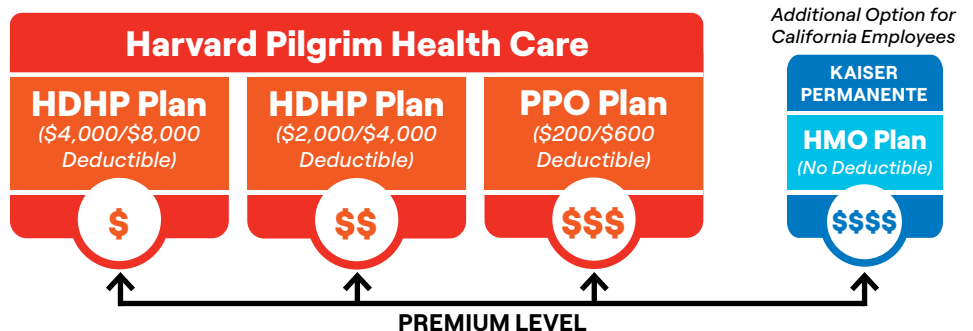
Please refer to the Benefit Guide for complete information on your individual benefit eligibility as some offerings are dependent on your employment type, regularly scheduled hours, and tenure with the company.



## Your Health Comes First

Enel North America offers three plans through Harvard Pilgrim Health Care (HPHC). Each plan offers nationwide access to comprehensive medical and prescription drug coverage through a partnership with United Health Care (UHC) and HPHC's [Access America Plans](#).

Each medical plan option shown below indicates the premium cost levels as well as the individual/family deductibles. The lower the premium, the higher the deductible and vice versa.



As everyone's needs are different, we offer several options to suit your current lifestyle and budget.

## Stretch Your Dollars with an Health Savings Account (HSA)

For active employees enrolled in a Harvard Pilgrim High Deductible Health Plan (HDHP) with an HSA account, Enel North America will annually contribute HSA funds as follows:

- **\$500 in for Employee Only coverage**
- **\$1,000 for Employee + 1 or Family coverage**

Deposits will be made twice per year in amounts of \$250 for Employee Only coverage and \$500 for Employee + One or Family coverage.

Employees must be actively employed at the time of the deposit to receive employer funding. Employees may contribute up to the current IRS limits ([www.irs.gov](http://www.irs.gov)), less any employer contributions received.



**HSA contributions are pre-tax, never expire, and can be used to pay for eligible health care expenses.**

## Protect Your Smile

Enel North America offers two PPO dental plans through Cigna:

- **Core Plan**
- **Buy-Up Plan**

Both plans cover preventive care at 100% including annual dental cleanings and basic and major services.



**If you need orthodontic services, the Dental Buy-Up plan covers 50%, up to \$1,500 lifetime maximum per person.**

## Cost of Coverage

Coverage Tier	Medical			
	PPO Plan*	HDHP \$2,000/\$4,000*	HDHP \$4,000/\$8,000*	Kaiser HMO Plan*
Employee	\$67.31	\$34.39	\$22.95	\$68.41
Employee + 1	\$127.91	\$65.35	\$43.60	\$136.82
Employee + Family	\$191.85	\$98.01	\$65.40	\$193.60

Coverage Tier	Dental		Vision
	Core Plan*	Buy-Up Plan*	Vision Plan
Employee	\$3.12	\$4.35	\$0.00
Employee + 1	\$6.25	\$7.91	\$0.00
Employee + Family	\$9.37	\$13.06	\$0.00

\*Bi-weekly pre-tax payroll deduction



## Get the Vision Care You Need

Vision benefits are provided **at no cost** to you through VSP, which utilizes a nationwide network of eye doctors and vision specialists.



**With our vision plan, you receive one eye exam per year and low out-of-pocket costs for glasses and contacts.**

## Take Charge of Your Wellbeing

We have partnered with **Health Advocate** to help you get the most out of your health plans. Health Advocate works directly with insurance companies to obtain appropriate approvals, coordinate benefits, answer questions, find doctors and resolve billing issues.

**HealthAdvocate™**



## Grow Your Family While Growing Your Career

Enel has partnered with **Maven** to provide employees free access to specialized fertility support services, personalized guidance, trustworthy resources, and more throughout your family-building journey. You and your partner get:

- Unlimited, 24/7 virtual access to top-rated providers
- Your own dedicated Care Advocate
- On-demand content & virtual classes
- Expert-designed programs tailored to your specific needs including IVF, IUI, egg freezing, adoption, and surrogacy.



## Pay Off Your Student Loans With Enel

Enel's partnership with **Vault** allows eligible employees to maximize their student loan payments and achieve their financial goals. Through **Vault Advisor**, Enel will also **contribute up to \$150/month** directly toward your student loans via **Vault Pay**.

Full details including the tenure based contribution schedule can be found in the Benefit Guide.



## Preparing For the Future

Upon hire, employees are eligible to contribute to **Enel North America's 401(k) Retirement Savings Plan** through Fidelity Investments and receive company-matched contributions with immediate vesting.



**We will match employee contributions equal to 100% of the first 4% of your contributions, subject to the current IRS limits ([www.irs.gov](http://www.irs.gov)).**



## Additional Benefits & Perks



Maven Fertility Support



Student Loan Paydown Assistance & Tuition Reimbursement\*



Child, Elder, and Pet Care



Employer-Paid Basic Life/AD&D Coverage



Flexible Spending Accounts



Employee Assistance Program



Commuter Benefits



Matching Gifts Program and more!

*\* Tuition reimbursement carries a 6-month waiting period.*



## Time Away From Work

### Paid Leave of Absence Programs

As an Enel employee, we understand that you may need time away from work to attend to your health and family, which is why we offer a variety of paid leave programs to give you peace of mind, flexibility, and freedom from financial worries.



**Medical Leave:** Enel provides up to 90 days of 100% pay continuation for medical leave through Enel's Short Term Disability benefit.



**Paid Bonding Leave:** You can receive 12 weeks of 100% paid leave to bond with your child following birth, adoption and placement in foster care. In addition, if you are a birth parent, delivery is covered under our Medical Leave carrying a 6-to-8 week benefit period.



**Paid Caregiver Leave:** You can take up to 12 weeks of 100% paid leave to care for your spouse, child, or other qualified individual with a serious health condition.



**Off-the-Grid Leave (OTG):** You may be eligible to take 4-weeks off at 100% of your base pay after 5 years of service.



**Military Leave:** Enel will supplement your military pay for up to 12 weeks annually with the amount you would have earned via Enel payroll.



## Paid Time Off



9 Sick Days



20 Vacation Days



2 Personal Days



15 Company Holidays per year



2 Volunteer Days



Birthday Off



Bereavement Time

*An employee's eligibility for these benefits shall be subject to the governing documents for such plans and programs and/or company policy. The benefits described above may be modified or eliminated with or without notice in accordance with the governing documents and applicable law.*