

Florida City Gas (FCG) Employee Transition

Q&As

Below you will find answers to frequently asked questions in connection with the upcoming closing date of the sale of FCG to Chesapeake Energy Company (transaction closing date).

[When is the expected transaction closing date?](#)

The transaction closing date is expected to be the end of November or beginning of December.

[Will anything be changing for me between now and the transaction closing date?](#)

Between now and the transaction closing date, everything will remain the same for FCG employees, including pay and benefits. NextEra 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 a pro-rated portion of your annual performance incentive.

[New: When does my time need to be entered into my timesheet for payroll purposes?](#)

You should be keeping your timesheet up to date through HR4U. Your time should be entered into your timesheet by 5 p.m. (ET) each day until the closing occurs.

[New: Will I receive a W-2 statement from NextEra Energy?](#)

Yes, your W-2 statement for compensation earned in 2023 through the transaction closing date will be mailed to you by Jan. 31, 2024.

[New: When will I receive my final paycheck?](#)

Depending upon the close date is when your final paycheck will be issued and will be communicated to you.

[New: What additional pay will be included in my final paycheck?](#)

Your final paycheck will include the following compensation:

Vacation earned and unused.

- If you have purchased vacation, the company will buy back any purchased vacation time that you did not use.
- Pro-rated annual performance incentive

[How will I receive my final paycheck?](#)

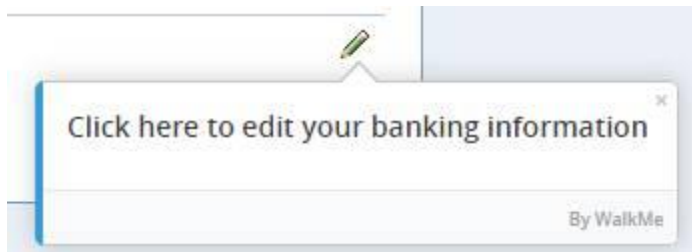
You will receive your final paycheck in the same manner that you received your previous paychecks (e.g., direct deposit).

New: What will happen if I have directed my paycheck to be split among multiple bank accounts?

Your final paycheck will be deposited 100% into the account designated as your “Main Bank” in HR4U. This means your final paycheck will NOT be deposited into multiple bank accounts (even if they were directed to multiple bank accounts prior to the transaction closing date).

New: How do I update or change my bank account information or my Main Bank for my direct deposit?

If you wish to change your bank account information for direct deposit, go to HR4U under the “Time & Pay” section and select “Update Direct Deposit”. To change the account designated as “Main Bank,” click on the Pencil icon (screenshot below) on the far right, edit the bank information, and click “save” to complete. No action is needed on the other bank(s) listed. If you have questions, contact the Payroll Processing team directly via email at the following address: **The deadline to make any changes to your Main Bank information is Tuesday, Nov. 28.**



How can I get access to view my final pay statement?

A paper copy of your final 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 after the transaction closing date.

Time-Off

What will happen to my 2023 vacation?

In your final paycheck after the closing date:

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

What happens to my unused floating holidays?

You will not receive payment for the value of any unused floating holidays unless you are Retirement Eligible.

“Retirement Eligible” means you are at least age 50 with 10 years of service with FCG and/or NextEra Energy as of the transaction closing date.

What happens to my unused sick time?

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

Health and Welfare Benefits

When will my NextEra Energy benefits end?

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

Will I still be eligible to receive reimbursement for my approved education assistance benefits for 2023?

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

Will I have an obligation to pay back education assistance benefits I have received in the last 24-month period?

No, the payback requirement is being waived for FCG employees as of the transaction closing date.

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

If you have any questions about the COBRA Election Notice or your right to COBRA coverage, submit a request using the Support link at 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 obtain reimbursement for health care claims incurred after the transaction closing date, you may elect to continue your Health Care Flexible Spending Account coverage 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.

New: What happens to my Health Savings Account (HSA)? Am I still able to use has card?

Your HSA with HSA Bank is yours. You may continue to HSA your HSA Bank debit card for eligible expenses.

New: What happens to my Health Reimbursement Account (HRA)?

HRAs are completely company funded. You must be participating in a NextEra sponsored medical plan (COBRA or NextEra Retiree Medical benefits) in order to use any remaining funds in your HRA after Nov. 30. Unless you continue coverage through COBRA or Retiree Medical, you must submit any claims for reimbursement of eligible expenses no later than March 31, 2024.

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

Yes. To continue 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 you are Retirement Eligible (as defined above) as of the transaction closing date, you are eligible for retiree medical coverage. You will receive enrollment information from Fidelity shortly following the transaction closing date.

How can I obtain a distribution of my Retirement Savings Plan (401(k)) account?

You may request a distribution by contacting the NextEra Energy Retirement Services Center at Fidelity at 800-208-4015, or logging on to your account at 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 Florida City Gas 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 any outstanding loan balance. Fidelity will also send out a communication following the transaction closing date 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 do not repay any outstanding loan following the transaction closing date, the loan will go into default and the outstanding loan balance will be treated as a distribution from the Retirement Savings Plan, which may be subject to income tax and, if you are below age 59-1/2, a 10% early withdrawal penalty.

How is my annual 401(k) contribution limit affected by the transaction?

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 contributions by March 15, 2024 in order to avoid tax penalties.

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

New: Can I leave my retirement savings account balance in the plan?

If your account balance is greater than \$5,000, you may leave the money in your account. Your account balance will continue to reflect the gains and losses (if any) of your investments and will not be subject to income tax until distributed.

Following the transaction closing date, you may request a loan from your account balance, or you may request a partial withdrawal of your account balance. You will continue to be able to transfer your account balances among all of the available investment funds in the plan.

You can request a distribution of your total account balance at any time until such time as you are subject to IRS required minimum distribution rules (generally, age 72).

Will my account balance continue to be subject to administrative fees if I do not take a distribution of my account balance?

The 401(k) recordkeeping and administrative fees (\$47 and \$8 per year, respectively) will continue to apply following the transaction closing date until such time as you receive a distribution of your account balance. Please refer to the Fee Disclosure Notice available on NetBenefits.com (Retirement Savings Plan

> Plan Information > Plan Literature) a complete explanation of fees that apply to your account balance under the plan.

Pension

What happens to my pension with NextEra?

As a result of the transaction, 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.

How do I find my pension account balance?

Contact Fidelity Investments at 800-208-4015 or log onto www.netbenefits.com.

New: Must I wait until I attain retirement age in order to obtain a distribution of my cash balance pension benefit?

No. You may commence your NextEra Energy cash balance pension benefit at any time following the transaction closing date. Log on to your account at NetBenefits.com to model and/or commence your cash balance pension benefit.

New: Can my cash balance pension benefit be rolled over to another employer's retirement plan or an individual retirement account (IRA)?

If you elect to receive your cash balance pension benefit in the form of a lump sum, you may roll over the distribution into another retirement account such as an IRA, or another employer's 401(k) plan that accepts such roll-in contributions. Please note, the NextEra Energy, Inc. Employee Retirement Savings Plan does not accept rollover contributions from the NextEra Energy, Inc. Employee Pension plan.

New: Will my cash balance pension benefit continue to earn interest credits after the transaction closing date?

Yes. Your cash balance pension benefit will continue to accrue interest credits until you elect to receive a distribution of your cash balance pension benefit.

Employee Development

Can I apply for open positions at NextEra Energy?

While you are not prohibited from applying for open positions at NextEra, we would encourage you to consider the opportunities that will be available to you after the transaction closing date as part of Chesapeake.

Does the transaction affect my participation in in a NextEra Leadership Training Class?

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

Miscellaneous

New: Will my badge still work or will I be getting a new badge after the transaction closing date?

You will continue using your existing badge after closing. Chesapeake is working on a transition plan for badges and more information will be coming in the next few weeks.

New: Can I still access the Fitness Center after the transaction closing date?

If you are Retirement Eligible (as defined above), you will continue to have access to the NextEra Energy fitness centers.

New: Can I still access the on-site Health Centers after the transaction closing date?

After the transaction closing date, you will no longer have access to on-site Health Centers unless you continue NextEra medical coverage through COBRA or Retiree Medical.

If I am currently enrolled in the student loan repayment program, what happens to the loan payments that are currently being made for me through the student loan repayment program?

Once you are no longer a NextEra Energy employee, your eligibility for the NextEra Energy student loan repayment program will end.

Can I continue my life insurance coverage?

You may continue life insurance coverage by contacting MetLife to obtain the required 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 date.

What is the difference between portability and conversion?

Portability refers to the option to continue group term life and AD&D insurance under a separate group policy at group rates with no evidence of insurability requirement.

Conversion refers to the option to convert your coverage to 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
- Additional Life
- Spouse Life
- Child Life

Contact MetLife Application Support at 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, will I be required to repay it after the transaction closing date?

No. 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.