Work-life balance programs support the health and well-being of our employees

We provide paid time off to help our employees balance between their priorities at work and home.

• To support our employees in balancing their work and personal lives, we provide paid time off for vacation, holidays, parental leave, military leave, sick and family care, and bereavement.

• New hires are eligible for up to 120 hours of paid vacation based on salary grade, in addition to 12 paid holidays each calendar year.

• As the families of our employees grow, we provide up to six weeks of parental leave pay to allow for care and bonding after the birth, adoption or placement of a child in foster care.

• We proudly support and honor our employees who serve in the military by providing military pay up to 120 hours per calendar year for those who must take a leave of absence from work to fulfill their military commitments. We also provide active-duty pay to cover the difference between their company pay and military pay for each active-duty deployment for up to five years.

• During times when employees must miss work due to personal illness or injury, we offer eligible employees an annual allotment of up to 80 hours of paid sick and family care leave.

• We also provide support for our employees who experience the loss of a loved one by offering up to five paid days off for bereavement.

We provide employees with financial assistance to cover eligible expenses related to adoption proceedings.

• Our Adoption Assistance Program was established to provide financial assistance to employees who adopt a child under age 18, and we have helped numerous families over the years.

• In 2019, we supported 22 employees by reimbursing their adoption agency and placement fees, attorneys’ fees and court costs.

“My wife and I are thankful for the support provided by Duke Energy in the adoption of our daughter. The Adoption Assistance Program helped make our dream of becoming parents a reality.”

Duke Energy Employee
We offer flexible work arrangements that support our work-life balance philosophy and help us attract and retain talent.

- **Flexible work arrangements** allow employees to create a work schedule around the needs of their families.
- Some options include four 10-hour days, three 12-hour days, working from home on a short-term basis, work location flexibility, part-time schedules and even job-sharing options.

Our employee assistance program helped nearly 3,100 employees and their families in 2019.

- Our **Employee Assistance Program (EAP)** provides the right support at the right time to improve the resiliency of our employees and their families.
- EAP resources include financial and estate planning, elder and childcare, healthy lifestyle coaching, legal support, work/life management, stress management and more.
- Counselors are available 24 hours a day, seven days a week, and all services are strictly private and confidential.

> “Coping with the loss of my mother has been tougher than I could have imagined, but the grief counselor provided by our EAP has been helpful in getting me through this difficult time.”
> 
> Duke Energy Employee

Our Live Well Program helps employees take care of themselves and their families.

- Our **Live Well Program** offers a variety of activities designed to help employees and their spouses/domestic partners reach their health and well-being goals while earning rewards to save on their health care costs.
- The resources help employees reach their goals to reduce stress, eat healthier and exercise.
- Employees participate in activities, such as biometric health screenings, health coaching, seminars and health challenges, to improve their physical, emotional, social and financial health, while earning rewards.
- In 2019, 62% of employees and 56% of spouses/domestic partners participated in our **Live Well Program** and saved a combined $6.6 million on their health care costs