

EquaGen Benefits at a Glance

Summary of Proposed EquaGen Benefits – External Hires

The following describes the compensation and benefit plans, programs and arrangements to be offered to employees of EquaGen, subject to certain final approvals. Your eligibility to participate in these plans and programs will be determined in accordance with the terms and conditions of the plans and programs, as they may be established and as they may be amended or terminated by EquaGen or Entergy, as applicable, from time to time. Benefits for bargaining employees are subject to applicable collective bargaining agreements.

EquaGen Defined Benefit Pension Plans

It is anticipated that EquaGen will offer a company-sponsored defined benefit pension plan.

EquaGen Defined Contribution Savings Plans

It is anticipated that EquaGen will offer a company-sponsored defined contribution savings plan. Entergy Corporation common stock and Enexus common stock will not be available as investment options under the EquaGen-sponsored savings plans on an ongoing basis.

EquaGen Health and Welfare Plans

The health and welfare plans anticipated to be offered by EquaGen to its eligible active employees and their eligible dependents include medical, prescription drugs, dental, vision, long-term disability, employee assistance programs, life insurance, accidental death and dismemberment insurance, and flexible spending accounts (health care and dependent day care). Additionally, EquaGen is expected to offer post-employment retirement benefits including medical and life insurance.

EquaGen Employee Voluntary Benefits

Contingent on vendor support, the intent is for EquaGen to make voluntary benefit programs accessible to its employees such as employee wellness, work/life balance, and other special employee purchase discount programs.

EquaGen Employment and Benefit Policies

It is anticipated at this time that EquaGen will provide competitive policies related to attendance and absenteeism, break-in-service, exempt overtime, holidays, vacations, paid leave of absence, relocation and service awards.

Note: The information contained herein is a brief summary of EquaGen’s proposed benefit plans, programs and arrangements. If you still have questions about proposed EquaGen benefits after reading this summary, you will be given the opportunity to have your specific questions answered by an authorized Entergy HR representative. If the information contained in this summary or subsequently represented to you should in any way differ from the terms of the final plan, program and arrangement documents, the terms of the plan, program and arrangement documents shall govern. Please keep in mind that the plan sponsors of the benefit plans, programs and arrangements, reserve the right at any time and for any reason to terminate, suspend, withdraw, or amend such plans, programs and arrangements or any of their provisions, and such amendments or termination may affect both employees who have not yet retired as well as employees who have already retired and/or their dependents. Benefits for bargaining employees are subject to applicable collective bargaining agreements.