



October 2023

The Duke Energy annual benefits enrollment window begins **Oct. 16, 2023** and ends **Nov. 3, 2023**. During enrollment, you can make or change your coverage elections. Any changes you make will be effective Jan. 1, 2024.

Please take the opportunity now to study the enclosed materials so that you will be prepared to make your coverage elections by Nov. 3, 2023.

Key points to consider for 2024¹

The changes to Duke Energy benefits applicable to all employees for 2024 are described in the 2024 Total Rewards Annual Benefits Guide (Guide). As an employee whose employment is governed by a collective bargaining agreement with IBEW SCU-8, this letter describes additional changes and enhancements that directly impact you, in accordance with the terms of your collective bargaining agreement.

Medical coverage

If you are enrolled in the **Preferred Provider Organization 2 (PPO 2)** option for 2023 and you do not make a Medical Plan election during the 2024 enrollment window, you will default to the **Preferred Provider Organization (PPO)** option at your current coverage level (i.e., Individual Only, Individual + Spouse/Domestic Partner, Individual + Child(ren) or Individual + Family). After 2023, the PPO 2 option will no longer be available under the Duke Energy Active Medical Plan (Medical Plan).

Note: The PPO and PPO 2 options have the same coverage and cost-sharing, and the PPO 2 option is therefore being eliminated in accordance with the terms of your collective bargaining agreement to streamline administration.

You also will have access to the following health support programs and services, regardless of the option in which you are enrolled:

- Fertility, Maternity and Neonatal Support
- Orthopedic Health Support, which will become Specialist Management Solutions as of Jan. 1, 2024
- Teladoc expert medical advice & second opinion services

Refer to the Guide for more information.

Health Savings Account (HSA)

Beginning Jan. 1, 2024, all company HSA contributions will be provided as seed contributions instead of matching contributions, which means you will not have to contribute to receive the company contributions. The HSA seed contributions will be made by the end of January, making it easier for employees to receive company HSA contributions and providing earlier access to these amounts. The 2024 company HSA seed contributions will be \$850 if you are enrolled in individual coverage and \$1,700 if you are enrolled in family coverage (i.e., Individual + Spouse/Domestic Partner, Individual + Child(ren) or Individual + Family), which is an increase over the previous matching contributions.

¹The Summary Plan Descriptions provide full descriptions of the Duke Energy Active Medical Plan (Medical Plan) and the Duke Energy Active Dental Plan (Dental Plan) along with information regarding your rights, obligations and benefits under the Medical Plan and the Dental Plan (Plans). The "Key points to consider for 2024" section of this letter constitutes a Summary of Material Modifications to the applicable Summary Plan Descriptions for the Plans as in effect on Jan. 1, 2023. Except with respect to the "Key points to consider for 2024" section of this letter, which constitutes part of the Summary Plan Descriptions for the Plans, if any statement herein, or any other communication, conflicts with applicable plan documents, the plan documents will govern. Duke Energy reserves the right to amend, modify or terminate its benefits plans in any respect and at any time, and neither its benefits plans, nor your plan participation, will be considered a contract for future employment. Please keep this letter and the Guide with your other Duke Energy benefit plan materials so that you have up-to-date materials on your benefit plans.

Dental coverage

In addition to the current Dental PPO (DPPO) option under the Duke Energy Active Dental Plan, you may be eligible for the Dental HMO (DHMO) option that:

- Has no required contributions for coverage (i.e., zero paycheck premiums)
- Requires use of a Cigna HealthcareSM network general dentist
- Has a limited network of dentists.

Note: Most employees will be able to participate in the DHMO option. However, if there are no DHMO network general dentists (NGDs) within 25 miles of your home ZIP code, you will not see the DHMO option in the enrollment tool.

Retirement Savings

Beginning Jan. 1, 2024, your eligible earnings for the Retirement Savings Plan (RSP/401(k)) and, if applicable, your cash balance benefit within the Retirement Cash Balance Plan (RCBP) will follow the standard, non-represented formula, which provides a broader definition of eligible earnings (generally, Box 1 of Form W-2, with certain exclusions) than the pre-2024 definition. This means that overtime and short-term incentive (STI) pay will be included in eligible earnings. No action is required on your part during the 2024 annual enrollment for this change.

Note: This change only applies to regular employees (i.e., excludes temporary employees). Additionally, there is no change to the eligible earnings definition for the traditional pension benefit formula.

Questions

If you have questions or need assistance with annual benefits enrollment, please call the Duke Energy myHRTM Service Center at 888.465.1300 **starting Oct. 16, 2023**. Representatives are available from 8 a.m. until 5 p.m. Eastern time, Monday through Friday.

Note: Your security PIN will be required for calls to the Duke Energy myHR Service Center. If you don't know your PIN, a representative will help you create a new one. You will need your date of birth and the last four digits of your Social Security Number. Your spouse or other family member can assist or make coverage elections for you.

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Cigna HealthcareSM is a service mark of The Cigna GroupSM.



wellPOWER



CONNECT TO YOUR TOTAL REWARDS

Annual Benefits Guide

2024



Enroll Oct. 16 - Nov. 3, 2023



Focus on Your Well-Being

Each year we look for ways to refine and enhance our benefits to support you and your family’s well-being. Supporting your well-being is important to our long-term success, right along with the infrastructure investments we are making to power our clean energy journey. That’s why our comprehensive benefits package and other programs focus on all aspects of wellness: physical, financial, emotional and social.

We regularly compare our benefits package to what other companies provide to ensure we remain competitive. For 2024, I’m pleased to highlight several enhancements:

Enhanced Dental Plan Benefits: Beginning Jan. 1, 2024, the annual maximum under the Dental PPO option will increase by \$500 per individual, to \$2,000. This will also include oral surgery procedures rather than applying these costs to a separate lifetime maximum. In addition, covered cleanings will increase from two to four per calendar year when periodontal (deep) cleanings are required and there will be improved coverage for crowns. See page 26 for more details.

Enhanced Vision Plan Benefits: Beginning Jan. 1, 2024, the in-network frame allowance will increase, providing you an extra \$30 to spend on eyewear. Plus, there will no longer be a \$20 copay when purchasing frames, and the plan will cover the purchase of contacts and eyeglass frames in the same year. See page 28 for more details.

Enhanced Pharmacy Benefit: Beginning Jan. 1, 2024, your prescription drug benefit will coordinate with GoodRx® for those occasions when the GoodRx price for a generic, non-specialty drug is lower than your prescription drug coverage. When this occurs, you will automatically get the lower GoodRx price when you check out at your pharmacy, and the GoodRx price will apply to your annual deductible. See page 25 for more details.

We are also making it easier to access your benefits from wherever you are through **MyDukeEnergy**, the new employee **mobile app**. It’s a convenient and secure way to access benefits, vacation balances, and other useful information from your mobile devices. Scan the QR codes to the right to download the app to your device.

I hope this guide provides you a useful resource to understand your benefits and help you make decisions for your 2024 Annual Benefits Enrollment. Please read it carefully and use it as a reference throughout 2024 to ensure you’re taking full advantage of all the benefits available to you and your family.



MyDukeEnergy App!



Apple



Android



Ron Reising
Executive Vice President &
Chief Human Resources Officer



Contacts and Resources



Information and assistance are just a click, call or tap away ...

- Search the **Duke Energy Portal** (portal.duke-energy.com) anytime from a work or personal computer. Log in using your Duke Energy email address and your LAN password.
- Call the **Duke Energy myHR™ Service Center** at **888.465.1300** (security PIN required) or chat at **Duke Energy Portal > myHR Self Service**. Its Advocacy Services team can help you resolve health and insurance questions or concerns.
- See contact information for specific programs in the table to the right.



Topic	Partner/Program	Phone	Website	More Detail on Page(s)
myHealth				
Medical	UnitedHealthcare®	877.214.2930	myUHC.com	17-25
Prescription Drug ¹	CVS Caremark®	888.797.8912	caremark.com	25
Dental	Cigna Healthcare SM	800.965.9271	myCigna.com	26-27
Vision	VSP™ Vision Care	800.877.7195	vsp.com	28-29
Health Support Programs	myHealth Connect	877.214.2930	myUHC.com	23
myMoney				
Retirement Savings Plan (RSP/401(k))	Fidelity Investments®	800.376.4015	NetBenefits.com	34-41
Health Savings Account (HSA)	Fidelity Investments	800.376.4015	NetBenefits.com	31, 36-37
RSP/401(k) Investment Advice	Edelman Financial Engines® (Online Advice and Professional Management)	800.601.5957	EdelmanFinancialEngines.com/ForDuke	40-41
Financial Coaching	Edelman Financial Engines Life Planning @ Work	844.861.6737	Duke Energy Portal search “Financial Coaching” or “Life Planning @ Work” corp.lifeplanningworks.com/newsletter	40-41
Health Care and Dependent Care Spending Accounts	Your Spending Account™	888.465.1300 select “Spending, Reimbursement Accounts & Commuter Benefits”	digital.alight.com/duke-energy	30
Life, Disability and other Insurance	Securian Financial®	888.465.1300	Duke Energy Portal Search “Life, Disability, and other Insurance”	32
	Lincoln Financial Group®	800.291.0112		
myLife				
Duke Energy WellPower Rewards	HealthFitness	866.567.0705	Duke Energy Portal search “Wellness” or PowerofVitality.com	44
Employee Discount Program	BenefitHub	866.664.4621	Duke Energy Portal search “Employee Discounts”	45
Employee Assistance Program (EAP) & Worklife Services	Optum®	800.985.2594	LiveandWorkWell.com Access code: DUKE	42

¹ Employees residing in Hawaii contact OptumRx® at 877.214.2930 or myUHC.com.



Contacts and Resources



With so many of us on the go, we may not always be able to make a call or sit in front of a laptop. Fortunately, there's an app for that. Download these apps to take advantage of mobile resources to connect with your benefits anywhere, anytime.

myHEALTH (See pages 16-29)

- UnitedHealthcare
- CVS Caremark
- Cigna Healthcare
- VSP Vision Care
- Omada Health®
- Kaia Health™
- Teladoc®

myLIFE (See pages 42-45)

- myDukeEnergy
- Vitality Today™
- BenefitHub
- Employee Assistance Program
- AbleTo
- TalkSpace
- Quit For Life®
- Real Appeal®

myMONEY (See pages 33-41)

- Fidelity NetBenefits®
- Edelman Financial Engines



THE NEW EMPLOYEE APP IS HERE!



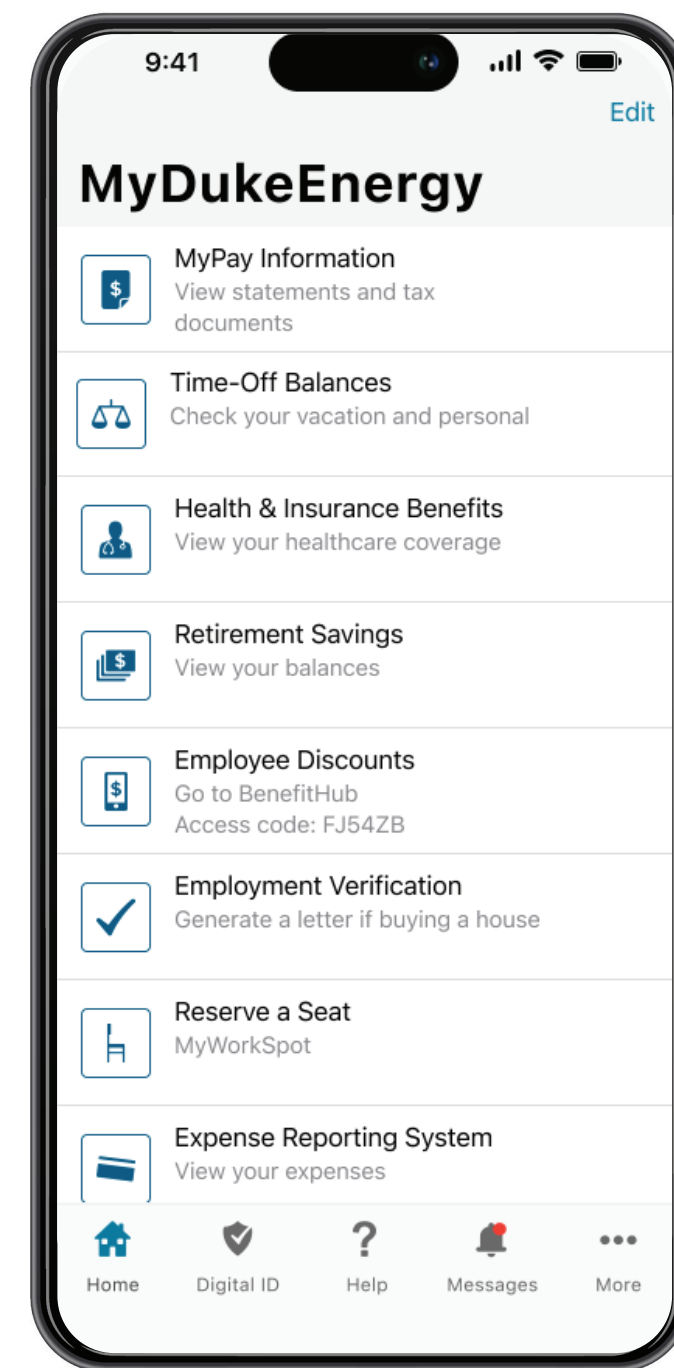
The new MyDukeEnergy app provides mobile access to your personal work information: paycheck details, time-off balances, health and insurance information, and retirement savings balances. You also can check Vitality Points™, reserve a work spot and initiate an employment verification letter. Scan the QR codes to download.



Apple



Android



For more benefits details, refer to the Summary Plan Descriptions:

For Health & Insurance: [Duke Energy Portal](#) > [myHR](#) > [Health & Insurance Benefits](#) > [View your Summary Plan Descriptions \(SPDs\)](#)

For RSP/401(k): [Duke Energy Portal](#) > [myHR](#) > [Retirement Savings](#) > [Understand your Retirement Savings Plan \(RSP/401\(k\)\)](#) > [View Summary Plan Description \(SPD\)](#)

For Pension: [Duke Energy Portal](#) > [myHR](#) > [Retirement Savings](#) > [Pension](#) > [Summary Plan Description \(SPD\)](#)



Get the most from your benefits

Duke Energy WellPower benefits are designed to meet you where you are. Use this checklist to get started on your well-being journey.



REDUCE YOUR MEDICAL COVERAGE COSTS

- Save \$960 (employee) or \$1,920 (employee + spouse/domestic partner) on 2024 medical coverage costs by verifying your non-tobacco user status or initiating the Tobacco Cessation Program^{1,2} by Nov. 3, 2023.
- Save up to \$400 (employee) or \$550 (employee + spouse/domestic partner) on 2025 medical coverage costs by earning Duke Energy WellPower Rewards between Sept. 1, 2023, and Aug. 31, 2024.



OPTIMIZE YOUR RETIREMENT SAVINGS

- Contribute 6% to your RSP/401(k) (before-tax or Roth) to receive the full company match³
- Maximize your RSP/401(k) contributions (before-tax or Roth) to the IRS annual limit⁴
- Contribute any additional savings to your after-tax RSP/401(k) account; check out a Roth In-Plan Conversion to increase savings
- Think of your HSA as a retirement account and consider investing the balance to grow it tax-free⁵
- Supplement the company's \$850 (individual) or \$1,700 (individual + spouse/domestic partner) HSA seed contribution with your own HSA contributions to reach the IRS annual limit⁶



IMPROVE YOUR OVERALL WELL-BEING

- See a doctor wherever, whenever through virtual visits
- Learn about Health Support Programs like Kaia Health (musculoskeletal pain management), Omada Health (diabetes management) and Real Appeal (weight management)
- Access the Employee Assistance Program (EAP) for all of life's challenges
- Tap into mental well-being; download the AbleTo and TalkSpace apps
- Find financial peace of mind with company-paid financial coaching and online advice from Edelman Financial Engines⁷
- Use online retirement calculators from Edelman Financial Engines and Fidelity
- Explore Employee Discounts to find savings on everyday items and more
- Take company-paid time away from work for volunteer activities, diversity and inclusion events, parental leave and more
- Check out the Duke Energy WellPower Life Journeys to help you manage life's ups and downs



VIEW YOUR TOTAL REWARDS STATEMENT

- View Duke Energy's investment in your compensation, retirement and health and insurance; go to the [Duke Energy Portal > myHR > Your Total Rewards Statement](#)



WHAT'S NEW FOR 2024⁸

- **Ask the Experts:** A new video series featuring people from the myHealth Connect team coupled with topical highlights of health support programs and services available to you and your family. From finding care to managing a chronic condition to saving money and more, the myHealth Connect team consists of dedicated nurses and benefit advocates to help you get the most from your Duke Energy medical coverage. For more details, see page 23.



ASK THE EXPERTS

Scan the QR code to watch the video series



- **Health Savings Plan 2 (HSP 2):** Due to IRS regulations applicable to high deductible health plans, the HSP 2 in-network annual deductible for individual coverage will increase \$100 (from \$1,500 to \$1,600), and the in-network annual deductible for family coverage will increase \$200 (from \$3,000 to \$3,200). Out-of-network annual deductibles will increase to \$3,200 for individual coverage and \$6,400 for family coverage. New ID cards will be issued. For more details, see page 19.
- **Dental Plan Enhancements:** Beginning Jan. 1, 2024, the annual maximum under the Cigna Healthcare Dental PPO option will increase \$500 (from \$1,500 to \$2,000), and oral surgery procedures will be included in the annual maximum rather than treated as a separate lifetime maximum. In addition, periodontal (deep) cleanings will increase from two to four per calendar year (combined with routine cleanings) and coverage for crowns will no longer be limited to metal crowns only. For more details, see page 26.
- **Vision Plan Enhancements:** Beginning Jan. 1, 2024, the in-network frame allowance under the Duke Energy Active Vision Plan (Vision Plan) will increase from \$140 to \$170 and the featured frame allowance will increase from \$190 to \$220, giving you an extra \$30 to spend on eyewear. Plus, there will no longer be a \$20 copay on any frame purchase, and you will be able to purchase contacts and eyeglass frames in the same year. For more details, see page 28.

¹ The non-tobacco user discount is not available to employees residing in Hawaii.

² The Tobacco Cessation Program is the Quit For Life Tobacco Cessation Program.

³ Certain represented employees may be subject to a different formula.

⁴ The annual limits for 2024 have not yet been published. The 2023 contribution limit is \$22,500 for 401(k) before-tax and Roth contributions in total. If you will be age 50 or older at any time during the year, you are eligible to make additional catch-up contributions as before-tax and/or Roth contributions. The catch-up contribution limit for 2023 is \$7,500. The annual limit for all company and employee contributions other than catch-up contributions is \$66,000 for 2023. Catch up contributions are not eligible for company match.

⁵ If you reside in Hawaii, you are not eligible for an HSA through Duke Energy.

⁶ The 2024 IRS maximums are \$4,150 for an individual and \$8,300 for an individual + dependents. See page 31.

⁷ Duke Energy makes Edelman Financial Engines' (EFE) services available to you as a resource when you are faced with financial decisions or challenges. There are many others that provide financial services that are similar to EFE's services, and employees should work with the advisors that best fit their individual needs. If you elect to use EFE's services, EFE, not Duke Energy, is responsible for any services they provide.

⁸ The Summary Plan Descriptions provide full descriptions of the Duke Energy Active Medical Plan, the Duke Energy Active Dental Plan and the Duke Energy Active Vision Plan (Plans), along with information regarding your rights, obligations and benefits under the Plans. The "What's New for 2024" section of this guide and the related details in the referenced sections of this guide constitute a Summary of Material Modifications to the Summary Plan Descriptions for the Plans. Please keep this guide with your other materials for the Plans, so you have up-to-date materials on the Plans.



Get the most from your benefits



WHAT'S NEW FOR 2024 (CONTINUED)

- **Pharmacy Benefit Enhancements:** Beginning Jan. 1, 2024, your prescription drug coverage will coordinate with GoodRx. For those occasions when the GoodRx price for a generic, non-specialty drug is lower than your prescription drug coverage, you will automatically get the lower GoodRx price when you check out at your pharmacy, and 100% of the GoodRx price will apply to your annual deductible. See page 25 for more details.
- **Mental Well-Being Apps Integration:** Sanvello™ is transitioning to AbleTo, bringing together Sanvello's wellness support and AbleTo's self-care techniques and coping tools in one digital platform. Sanvello subscribers began transitioning to AbleTo in 2023 upon renewal of their annual Sanvello subscription. Notifications about the transition will continue until Dec. 31, 2023, through in-app and email communications. Sanvello will not be available after Dec. 31, 2023.
- **Orthopedic Surgery:** The Orthopedic Health Support program is being incorporated into Specialist Management Solutions (SMS), the surgical advocate program dedicated to helping you find the best provider and the best place for outpatient surgery or a medical procedure, such as colonoscopies, hernia repair, hysterectomies and many others. Beginning Jan. 1, 2024, you can work with SMS for inpatient and outpatient hip, knee or spine orthopedic surgery. Enrollment in SMS and use of a Center of Excellence will still be required for inpatient hip, knee and spine orthopedic surgeries.
- **Health Savings Account¹ (HSA) Limits:** The 2024 IRS maximums for HSA contributions are increasing to \$4,150 for individuals and \$8,300 for individuals + dependents. That gives individuals an additional \$300 and families an additional \$550 to spend on qualified medical expenses or invest to grow your HSA tax-free. Be sure to update your 2024 annual HSA elections during Annual Enrollment to take full advantage of the increased contribution limits. See page 31.



¹ If you reside in Hawaii, you are not eligible for an HSA through Duke Energy.



Annual Enrollment Overview



Enroll Oct. 16 through Nov. 3, 2023, by:

- Making your elections online by 11:59 p.m. ET on Nov. 3, 2023, OR

- Calling the Duke Energy myHR Service Center at 888.465.1300 Monday-Friday, 8 a.m.-5 p.m. ET by Nov. 3, 2023

(Your security PIN will be required for calls to the Duke Energy myHR Service Center. If you don't know your PIN, a representative will help you create a new one.)



HEALTH AND INSURANCE ELIGIBILITY

All regular and fixed-term Duke Energy employees are eligible to enroll in health and insurance benefits during annual enrollment. It is also a time to confirm/add/remove eligible dependents from coverage. Check your dependents' eligibility by viewing the applicable Summary Plan Description (SPD) on the [Duke Energy Portal > myHR > Health & Insurance Benefits > View Your Summary Plan Descriptions \(SPDs\)](#) or by calling the Duke Energy myHR Service Center. You will need your dependents' names, dates of birth and Social Security numbers to add them to coverage.



HOW TO ENROLL

Beginning Oct. 2, search the [Duke Energy Portal](#) for "Annual Enrollment" to view information about health and insurance coverage for 2024.¹ Note that your specific 2024 contribution rate information is available in the myHR online enrollment tool only. The online enrollment tool will be available to you beginning Oct. 16.

1. Visit the [Duke Energy Portal](#) homepage and select "Annual Enrollment" under [Featured Resources](#) below the Portal articles or access the tool directly by logging in to [digital.alight.com/duke-energy](#) and selecting the [Annual Benefits Enrollment](#) tile on the myHR website homepage.
2. Select [Continue](#) to estimate your costs for medical, dental and vision coverage, and make your 2024 enrollment elections.²
3. Select [View/Change](#) for each coverage option you want to elect and to confirm/add/remove dependents from coverage. Be sure to attest to your tobacco status in the Medical section for the non-tobacco user discount.



Want help with health and insurance enrollment?

Specialists are available at the Duke Energy myHR Service Center to help you with questions about enrolling in your benefits. Call 888.465.1300 Monday through Friday, 8 a.m. to 5 p.m. Eastern time (ET).

Note: Your security PIN will be required for calls to the Duke Energy myHR Service Center. If you don't know your PIN, a representative will help you create a new one.

¹ If you're receiving Long-Term Disability (LTD) benefits or are on a leave of absence, call the Duke Energy myHR Service Center for assistance.
² If you reside in Hawaii, see the "2024 Hawaii Health Coverage Enrollment Guide" for instructions regarding completion of the Form HC-5.

4. Select, change or reconfirm the beneficiaries for your life and AD&D insurance coverage.
5. If you enroll in a Health Savings Plan option and will open an HSA for the first time in 2024, you will be prompted to accept Fidelity's Terms and Conditions.

Once you have made your coverage elections, submit your elections at the bottom of the page.

6. After your elections are submitted, you will see a confirmation page. Select save and/or print to view your elections. Review and save this page for your records. Active employees also will receive a Confirmation of Benefits email. A paper Confirmation of Benefits statement will not be mailed to you unless you call the Duke Energy myHR Service Center and request it.
7. Promptly review your Confirmation of Benefits statement for accuracy. If you find an error, you have until 11:59 p.m. ET on Nov. 3, 2023, to access the website again and make necessary changes.

Note: If you make your coverage elections through the Duke Energy myHR Service Center, you must complete your enrollment by 5 p.m. ET on Nov. 3, 2023.

WHAT HAPPENS IF YOU DON'T ENROLL?



If you don't act during annual enrollment for 2024:

- You will automatically be enrolled in default coverage (see page 14).
- You will not receive the non-tobacco user discount (\$960 for you and/or \$960 for your covered spouse/domestic partner) for the Medical Plan.³

To receive the non-tobacco user discount for medical coverage in 2024, during annual enrollment you must either:

- (1) Attest to a non-tobacco user status (see page 22), or
- (2) Attest to a tobacco-user status and initiate the Tobacco Cessation Program (see page 22).⁴

WHEN YOU CAN MAKE CHANGES



You can enroll in or change your Duke Energy benefits (including adding new dependents to coverage):

- During your initial new hire eligibility period
- During annual enrollment
- Within 31 calendar days of a qualifying work/life event (e.g., marriage or birth/adoption of a child)

³ The non-tobacco user discount is not available to employees residing in Hawaii.
⁴ The Medical Plan is committed to helping you achieve your best health. The non-tobacco user discount for Medical Plan coverage is available to all employees covered under the Medical Plan (excluding employees residing in Hawaii and their covered spouses/domestic partners) and their covered spouses/domestic partners. If you think you might be unable to qualify for the non-tobacco user discount for Medical Plan coverage, you might qualify for an opportunity to earn the same discount by a different means. Contact the Duke Energy myHR Service Center at 888.465.1300 and we will work with you (and, if you wish, with your doctor) to find an alternative that provides the same discount and is right for you in light of your health status.



YOUR VOICE MATTERS

Once you complete your elections, take a moment to complete the Annual Enrollment Experience Survey. By answering a few questions, your feedback helps us improve our enrollment processes and communications, and your online experience. Take the survey from the online enrollment tool or scan the QR code here.



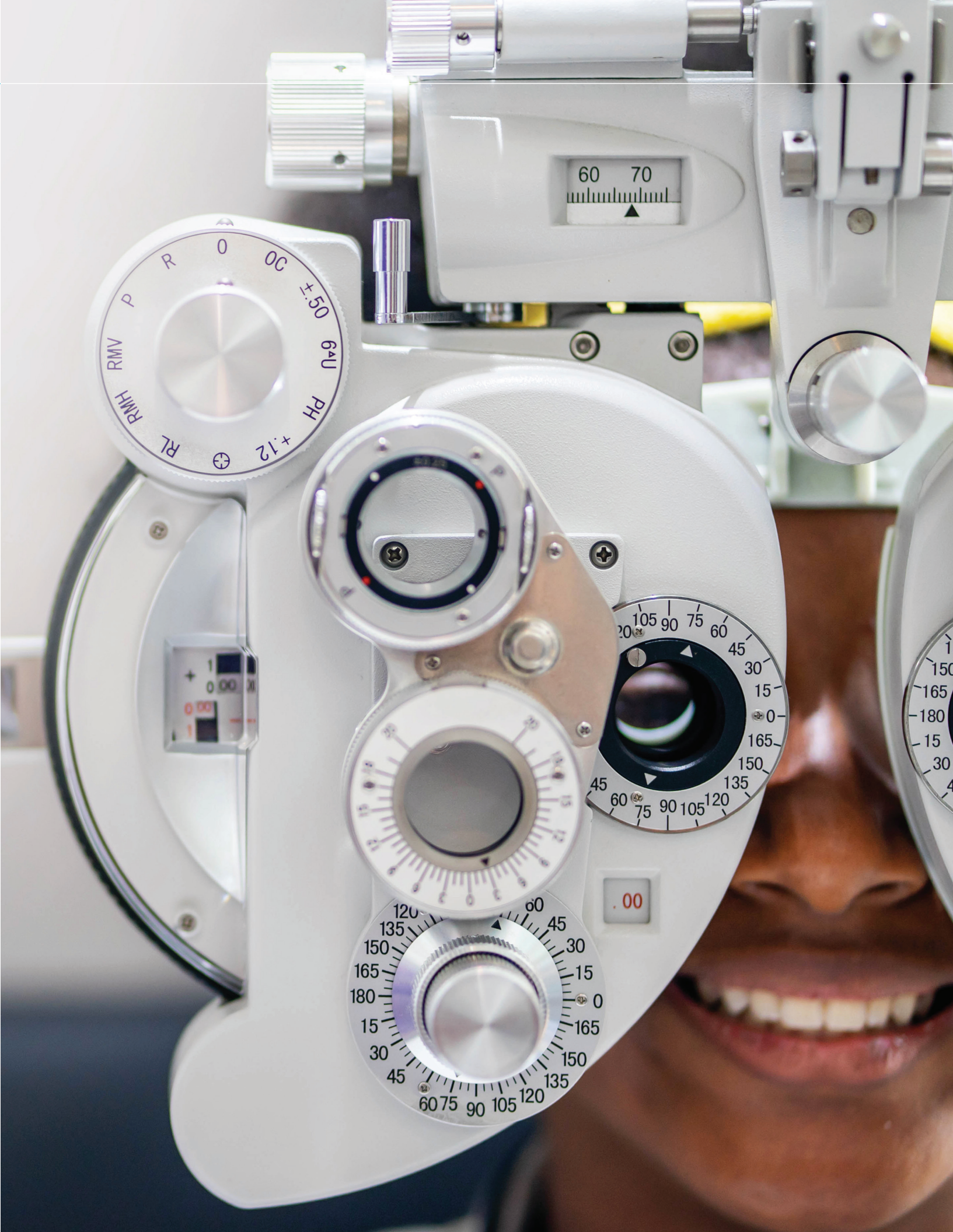


Health and insurance plan options for annual enrollment – and default results if you don’t act

Plan	Default Results (if you don't act)
Medical ¹	Same as 2023 election.
Dental	
Vision	
Short-Term Disability	
Long-Term Disability	
Basic Life Insurance	
Supplemental Life Insurance (Dec. 31, 2023, tobacco user status carries forward)	
Spouse Life Insurance (Dec. 31, 2023, tobacco user status carries forward)	
Child Life Insurance	
Basic Accidental Death and Dismemberment (AD&D) Insurance	
Supplemental AD&D Insurance	
Spouse AD&D Insurance	
Child AD&D Insurance	
Health Savings Account (HSA) ²	If you contributed to an HSA for 2023 and you elect to participate in the Health Savings Plan 1 or Health Savings Plan 2 option for 2024, you will default to your 2023 contribution election. See page 31 for higher 2024 contribution limits.
Health Care Spending Account (HCSA)	No contributions in 2024.
Dependent Care Spending Account (DCSA)	
Medical Plan Non-Tobacco User Discount	No non-tobacco user discount on Medical Plan coverage costs.

¹ If you reside in Hawaii, see the “2024 Hawaii Health Coverage Enrollment Guide” for instructions regarding completion of the Form HC-5.

² If you reside in Hawaii, you are not eligible for an HSA through Duke Energy.





WHAT ARE YOUR OPTIONS?

Duke Energy offers Medical Plan options through UnitedHealthcare paired with prescription drug coverage through CVS Caremark.

- Health Savings Plan 1 (HSP 1)
- Health Savings Plan 2 (HSP 2)
- Preferred Provider Organization (PPO)

HOW ARE THE OPTIONS THE SAME?

Each option covers the same medical and prescription drug services:

- 100% coverage of in-network preventive care
- National network of doctors, hospitals and other providers
- Personalized programs to help improve or maintain your health

HOW DO THE OPTIONS DIFFER?

HSP options:

- May be eligible to fund an HSA and receive an HSA seed contribution from Duke Energy²
- Lower paycheck contribution rates
- Certain preventive generic drugs are 100% covered at in-network pharmacies
- Pay 20% for other in-network medications after annual deductible

PPO option:

- Not eligible to fund an HSA or receive company seed contribution
- Higher paycheck contribution rates
- Lower annual deductible and out-of-pocket maximum
- Different copays for generic, preferred brands and non-preferred brands of medications



United
Healthcare



CVS caremark®



Get Care When You Need It
Virtual Visits Bring the Doctor to You

If you need care now and want to speak to a doctor immediately, Virtual Visits are quick, easy and available with no appointment needed.

Doctors can diagnose and treat:

Allergies	Cold/flu
Fever	Sinus infections
Sore throat	Other non-urgent conditions

You also can get virtual specialty care for:

Mental health	Dermatology
Migraines	Physical therapy
Speech therapy	

Access Virtual Care

Scan the QR code to visit myUHC.com, or download the UnitedHealthcare app.



¹ If you reside in Hawaii, the Medical Plan options described in this guide are not available to you. See the “2024 Hawaii Health Coverage Enrollment Guide” for information about the Medical Plan option available to you.
² The 2024 IRS maximums are \$4,150 for an individual and \$8,300 for an individual + dependents. If you reside in Hawaii, you are not eligible for an HSA through Duke Energy.



Medical Plan Options¹

Medical Plan features		HSP 1 ²	
Relative Paycheck Contributions/Deductibles		Paycheck Contributions: \$ Deductibles: \$\$\$	
Tax-free Account Options		HSA or HCSA	
Duke Energy HSA Seed Contribution ³		\$850 individual, \$1,700 individual + dependent	
YOU PAY			
		In-Network	Out-of-Network
Annual deductible Combined medical and prescription drugs		Individual: \$2,500 Family: \$5,000 ⁴	Individual: \$5,000 Family: \$10,000 ⁴
Coinsurance		Plan pays 80% You pay 20%	Plan pays 60% ⁵ You pay 40%
Annual out-of-pocket (OOP) maximum HSP 1 and 2: Combined medical and prescription drugs, includes deductible; PPO has a separate prescription drug OOP maximum		You pay up to: Individual: \$5,000 Family: \$10,000 The OOP maximum will be no more than \$6,850 for any one individual	Individual: \$10,000 Family: \$20,000
Preventive care		\$0	40% after deductible
Office visits	Primary care provider (PCP)	20% after deductible	40% after deductible
	Mental/Behavioral health provider		
	Specialist		
	Virtual visit with Optum Virtual, Teladoc, Amwell or Doctor On Demand	20% after deductible	Not covered
Immediate care	Urgent care	20% after deductible	40% after deductible
	Emergency room		20% after deductible
Major care	Inpatient hospital	20% after deductible	40% after deductible
	Outpatient surgery		
	Lab, X-ray, diagnostics		
Prescription drug features			
YOU PAY			
Medication type	Preventive ⁷	\$0	Full cost at point of sale ⁸
	Generic <ul style="list-style-type: none">30-day supply90-day supply	20% after deductible ⁹	Full cost at point of sale ⁸ (90-day supply not covered)
	Preferred brand <ul style="list-style-type: none">30-day supply90-day supply		
	Non-preferred brand <ul style="list-style-type: none">30-day supply90-day supply		

¹ If you reside in Hawaii, see the "2024 Hawaii Health Coverage Enrollment Guide" for information about the Medical Plan option available to you.

² A Health Savings Account is available to eligible employees with these options. All expenses are subject to the deductible and apply to the out-of-pocket (OOP) maximum, excluding certain preventive care expenses and preventive medications, which are covered at 100% by the Medical Plan.

³ If you reside in Hawaii, you are not eligible for an HSA through Duke Energy.

⁴ The deductible is a true family deductible; the full family deductible amount must be reached before the Medical Plan pays any benefits for any covered member of the family.

⁵ Subject to reasonable and customary charges.

⁶ Amounts apply to the medical OOP maximum.

HSP 2 ²		PPO	
Paycheck Contributions: \$\$ Deductibles: \$\$		Paycheck Contributions: \$\$\$\$ Deductibles: \$	
HSA or HCSA		HCSA	
\$850 individual, \$1,700 individual + dependent		N/A	
YOU PAY			
In-Network	Out-of-Network	In-Network	Out-of-Network
Individual: \$1,600 Family: \$3,200 ⁴	Individual: \$3,200 Family: \$6,400 ⁴	Individual: \$600 Family: \$1,200	Individual: \$1,200 Family: \$2,400
Plan pays 80% You pay 20%	Plan pays 60% ⁵ You pay 40%	Plan pays 80% You pay 20%	Plan pays 60% ⁵ You pay 40%
You pay up to: Individual: \$3,500 Family: \$7,000 The OOP maximum will be no more than \$6,850 for any one individual	Individual: \$7,000 Family: \$14,000	You pay up to: Medical: Individual: \$2,500 Family: \$5,000 Prescription drug: Individual: \$2,000 Family: \$4,000	Medical: Individual: \$5,000 Family: \$10,000 Prescription drug: Individual: \$2,000 Family: \$4,000
\$0	40% after deductible	\$0	40% after deductible ⁶
20% after deductible	40% after deductible	\$25 ⁶	40% after deductible ⁶
		\$40 ⁶	
		Not covered	\$25 ⁶
20% after deductible	40% after deductible	20% after deductible ⁶	40% after deductible ⁶
	20% after deductible		20% after deductible ⁶
20% after deductible	40% after deductible	20% after deductible ⁶	40% after deductible ⁶
Prescription drug features			
YOU PAY			
\$0	Full cost at point of sale ⁸	Amounts shown below	Full cost at point of sale ^{8,10}
20% after deductible ⁹	Full cost at point of sale ⁸ (90-day supply not covered)	<ul style="list-style-type: none">Lower of \$10 or cost of medication¹⁰Lower of \$25 or cost of medication¹⁰	Full cost at point of sale ^{8,10} (90-day supply not covered)
		<ul style="list-style-type: none">25% up to \$50¹⁰25% up to \$125¹⁰	
		<ul style="list-style-type: none">50% up to \$150¹⁰50% up to \$300¹⁰	

⁷ As included on the CVS Caremark Preventive Therapy Drug List; excludes brand medications if there is a generic available.

⁸ Must file manual claim. CVS Caremark will reimburse using the negotiated price of the medication, less the required copay and/or coinsurance, as applicable.

⁹ Applies only to medications not designated as preventive.

¹⁰ Per medication purchased and applied toward only the prescription drug coverage OOP maximum.



Helping you save

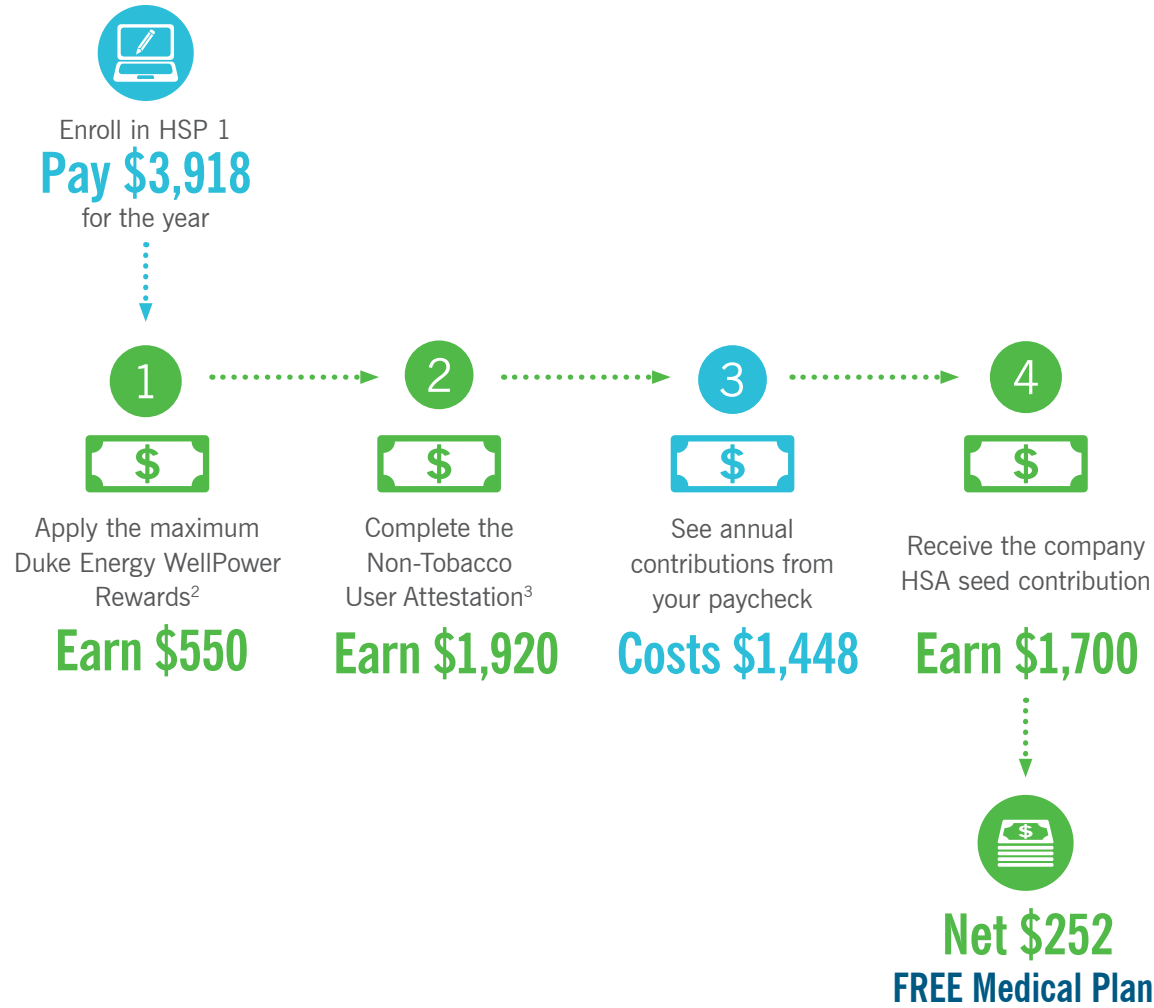
Duke Energy supports you and your family with competitive rates for medical coverage and offers you ways to save even more.¹ You and Duke Energy share in the cost of coverage, and you can significantly lower your out-of-pocket costs for medical coverage and build health care savings by:

- Earning the maximum Duke Energy WellPower Rewards
- Being tobacco-free
- Selecting either of the Medical Plan’s HSP options and receiving the company HSA seed contribution

HOW DOES IT WORK?

With the HSP 1 option, you can effectively have “free” medical coverage and come out ahead with your savings for health care. And you have 100% coverage of in-network preventive care expenses and many preventive medications. Choose the option that’s best for you.

FAMILY COVERAGE



¹ If you reside in Hawaii, see the “2024 Hawaii Health Coverage Enrollment Guide.” You are not eligible for the non-tobacco user discount or the HSA through Duke Energy.
² This example assumes that you and your spouse/domestic partner qualified for \$550 in Duke Energy WellPower Rewards for 2024 (Gold Status), based on activities completed from Sept. 1, 2022, through Aug. 31, 2023.
³ If you and your spouse/domestic partner do not qualify as non-tobacco users, you also must attest to tobacco user status and initiate the Tobacco Cessation Program by Nov. 3, 2023 (see page 22 for more information).

Compare the 2024 annual rates⁴



Which option is best for you?
See how earning Duke Energy WellPower Rewards, being tobacco-free and receiving a company HSA seed contribution help your bottom line.⁵

Annual rates and discounts shown below.⁶ See your costs per pay period in the annual enrollment tool.

HSP 1				
HSP 1 2024 Annual Employee Cost	Employee	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family
Rates Before Discounts	\$1,524	\$3,642	\$1,848	\$3,918
Duke Energy WellPower Rewards (Gold status maximum)	(400)	(550)	(400)	(550)
Non-Tobacco User Discount ⁵	(960)	(1,920)	(960)	(1,920)
Annual Paycheck Cost	\$164	\$1,172	\$488	\$1,448
Company HSA Seed Contributions ⁵	(850)	(1,700)	(1,700)	(1,700)
Annual Net Cost/(Gain) to Employee	\$(686)	\$(528)	\$(1,212)	\$(252)

HSP 2				
HSP 2 2024 Annual Employee Cost	Employee	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family
Rates Before Discounts	\$2,148	\$6,450	\$3,984	\$6,918
Duke Energy WellPower Rewards (Gold status maximum)	(400)	(550)	(400)	(550)
Non-Tobacco User Discount ⁵	(960)	(1,920)	(960)	(1,920)
Annual Paycheck Cost	\$788	\$3,980	\$2,624	\$4,448
Company HSA Seed Contributions ⁵	(850)	(1,700)	(1,700)	(1,700)
Annual Net Cost/(Gain) to Employee	\$(62)	\$2,280	\$924	\$2,748

PPO				
PPO 2024 Annual Employee Cost	Employee	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family
Rates Before Discounts	\$3,960	\$11,046	\$7,368	\$12,042
Duke Energy WellPower Rewards (Gold status maximum)	(400)	(550)	(400)	(550)
Non-Tobacco User Discount ⁵	(960)	(1,920)	(960)	(1,920)
Annual Paycheck Cost	\$2,600	\$8,576	\$6,008	\$9,572

⁴ If you reside in Hawaii, see the “2024 Hawaii Health Coverage Enrollment Guide” for information about the cost of the Medical Plan option available to you.
⁵ If you reside in Hawaii, you are not eligible for the non-tobacco user discount or the HSA through Duke Energy.
⁶ The Summary Plan Descriptions provide full descriptions of the Medical Plan along with information regarding your rights, obligations and benefits under the Medical Plan. The “Compare the 2024 annual rates” section of this guide constitutes a Summary of Material Modifications to the Summary Plan Descriptions for the Medical Plan. Please keep this guide with your other materials for the Medical Plan, so you have up-to-date materials on the Medical Plan.



Enjoy life tobacco-free and save on your Medical Plan¹



Complete the annual Non-Tobacco User Attestation²

1. On the Annual Enrollment page, select Research and Enroll.
2. On the Your Benefits Summary page, find the Medical row and select View/Change.

If you and/or your spouse/domestic partner have been tobacco-free³ since Jan. 1, 2023, you can receive the non-tobacco user discount for any Medical Plan option you elect for 2024. To qualify, you and/or your spouse/domestic partner **MUST** complete the Non-Tobacco User Attestation as non-tobacco users during each annual enrollment.

Note: Your cost for supplemental and spouse life insurance coverage is not impacted by your intent to complete the Tobacco Cessation Program; if you are a tobacco user, you must pay the tobacco rates for supplemental and spouse life insurance coverage.

WHAT IF I/WE HAVE NOT BEEN TOBACCO-FREE SINCE JAN. 1, 2023?

You and/or your spouse/domestic partner may still qualify for the 2024 non-tobacco user discount by completing the Tobacco Cessation Program. When you enroll in medical coverage, you **MUST**:

- ✓ Indicate that you and/or your spouse/domestic partner are a tobacco user.
- ✓ Indicate that you and/or your spouse/domestic partner intend to complete the Tobacco Cessation Program, which includes registering with Quit For Life by 6 p.m. ET on Dec. 31, 2023.

You and/or your spouse/domestic partner must also complete the Tobacco Cessation Program on or before June 30, 2024. To complete the Tobacco Cessation Program, you and/or your spouse/domestic partner must have a minimum of five interactions with a coach.

For more information, search the [Duke Energy Portal](#) for “Tobacco Cessation Program.”⁴

WHAT IF I DO NOT COMPLETE THE STEPS ABOVE?

You (and your spouse/domestic partner, as applicable) will **NOT receive the non-tobacco user discount** for your Medical Plan coverage in 2024 if any of the following are true:

Non-Tobacco Users:

- You do not complete the Non-Tobacco User Attestation during annual enrollment.

Tobacco Users:

- You attest to being a tobacco user but fail to indicate that you will complete the Tobacco Cessation Program.
- You fail to register with Quit For Life by Dec. 31, 2023.
- You fail to complete five interactions with a coach by June 30, 2024.



myHEALTH CONNECT: A TEAM OF ADVOCATES JUST FOR DUKE ENERGY

The Duke Energy WellPower, myHealth Connect team is comprised of benefit advocates and nurses ready to support you and your family.



CONTACT myHEALTHCONNECT

Call UnitedHealthcare at 877.214.2930

8 a.m.-8 p.m. Monday-Friday.

Visit [myUHC.com](#) or use the app to chat or send an email.



ASK THE EXPERTS

Watch the video series about the myHealth Connect team.

TALK TO AN EXPERT EMPOWERED TO HELP YOU:

- Answer Medical Plan and billing questions
- Resolve issues
- Select a doctor
- Schedule appointments
- Connect to medical or pharmacy programs and resources to support your health concerns
- Make smart decisions for your wellness and wallet

Your dedicated myHealth Connect team also will proactively reach out to you with important health information.

¹ If you reside in Hawaii, you may not be eligible for these programs. Contact UnitedHealthcare for information about the programs available to you.

Your connection to better care¹



Your Medical Plan offers several targeted programs – many are available at no cost to you.



Cancer Support nurse advocates who work with you and your doctor



Fertility, Maternity and Neonatal Support

- Fertility Centers of Excellence
- Maternity Support Program 24/7 maternity nurse access
- Neonatal Resource Services



Specialist Management Solutions (SMS) advocates can help you find the best provider and place for surgical/medical procedures. Enrollment in SMS and use of a Center of Excellence is required for inpatient hip, knee and spine surgeries.



NurselineSM 24/7 nurse access



Kaia Health musculoskeletal pain management



Weight Management

- Real Appeal weight loss program
- Bariatric surgery



Quit For Life Tobacco Cessation Program



Omada diabetes support program.
Learn more at [omadahealth.com/dukeenergy](#)



Teladoc expert medical advice/second opinion from a doctor who specializes in your condition
[teladoc.com/medical-experts](#)

Learn more at [myuhc.com](#) or call myHealth Connect






¹ If you reside in Hawaii, you are not eligible for the non-tobacco user discount.

² By completing the Non-Tobacco User Attestation as a non-tobacco user, you are affirmatively representing your non-tobacco user status and eligibility for the non-tobacco user discount for your medical coverage.

³ Tobacco products include electronic cigarettes, cigars, cigarillos, snuff, vaping and smokeless tobacco.

⁴ The Medical Plan is committed to helping you achieve your best health. The non-tobacco user discount for Medical Plan coverage is available to all employees covered under the Medical Plan and their covered spouses/domestic partners (excluding employees residing in Hawaii and their spouses/domestic partners). If you think you might be unable to qualify for the non-tobacco user discount for Medical Plan coverage, you might qualify for an opportunity to earn the same discount by different means. Contact the **Duke Energy myHR Service Center at 888.465.1300** and we will work with you (and, if you wish, with your doctor) to find an alternative that provides the same discount and is right for you in light of your health status.

You have choices for in-network care that work with your schedule and provide access to the care you need, when and where you need it. The cost can depend on where you go. This chart can help you find the right care at the right price.¹



Care Options	Nurseline	Virtual Care* (with UHC designated virtual provider)	Retail/ Convenience Care Clinic	Primary Care Physician (in-person or virtual visit ²)	Urgent Care	Emergency Room
Hours	24/7	24/7	Varies by location	Varies by location	Varies by location	24/7
Cost	FREE	\$	\$\$	\$\$\$	\$\$\$\$	\$\$\$\$\$
Contact	Call 877.214.2930	myuhc.com/ virtualvisits	myuhc.com	Your primary care physician	myuhc.com	myuhc.com
Choosing appropriate care, finding a doctor or hospital	✓					
Annual physical (Earn 1,000 Vitality Points)				✓		
Health and medication questions; understanding treatment options	✓			✓		
Allergies		✓	✓	✓		
Cold, flu, cough, fever, pink eye, sinus problems, sore throat, urinary tract infection		✓	✓	✓		
Migraine or headache		✓		✓	✓	
Muscle strain			✓	✓		
Sprain			✓	✓	✓	
Animal bite					✓	
Broken bone					✓	✓
Chest pain, dizziness, fainting, weakness, shortness of breath						✓

✓ Consider as an option for care. This chart is not intended to provide medical advice. Determine the appropriate location to receive care based on your own circumstances.

*Virtual Care



You have several options for virtual care with UHC’s designated virtual network providers. You may access these by visiting myUHC.com or the UnitedHealthcare app.

Optum Virtual Care • Teladoc • Amwell • Doctor on Demand

Prescription drug coverage through CVS Caremark is included with all Medical Plan options. Coverage includes preventive, generic, preferred brand and non-preferred brand prescription drugs.

SHORT-TERM MEDICATIONS

Short-term medications may be purchased at more than 68,000 participating network pharmacies including Costco, CVS, Target, Walgreens and Walmart.

LONG-TERM MEDICATIONS

Medications taken as a long-term therapy (90 or more days) must be purchased as a 90-day supply through one of two methods:

- At a local CVS retail pharmacy
- Through the CVS Caremark Mail Service Pharmacy

ADDITIONAL REQUIREMENTS

To ensure the use of the most cost-effective medications and that prescribing guidelines are met, some medications may have additional requirements such as:

- Prior approval
- Trial of a generic before a brand-name drug
- Limited quantity allowed

PREVENTIVE THERAPY DRUG LIST

Food and Drug Administration (FDA) and Internal Revenue Service (IRS) guidelines require preventive drugs be covered at 100% in-network under the HSP options before the required deductible is satisfied.



New for 2024
GoodRx Coordination

Your prescription drug coverage will coordinate with GoodRx when the GoodRx price for a generic, non-specialty drug is lower than what you would pay under the Medical Plan’s prescription drug coverage. You will automatically get the lower GoodRx price for these prescriptions when you check out at your pharmacy, and 100% of the GoodRx price will apply to your annual deductible.



Be a smart consumer!

Download the CVS Caremark app
or call 888.797.8912 to learn
the cost of a medication and if there
are lower-cost options.



¹ Employees residing in Hawaii should contact UnitedHealthcare for comparative costs.
² Virtual visits with your doctor or specialists – sometimes referred to as telehealth – may be treated as or have the same cost as an in-person office visit. Choose the service that best meets your needs.

¹ If you reside in Hawaii, you are not eligible for the prescription drug coverage described in this guide. See the “2024 Hawaii Health Coverage Enrollment Guide” for information about the prescription drug coverage available to you.



Dental Plan

WHAT ARE YOUR OPTIONS?

Duke Energy offers two Dental Plan options through Cigna Healthcare, providing **maximum choice** or **maximum savings**.

- ✓

Cigna Healthcare Dental PPO (DPPO)
 - Choose any dentist
 - Negotiated discounted rates
 - No referral for specialists
- ✓

Cigna Healthcare Dental HMO (DHMO)
 - No paycheck contributions
 - Must use network general dentist
 - Limited network of dentists
 - Generally lower out-of-pocket costs
 - No out-of-network coverage



100%
preventive coverage
with either option

See which one is right for you!
Visit [Cigna.com](https://www.cigna.com) or call 800.965.9271 to locate a Cigna Healthcare network general dentist near you.

SUMMARY OF DPPO BENEFIT CHANGES FOR 2024¹

Benefit	Change	
	Current	2024
Annual Maximum	\$1,500	\$2,000
Periodontal (Deep) Cleaning	2 per calendar year	4 per calendar year (combined with routine cleanings)
Oral Surgery (tooth extraction)	Lifetime maximum applied	No lifetime maximum applied (included in annual maximum)
Crowns	Coverage limited to least cost option	Coverage not limited to least cost option
Full Mouth/Panoramic X-Ray	1 every 3 calendar years	1 every 5 calendar years
Whole Tooth X-Ray	No frequency limit	4 per calendar year

CONSIDER COVERAGE AND COSTS AS YOU CHOOSE THE OPTION THAT IS BEST FOR YOU AND YOUR FAMILY¹

Annual Paycheck Cost	DENTAL PPO (DPPO)	DENTAL HMO (DHMO)
Employee	\$168	\$0
Employee + Spouse/ Domestic Partner	\$396	\$0
Employee + Child(ren)	\$420	\$0
Employee + Family	\$708	\$0

What to know	DENTAL PPO (DPPO)	DENTAL HMO (DHMO)	
Key Advantage	More flexibility	Greater potential savings using a DHMO network general dentist	
Choice of Dentist	Choose any dentist or specialist	Choose a DHMO network general dentist before you can receive services	
	No referral is needed to visit a specialist	Change your network general dentist anytime	
	Cigna Healthcare network dentists have negotiated discounted rates	Referral from your network general dentist is needed to visit a specialist	
	In-Network and Out-of-Network	In-Network	Out-of-Network
Annual Deductible and Calendar Year Maximum	Annual deductible: \$50 individual coverage \$150 family coverage Calendar year maximum: \$2,000 per individual	No annual deductible or calendar year maximum	No coverage
Orthodontia	Children only up to age 19 50% covered, no deductible	Adults and children 50% covered, after \$5 office visit copay	No coverage
	Lifetime maximum of \$2,000 per individual	No lifetime maximum	
Preventive Care	100% covered, no deductible	100% covered, after \$5 office visit copay	No coverage
Basic Restorative	80% covered, after deductible	100% covered, after \$5 office visit copay	No coverage
Major Restorative	50% covered, after deductible	50% covered, after \$5 office visit copay	No coverage
DPPO participants: Be sure to check if your dentist is in the DHMO network. You could get the same level of network care at a lower cost.			



Important

Most employees will be able to participate in the DHMO option. However, if there are no network general dentists within 25 miles of your home ZIP code, you will not see the DHMO option listed in the enrollment tool.

To search for a DHMO network general dentist on [Cigna.com](https://www.cigna.com), select “Find a Doctor, Dentist or Facility.” Follow the prompts on screen to search for a “General Dentist.” When asked to choose your plan, select “CIGNA DENTAL CARE DHMO > Cigna Dental Care Access Plus.”

You may also call Cigna Healthcare at 800.965.9271 to locate dentists in the DPPO or DHMO networks.

¹ The Summary Plan Descriptions provide full descriptions of the Dental Plan along with information regarding your rights, obligations and benefits under the Dental Plan. The “Summary of DPPO Benefit Changes for 2024” and “Consider Coverage and Costs as You Choose the Option that Is Best for You and Your Family” sections of this guide constitute a Summary of Material Modifications to the Summary Plan Descriptions for the Dental Plan. Please keep this guide with your other materials for the Dental Plan, so you have up-to-date materials on the Dental Plan.

WHAT ARE YOUR OPTIONS?

Duke Energy offers Vision Plan coverage through VSP Vision Care (VSP). VSP helps you pay for routine eye examinations, lenses and frames and contact lenses. Search for providers and learn more at vsp.com.


WHAT’S NEW IN 2024


Higher Frame Allowances

- Allowance increasing from \$140 to \$170
- Featured frame allowance increasing from \$190 to \$220
- No copay on any frame purchase

Glasses or Contacts?

- You no longer have to choose between new eyeglass frames or contacts each year
- You will be able to purchase eyeglass frames and contacts in the same year





Even if you choose not to enroll in the Vision Plan, you can still receive discounts through the Vision Discount Program.¹

Plan Highlights	In-Network	Out-of-Network
Eye exam , once every calendar year	100% covered	Up to \$50 reimbursement
Standard plastic lenses (single vision, bifocal or trifocal) , one pair every calendar year	\$20 copay	Up to \$50, \$75 or \$100 reimbursement (single, bifocal or trifocal)
Standard progressive lenses , one pair every calendar year	\$20 copay	Up to \$75 reimbursement
Frames , one pair every other calendar year	\$220 featured frame brands allowance plus 20% off any amount over your allowance \$170 frame allowance plus 20% off any amount over your allowance	Up to \$70 reimbursement
Contact lens² services (fitting and evaluation and materials) , once every calendar year (in lieu of lenses)	15% off contact lens exam (fitting and evaluation) \$170 allowance	Up to \$110 reimbursement
Laser vision correction	15% discount	N/A

Annual Paycheck Costs ³	
Employee	\$82.56
Employee + Spouse/Domestic Partner	\$165.12
Employee + Child(ren)	\$173.28
Employee + Family	\$261.72

¹ Includes access to a trusted, private-practice VSP doctor and special pricing/savings on eye exams, glasses and contact lens exams.

² Elective conventional (non-disposable) and disposables.

³ The Summary Plan Description provides a full description of the Vision Plan along with information regarding your rights, obligations and benefits under the Vision Plan. The “Annual Paycheck Costs” section of this guide constitutes a Summary of Material Modifications to the Summary Plan Description for the Vision Plan. Please keep this guide with your other materials for the Vision Plan, so you have up-to-date materials on the Vision Plan.



More Ways to Save

An additional \$50 to spend on Featured Frame Brands[†]

bebe

COLE HAAN

FLEXON

and more

CALVIN KLEIN

DRAGON

LACOSTE

See all brands and offers at vsp.com/offers.

+ Up to 40% Savings on lens enhancements[‡]

[†]Available only to VSP members with applicable plan benefits through VSP network doctors and in-network locations. Frame brands subject to change. Expires 12/31/2024.
[‡]Up to 40% savings based on VSP network doctor's retail price and varies by plan and purchase selection; average savings determined after benefits are applied. Check your benefits to see if this offer applies.



Powerful incentives to save: Tax-free accounts

You have access to three tax-free account options.¹ The option(s) you choose depends on your Medical Plan selection, eligibility and the expense types you anticipate. Note that you can only contribute to either a Health Savings Account or a Health Care Spending Account each year, not both. Search the [Duke Energy Portal](#) for “[Health Savings Account](#)” or “[Spending Accounts](#)” to learn more.

Account	Health Savings Account (HSA) ¹	Health Care Spending Account (HCSA)	Dependent Care Spending Account (DCSA)
Account use	Eligible medical, prescription drug, dental and vision expenses for you and your eligible dependents		Eligible dependent care expenses (e.g., pre-schools, day care centers, day camps, home care specialists), excluding health care expenses
Compatible Medical Plan Option	HSP 1 or HSP 2	All options	N/A
Administered by	Fidelity	Your Spending Account	
IRS Maximum Annual Tax-Free Contribution Limit	\$4,150 (individual) ² \$8,300 (individual + dependent) ²	\$3,050 ³	\$5,000 (married filing jointly) ³ \$2,500 (married filing separately) ³
Duke Energy Seed Contribution	\$850 (individual) ¹ \$1,700 (individual + dependent) ¹	N/A	N/A
Contributions reduce your taxable income	✓	✓	✓
Contributions roll over year after year	✓		
Contributions can earn interest on a tax-free basis	✓		
Change contribution elections during the plan year	✓ At any time	✓ With qualifying work/life event	✓ With qualifying work/life event, such as a change in dependent care provider costs
You may use your account to build long-term savings	✓		
You can take your account with you if you retire or leave Duke Energy	✓		




DUKE ENERGY 2024 HEALTH SAVINGS ACCOUNT CONTRIBUTIONS¹

To help you get the most value from your tax-free savings, Duke Energy makes a seed contribution to your HSA. You must enroll in an HSA with Fidelity to be eligible for the company HSA seed contribution. Be sure to enroll in a timely manner or you will not receive or be entitled to the company HSA seed contribution.

You will receive the full company HSA seed contribution (\$850 individual, \$1,700 individual + dependent) in late January 2024. This means that all account holders receive the full company contribution early in the year to invest or apply to eligible health care expenses.

You are not required to make your own HSA contributions to receive the company HSA seed contribution. However, we encourage you to maximize your HSA contributions to supplement the company HSA seed contribution and take full advantage of triple tax savings:

- Contributions are tax-free. You don't pay taxes on any money you and Duke Energy put into your HSA.
- Your money grows tax-free. You can choose to invest your account balance; earnings are not taxed.
- Your withdrawals are tax-free when you pay for eligible health care expenses.

Maximize your HSA contributions to maximize triple tax benefits			
 INDIVIDUAL (under age 55)		 INDIVIDUAL + DEPENDENT (under age 55)	
Duke Energy contributes up to: \$ 850		Duke Energy contributes up to: \$1,700	
You can contribute up to: \$3,300		You can contribute up to: \$6,600	
2024 IRS maximum: \$4,150		2024 IRS maximum: \$8,300	
 You can contribute an additional \$1,000 if you will be age 55 or older in 2024. ⁴			

Because Duke Energy makes a seed contribution to your HSA, the limits for employee before-tax contributions are set lower than the IRS contribution limits to account for the company HSA seed contribution.

¹ If you reside in Hawaii, you are not eligible for a Health Savings Account through Duke Energy.
² 2024 limits set by the IRS, which includes Duke Energy's contributions.
³ Because the IRS 2024 limits are not released until after Annual Enrollment closes, employee contributions in 2024 are set at the 2023 IRS limits. The IRS requires that employers perform and pass certain tests (nondiscrimination testing) for flexible spending account (FSA) benefits to be nontaxable. If you are a highly compensated employee, the amount that you elect to contribute to an FSA may have to be reduced during the year (possibly to zero) so that the FSA will pass these tests. If you are affected by these limits, you will be notified.

⁴ The catch-up contribution applies to the individual. If your spouse is eligible to make a catch-up contribution, they would need to establish and contribute to their own Health Savings Account. The annual Health Savings Account catch-up contribution limit in 2024 is \$1,000 for individuals who are age 55 or over at any point during the year.

Think of annual enrollment as an opportunity to update, add or change your beneficiary information and consider optional coverage – it may be easier than you think.

Learn more on the [Duke Energy Portal](#) by searching for “Life, Disability & Other Insurances.”



How Much Insurance Do You Need?

Securian Financial’s online tool, Benefit Scout®, can help you determine the coverage that meets your needs and budget. Answers to a few questions will give you customized recommendations for insurance coverage for your family’s well-being.

Plan Highlights	COVERAGE PROVIDED BY DUKE ENERGY AT NO COST TO YOU You’re automatically enrolled.	OPTIONAL COVERAGE Purchase additional coverage during annual enrollment. Cost varies based on your age and your base pay.
Employee Life Insurance ¹	1x your annual base pay (min. \$50,000, max. \$1 million) ²	1 – 8x your annual base pay (max. \$3 million) ³
Accidental Death and Dismemberment (AD&D) Insurance Loss of life, limb or sight due to an accident	1x your annual base pay (min. \$50,000, max. \$1 million)	1 – 10x your annual base pay (max. \$1 million)
Business Travel Accident (BTA) Insurance Accident or injury while traveling on company business; excludes travel as part of day-to-day job	3x your annual base pay (max. \$2 million) if full time 2x your annual base pay (max. \$200,000) if part time	N/A
Short-Term Disability (STD) ⁴ Unable to work for up to 26 weeks	Pays up to 100% or 66 2/3% of your annual base pay based on your years of service	N/A
Long-Term Disability (LTD) Unable to work for 6+ months	Pays up to 50% of your annual base pay (max. \$15,000 monthly)	Additional coverage of 16 2/3% of your annual base pay ⁵ For total coverage of 66 2/3% of your annual base pay (max. \$15,000 monthly)
Dependent Life Insurance ^{1,6}	N/A	Purchase up to \$250,000 for your spouse/domestic partner ^{3,7} and up to \$20,000 per child
Dependent AD&D Insurance ⁸	N/A	Purchase up to \$600,000 for your spouse/domestic partner and up to \$100,000 per child

¹ You are required to indicate your and your covered spouse’s or domestic partner’s tobacco/non-tobacco user status. Non-tobacco users may be able to take advantage of certain discounted rates.

² If your pay is more than \$50,000, there is an option of electing to cap the insurance at \$50,000 to avoid imputed income on which you would be taxed. Please note that the company does not provide tax advice, and you should consult with your tax advisor for information about the tax consequences of any coverage amount greater than \$50,000.

³ You may be required to provide evidence of insurability (EOI).

⁴ The Duke Energy Short Term Disability Plan will coordinate with any state disability plan.

⁵ Additional 16 2/3% coverage may be subject to a preexisting condition exclusion. Please refer to the Summary Plan Description for details.

⁶ Dependent coverage amounts cannot exceed 100% of your life insurance coverage (basic and supplemental combined).

⁷ Your spouse/domestic partner may be required to provide EOI for coverage over \$50,000.

⁸ You must purchase optional employee AD&D insurance to elect this option. The dependent coverage amounts cannot exceed the amount of your optional AD&D insurance coverage.

RETIREMENT CONTRIBUTION BASICS

On average, **Duke Energy contributes at least 10%** of each employee’s eligible earnings to their retirement benefits.

Duke Energy Contributions to Your Retirement Savings

RSP/401(k) Match

For most employees, Duke Energy will match **100% of the first 6%** of your eligible pay that you contribute to the Retirement Savings Plan (RSP/401(k)) in the form of before-tax or Roth contributions.¹ **After-tax and catch-up contributions are not matched.**

You can elect to contribute between 0.5% and 75% of your eligible pay on a before-tax, Roth and/or after-tax basis each year, up to the annual IRS limits.²

Other Contributions

Duke Energy’s other retirement contributions are in the form of a pension plan benefit or an additional **4%** contribution to your RSP/401(k), depending on when you were hired or rehired.

Hired before Jan. 1, 2014?¹

You’re likely participating in a pension plan. Duke Energy completely funds and provides this benefit for your retirement.

Search “**Pension**” on the [Duke Energy Portal](#) or contact the Duke Energy myHR Service Center at **888.465.1300** (security PIN required) for more details about your pension benefit.

Hired or rehired on or after Jan. 1, 2014?¹

In addition to the 6% match described above, you’re likely eligible to receive a 4% Duke Energy retirement contribution to your RSP/401(k). Duke Energy completely funds and provides this benefit for your retirement regardless of the amount of money you contribute, if any, to the RSP/401(k). This 4% retirement contribution is subject to a three-year vesting schedule.

Visit [NetBenefits.com](#) or call **800.376.4015** to talk with Fidelity about the RSP/401(k).



Duke Energy cares about your financial future and wants to help you be prepared to retire when the time is right.

Search for “**Retirement Savings**” on the [Duke Energy Portal](#)

¹ Employees who are represented by a union should consult their applicable collective bargaining agreement for eligibility and applicable employer retirement contribution.

² The annual IRS contribution limits for 2024 have not yet been published. The 2023 IRS limit for employee before-tax and/or Roth contributions is \$22,500 for 401(k). If you will be age 50 or older at any time during the year, you are eligible to make additional catch-up contributions as before-tax and/or Roth contributions. The catch-up contribution limit for 2023 is \$7,500. The total annual limit for all company contributions plus employee contributions (before-tax, Roth and after-tax) other than catch-up contributions is \$66,000 for 2023. After-tax and catch-up contributions are not matched.



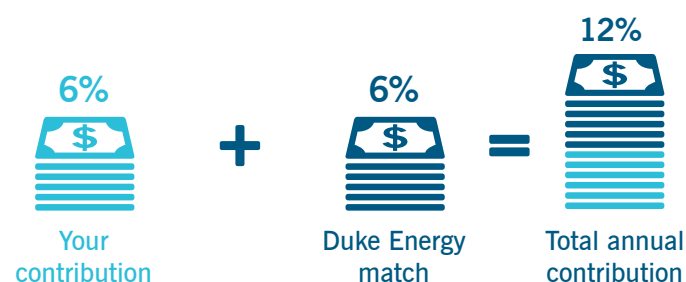
Retirement and Savings

DON'T MISS THE 6% COMPANY MATCH

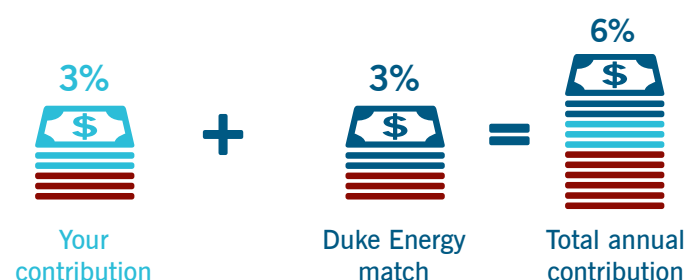
If you¹ contribute 6% of your eligible pay as before-tax and/or Roth contributions, the company will make matching contributions of 6% to your RSP/401(k) each pay period, for a total of 12% contributed to your account.

After-tax and catch-up contributions are not matched, so consider making after-tax contributions only if you're already saving at least 6% through before-tax and/or Roth contributions.

Maximize your 6% match



If you only contribute 3%



By only contributing 3%, you're missing a 3% company match, which means that you are missing a total of 6% in annual contributions!

HAVE MORE TO SAVE?

Check out the HSA² opportunities on page 31, then ...

If you've maximized your before-tax and Roth 401(k) and HSA contributions to the IRS limits, consider contributing your extra savings as after-tax contributions to the RSP/401(k) and then completing a Roth In-Plan Conversion in the RSP/401(k) to save even more. Search the [Duke Energy Portal](#) for "Roth In-Plan Conversions" or contact Fidelity to learn more about the benefits of the Roth In-Plan Conversion feature.

¹ Employees who are represented by a union should consult the applicable summary plan description for eligibility and applicable employer matching contribution.

² If you reside in Hawaii, you are not eligible for an HSA through Duke Energy.

Keep your retirement savings on track



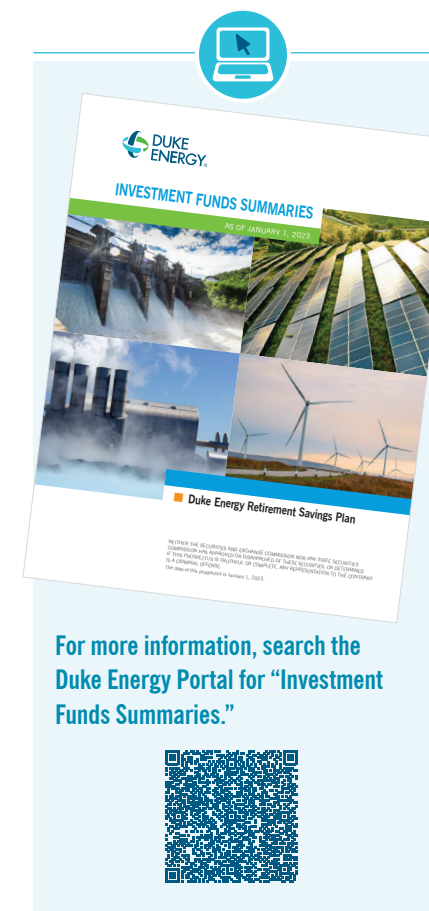
MANAGE YOUR RSP/401(K) INVESTMENTS YOUR WAY

The RSP/401(k) has diverse investment funds to choose from, and the fees and operating costs are generally less than you'd pay on your own in a retail mutual fund. Search the [Duke Energy Portal](#) for "Investment Funds Summaries Booklet" to view information on the Duke Energy RSP/401(k) fund lineup.

Regardless of your risk tolerance, diversification preference or time horizon, the RSP/401(k) offers you flexibility around how you manage your portfolio in the RSP/401(k). You decide how actively you want to manage your RSP/401(k) investments.

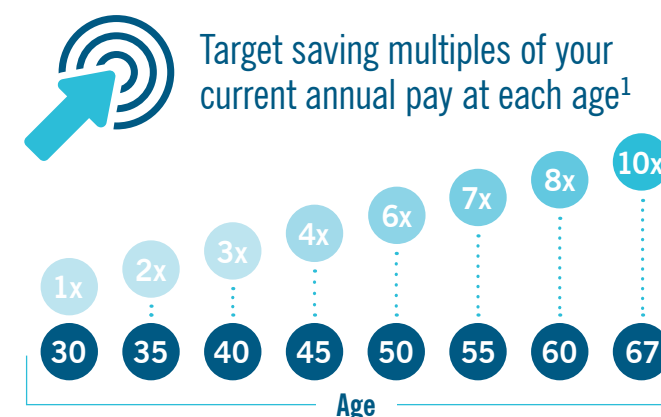
- **Low involvement with no tailoring – A Target Retirement Date Fund** is a professionally managed fund offering diversified investments, which generally become more conservative over time through 15 years after the target retirement date is reached.
- **Low involvement with opportunity for tailoring – Professional Management** of your account for a 0.26% annual fee by Edelman Financial Engines may meet your needs.
- **Active management by you** – You may choose from the list of investment funds in the RSP/401(k) and, through [Fidelity's BrokerageLink](#) service, choose from thousands of mutual funds and other investment options (stocks, bonds, exchange-traded products, CDs and more). To help you evaluate and manage your RSP/401(k) investments, Edelman Financial Engines' [Online Advice](#) is available at no cost to you.

See page 41 for a summary of resources to help you manage your RSP/401(k).



WHAT'S YOUR TARGET?

Many financial experts recommend that you save 10 times your annual pay by retirement at age 67 to maintain your current lifestyle through retirement.¹ Consider all sources of retirement savings, such as the RSP/401(k); pension; if applicable, Social Security; and any external personal savings. To stay on track to accomplish that goal, experts suggest you target the following multiples of pay saved by each milestone age:



How does this translate?



Michael is 45 and earns \$60,000.

He has \$200,000 in his retirement/savings accounts, a bit behind his

4x

annual pay goal of \$240,000.

See page 40 for help to get him on track.

SEE WHERE YOU STAND

Search the [Duke Energy Portal](#) for "Financial Well-Being" to see retirement calculators and other financial tools and resources.

¹ Fidelity Viewpoints, Aug. 8, 2022, "How much do I need to retire? Fidelity's guideline: Save 10x your income by age 67."

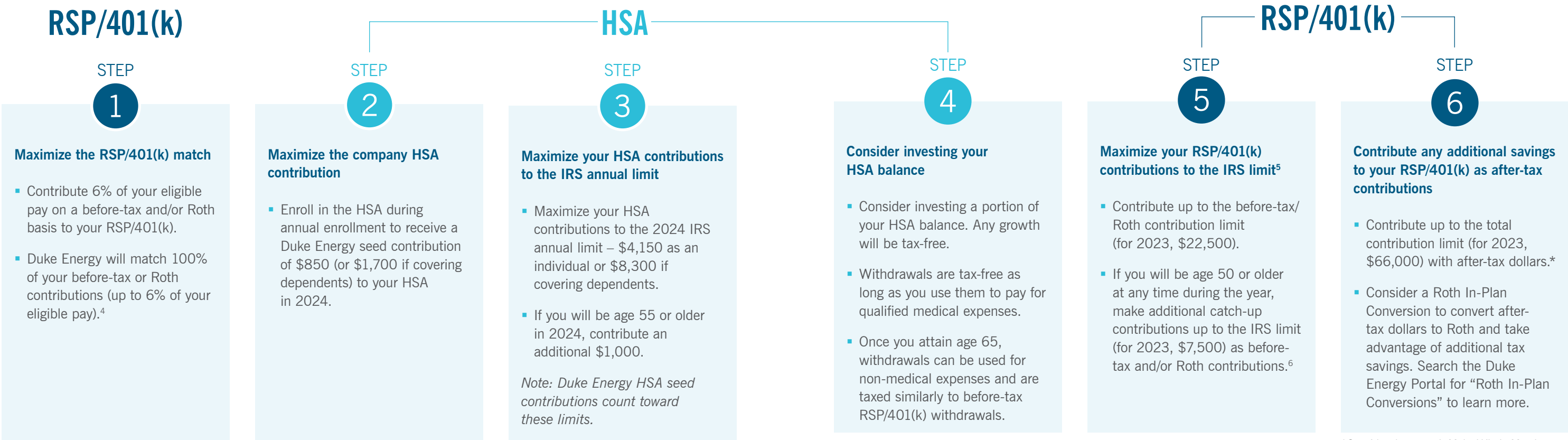


RSP/401(k) vs. HSA:¹ Maximize your savings!

Wondering whether to put a few extra dollars in the RSP/401(k) vs. your HSA? Start by considering the tax implications of each. Then consider potential steps to take advantage of the triple tax benefits of an HSA, grow your retirement savings, and maximize contributions from Duke Energy. View these tips and more anytime by searching the [Duke Energy Portal](#) for “Maximize your Savings” or “Health Savings Account.”

ONE APPROACH IS AS FOLLOWS:

	RSP/401(k)		HSA
	Before-tax	Roth	NEVER pay taxes
	Pay taxes LATER	Pay taxes NOW	
Tax-Free Contributions	✓	Pay taxes	✓
Tax-Free Earnings	✓	✓	✓
Tax-Free Withdrawals	Pay taxes	✓ ²	✓ ³





RSP/401(k) vs. HSA:¹ Maximize your savings!

WHICH LIMITS APPLY TO MY CONTRIBUTIONS?

The IRS sets limits on how much employers and employees can contribute to a 401(k) plan. There are three limits that are applicable to the 401(k)/RSP. The IRS updates and publishes these limits each year.

402(g): This limit is on before-tax and Roth contributions to your RSP/401(k) account.

415(c): This limit is on total RSP/401(k) contributions (your before-tax, Roth, and after-tax contributions and all employer contributions, but not catch-up contributions, are included in this limit).

Catch-up: This limit applies to participants who will be age 50 or older at any time during the plan year and allows those participants to make catch-up contributions beyond the 402(g) and 415(c) limits.

	402(g) – \$22,500 ²	415(c) – \$66,000 ²	Catch-up ³ – \$7,500 ²
Before-Tax	✓	✓	✓
Roth	✓	✓	✓
Employer Match		✓	
Employer Retirement Contribution		✓	
After-Tax		✓	



Consider the annual Make Whole Match when planning for contribution limits

The RSP/401(k) includes a “Make Whole Match” feature for participants employed on the last day of a plan year (Dec. 31) who did not contribute before-tax and/or Roth contributions at an even rate throughout the plan year, and as a result, did not receive full matching contributions. The “Make Whole Match” for the current year is funded after the end of the plan year but is subject to current year IRS limits (i.e., “Make Whole Match” contributions for 2023 funded in January 2024 are subject to the IRS limits for the 2023 plan year). To receive your full match for 2023, ensure contributions have not exceeded the 2023 IRS limits.

¹ If you reside in Hawaii, you are not eligible for an HSA through Duke Energy.
² The annual IRS contribution limits for 2024 have not yet been published. The amounts shown are the 2023 IRS contribution limits.
³ Catch-up contributions are not applied to the IRS 402(g) and 415(c) limits. Catch-up contributions start once you i) reach the 402(g) limit or ii) reach the 415(c) limit. Also note that catch-up contributions are not matched.





Financial resources for you

FIDELITY

Fidelity, our RSP/401(k) recordkeeper, has free retirement planning tools and educational information to help you reach your financial goals faster. And they can help you view and invest your HSA funds as well. Visit [NetBenefits.com](https://www.fidelity.com) to view your accounts. The table on page 41 summarizes your Fidelity services.



FINANCIAL COACHING FROM EDELMAN FINANCIAL ENGINES

Financial coaching from Edelman Financial Engines is available to help with life decisions involving a dollar sign – at ZERO cost to you. You'll have a one-on-one financial checkup with an experienced financial coach who is ready to develop a personalized strategy to help you achieve your financial goals. Call [844.861.6737](tel:844.861.6737) or search the [Duke Energy Portal](#) for “Financial Coaching” to schedule an appointment. The table on page 41 summarizes additional services from Edelman Financial Engines.

WHAT ARE DUKE ENERGY EMPLOYEES SAYING ABOUT FINANCIAL COACHING?

Satisfaction Scores 2023 YTD – (July 2023)

Overall Experience – 9.67

Likely to Recommend – 9.56

Confidence in Financial Decisions – 9.39

Scale:

10=Extremely Satisfied

1=Extremely Unsatisfied

Goals

Build confidence with saving strategies

Learn tips and tricks to:

- Diversify savings
- Increase 401(k) contributions
- Save to buy a home

Coaching Recommendations

- Research 401(k) savings best practices
 1. Pretax contributions limits
 2. Impacts of a successful 401(k) savings strategy on retirement planning
 3. Impacts of healthy savings plan to achieve long-term financial goals
- Consider refinancing student loan debt to reduce interest rate on the repayment plan and limit tax implications
- Meet with financial planner to better diversify retirement investments

Meet Heather – Age 32, Recently Married*

*Based on an actual event with an employee. The names have been changed to protect the anonymity of those involved. Please note this should not be interpreted as a promise of similar or specific outcomes, rather, the intent is to illustrate an experience of working with a financial coach.

RETIRING SOON?

Search “Exploring Retirement” on the [Duke Energy Portal](#). You'll find the Guide to Retirement and other resources for financial and health care decisions. You may also call the [Duke Energy myHR Service Center](#). Retirement specialists have information about your pension benefits (if applicable) and can provide information about your specific retirement plan options and benefits. Contact them at [888.465.1300](tel:888.465.1300) (security PIN required) for more information.



Earn Duke Energy WellPower Rewards Points

You can earn up to 1,600 points using EFE's financial coaching services (1,000 points) and viewing Fidelity's on-demand workshops (50 points each).



Financial Resources at a Glance



Search the [Duke Energy Portal](#) for “Financial Tools & Resources” for more information.

ANY FINANCIAL NEED		RETIREMENT SAVINGS PLAN/401(k)		
Applies to	Financial Coaching	Online Advice	Professional Management	RSP/401(k) Recordkeeper
Provider	Edelman Financial Engines®			Fidelity INVESTMENTS
Overview	Speak with financial coaches to help you tackle all of life's financial questions and create a personalized financial plan	Use do-it-yourself tools to get personalized investment recommendations for your RSP/401(k) account	Let a team of investment professionals manage your RSP/401(k) for you	View and make changes to your RSP/401(k) account
Cost	Free	Free	Available for a fee of 0.26% of your account balance per year, which translates to about \$2.17 per month for each \$10,000 in your account	See the Investment Funds Summaries booklet for a description of RSP/401(k) administrative, investment and transaction fees
Services	<p>Speak with financial coaches about a variety of financial matters and establish a comprehensive financial plan that addresses your specific needs</p> <p>Coaching is paid for by Duke Energy</p> <p>If you choose to hire a financial planner to actively manage your assets, fees will apply</p>	<p>Sophisticated tools for hands-on investors to help you select a diversified mix of investments for your RSP/401(k). In addition, there are online tools available to help you with topics such as:</p> <ul style="list-style-type: none">▪ College savings▪ Social Security▪ Expenses in retirement▪ Health care in retirement	<p>An advice and management service that will invest your RSP/401(k) account balance for you:</p> <ul style="list-style-type: none">▪ You may, but are not required to, discuss your risk tolerance and other investing preferences with Edelman Financial Engines to further customize how they invest your RSP/401(k)▪ You are provided an update on your RSP/401(k) investments each quarter	<p>Fidelity is the recordkeeper and trustee of your RSP/401(k). Call or access Fidelity NetBenefits, where you can do the following:</p> <ul style="list-style-type: none">▪ Review your account balance, transaction history and statements▪ Review and change payroll contribution elections▪ Initiate loans, withdrawals and rollovers▪ Review and change investment allocations for future contributions and transfer your balance among investment funds▪ Learn using education and financial planning tools▪ Receive point-in-time investment advice in some circumstances▪ View and print a copy of the RSP/401(k) Summary Plan Description
Contact	844.861.6737 Search Duke Energy Portal for “Financial Coaching”	800.601.5957 EdelmanFinancialEngines.com/ForDuke		800.376.4015 NetBenefits.com or search Duke Energy Portal for “Fidelity”



TAKE TIME AWAY FROM WORK¹

Enjoy time away from work to rest, refocus and recharge. Time off benefits include paid vacation, sick and family care pay, parental leave, holidays, time for volunteering in the community, attending school meetings, participating in diversity and/or inclusion events sponsored by Duke Energy and more. You can also take leaves of absence to support military service and health/family needs. Search “Time Away from Work” on the [Duke Energy Portal](#).

MANAGING LIFE’S CHALLENGES

Life is full of ups, downs and unexpected challenges, and your benefits offer many ways to help you and your family manage them. Below is a summary of mental well-being support offered by Duke Energy. Visit the [Duke Energy Portal](#) and search “Managing Life’s Challenges.”



Mental Well-being Support	Employee Assistance Program (EAP)	UnitedHealthcare Behavioral Health
Service	Talk with a counselor for mental well-being support	Locate a counselor or medical resources for support for a specific diagnosis
Topics to address	<ul style="list-style-type: none">StressAnxietyAngerWork and career challengesFamily and relationship strainsAddictionGrief support Referral to behavioral health providers for medical diagnosis and treatment	Specific diagnosis such as: <ul style="list-style-type: none">DepressionBipolar disorderSubstance use disorder
Eligibility	All employees and household members 18 and over. Children may see a counselor once an adult (18+) has obtained an authorization code from the EAP on their behalf.	Employees and dependents covered by the Medical Plan
Cost	\$0 for the first 8 visits per concern per year	Deductibles, copays and coinsurance
Other services	Child/elder care resources; legal assistance; financial tools; pet, auto, home services, etc. Information on Mind & Body, Life & Work, Crisis Support, etc.	Care for medical issues
Availability	24/7	24/7
Contact info	800.985.2594; LiveandWorkWell.com , access code DUKE, or Optum Assist app	877.214.2930, myUHC.com or UHC app

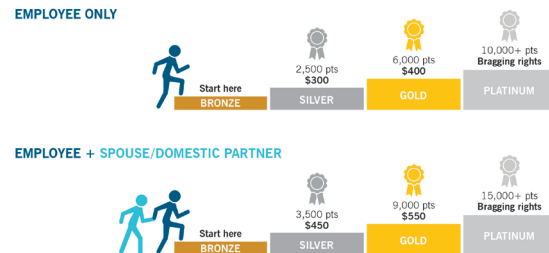


Mental Well-being Support	Talkspace	AbleTo	Duke Energy WellPower Rewards/Vitality
Service	Engage with a licensed, dedicated therapist; anytime, anywhere (text, voice, video)	Get access to self-care techniques, coping tools, meditations, and other mental well-being support	Talk with a Health Coach and view online resources
Topics to address	On-demand help with: <ul style="list-style-type: none">StressAnxietyDepression	<ul style="list-style-type: none">StressAnxietySleep concernsRelaxation	<ul style="list-style-type: none">StressWork/life balanceSocial networkHealthy eatingPhysical signs of stress
Eligibility	All employees and household members 18 and over. Children ages 13+ with parental consent.	All employees and household members 18 and over. Children ages 13+ with parental consent.	Employees eligible for the Medical Plan, plus spouses/ domestic partners covered by the Medical Plan
Cost	\$0	\$0	\$0
Other services			Support for physical, emotional, social, career and financial well-being
Availability	24/7	24/7	Online 24/7, Health Coaches Monday-Friday, 9 a.m.-6 p.m. ET
Contact info	800.985.2594; LiveandWorkWell.com , access code DUKE, or Talkspace app	LiveandWorkWell.com , access code DUKE > Explore Self Care > Try Self Care	866.567.0705, powerofVitality.com or Vitality Today app

MAXIMIZE YOUR HEALTH AND YOUR DOLLARS



Duke Energy WellPower Rewards and Vitality® give you resources to improve your well-being and reward you for it. **Earn up to \$400 for employees and up to \$550 for employees covering a spouse or domestic partner under the Medical Plan.**



12 MONTHS TO EARN REWARDS

The program year runs 12 months – Sept. 1, 2023, through Aug. 31, 2024. Eligible employees and spouses/domestic partners can earn rewards while focusing on their physical, emotional, social, career and financial well-being.

THE CHOICE IS YOURS

Everyone's journey is unique. So, you have more than 50 activities to choose from, allowing you to focus on what's important to you. Accumulate Vitality Points to earn Duke Energy WellPower Rewards for activities such as:

Activity	Points
Health Advising and Coaching	Up to 3,700
Vitality Check®, formerly biometric health screening (on-site or with annual physical)	Up to 3,300
Financial Health – financial coaching and online workshops	Up to 1,600
Annual Physical with your Doctor	1,000
Career Well-Being	Up to 600
Vitality Health Review (250 bonus if completed before Nov. 30, 2023)	500
Inclusion NOW Essentials	250
Mental Well-Being Review (three brief questionnaires)	Up to 225

Learn more on the [Duke Energy Portal](#) by searching for “Wellness.”

Not enrolled in the Medical Plan or have questions about eligibility and rewards? Search for “**2024 Duke Energy WellPower Rewards Eligibility**,” on the [Duke Energy Portal](#).



Don't Forget!

10% of the points you earn by Aug. 31, 2024, roll over to kick-start your journey in the new program year beginning Sept. 1, 2024. The more points you earn, the greater your kick-start bonus!

TELL US YOUR STORY!

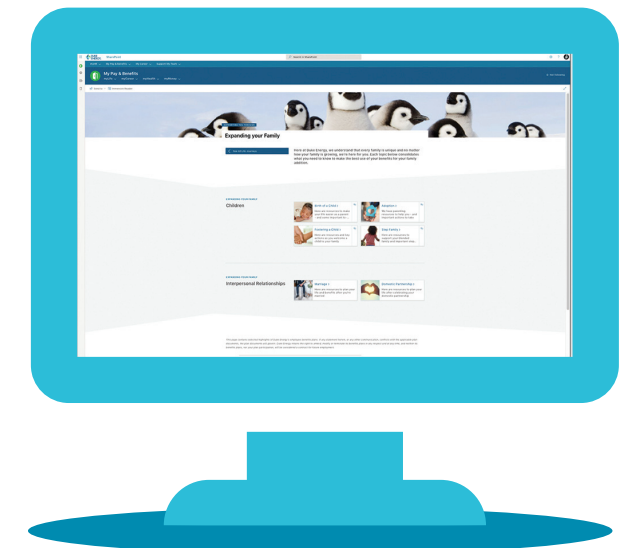


Have you taken actions to improve your health or financial well-being because of something you learned in an on-site biometric screening, an annual wellness check or financial coaching or workshop? Scan the QR code to share your story! *Duke Energy login credentials required*



EXPANDING YOUR FAMILY

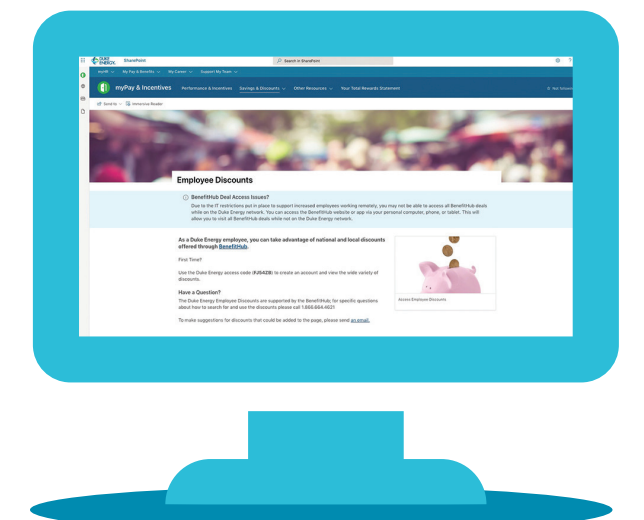
Duke Energy understands that every family is unique and no matter how your family is growing, we're here for you. Whether your family is growing by marriage or domestic partnership, or you're adding children to your life via adoption, fostering, stepfamily relationship, surrogacy, fertility support or the “traditional” way, search “**Expanding your Family**” on the [Duke Energy Portal](#) for more information.



SAVING WITH EMPLOYEE DISCOUNTS — BenefitHub

You can save on auto/home/pet insurance, electronics, cellular plans, automobile purchases, tickets to events, sports equipment, apparel, dining, travel, flowers, etc.

Search the [Duke Energy Portal](#) for “Employee Discounts.”





About this guide: This guide is intended to assist you in making your coverage elections and contains selected highlights of Duke Energy’s employee benefits plans. Unless otherwise noted, the information in the guide reflects the provisions of Duke Energy’s employee benefits plans as in effect on Aug. 19, 2023. Except as otherwise provided in the “What’s New for 2024,” the “Compare the 2024 Annual [Medical] Rates,” “Summary of [Dental] DPPO Benefit Changes for 2024,” the “Consider [Dental] Coverage and Costs as You Choose the Option that Is Best for You and Your Family” and the “Annual [Vision] Paycheck Costs” sections on pages 9-10, 21, 26 and 28 and the related descriptions referenced in the “What’s New for 2024” section, if any statement herein, or any other communication, conflicts with the applicable plan documents, the plan documents will govern. Please note that the information herein is provided as general investment education, and nothing herein should be construed as an investment recommendation or investment advice. Duke Energy reserves the right to amend, modify or terminate its benefits plans in any respect and at any time, and neither its benefits plans, nor your plan participation, will be considered a contract for future employment.

By accessing the myHR website, you’re consenting that you willingly agree to receive and access future plan documents, notices and Summary Plan Descriptions (SPDs) electronically. This consent confirms that you have access to the internet and email, which will be required to receive and access plan documentation electronically. You may revoke or modify your consent at any time without charge by contacting the Duke Energy myHR Service Center at 888.465.1300 (security PIN required).

IMPORTANT REMINDERS

Who’s eligible: When you enroll for medical, dental, vision, life and/or accidental death and dismemberment coverage during the enrollment period, you may elect to cover your eligible dependents. To learn more about which of your dependents are eligible for coverage, refer to the applicable SPD, available on the myHR website, or call the Duke Energy myHR Service Center for information and assistance.

If you are a current Duke Energy employee and your spouse/domestic partner is a Duke Energy retiree, you cannot enroll in Duke Energy’s retiree medical, dental and/or vision coverage as a dependent of your spouse/domestic partner. Additionally, if you are a Duke Energy retiree enrolled in Duke Energy’s retiree medical, dental and/or vision coverage and you are rehired to active status, your retiree coverage will end.

Spouse/domestic partner health coverage: Duke Energy offers medical, dental and vision coverage for its eligible employees and their eligible dependents. However, if your spouse’s (or domestic partner’s) employer offers these coverage options, you will want to examine and compare all available coverage options.

If the annual benefits enrollment for your spouse or domestic partner begins after Duke Energy’s ends, you must call the Duke Energy myHR Service Center within 31 days of the date your spouse (or domestic partner) makes 2024 coverage elections to make any changes to your Duke Energy coverage for 2024.

If the annual benefits enrollment for your spouse or domestic partner ends prior to the start of Duke Energy’s, your spouse (or domestic partner) should ask his or her employer if he or she can make changes to his or her 2024 coverage elections within 31 days after you make your elections.

Work/life events: Most of the choices you make during annual enrollment will remain in effect for the entire 2024 calendar year unless you have a work/life event – such as a marriage, divorce or birth/adoption of a child. Remember, you must notify the Duke Energy myHR Service Center within **31 calendar days** of the date of the event.

Even if you have family coverage, you must enroll all new dependents within 31 calendar days after the work/life event (e.g., birth or adoption). They will not be automatically covered.

For more information about work/life events and deadlines to make changes, refer to the applicable SPD, available on the myHR website, or call the Duke Energy myHR Service Center for information and assistance.

CONSEQUENCES OF PROVIDING INACCURATE INFORMATION DURING ENROLLMENT

By accessing the enrollment tool on the myHR website or calling the Duke Energy myHR Service Center and making your coverage elections, you are affirmatively representing that all information provided, including, but not limited to, the eligibility of any dependents for coverage and/or your non-tobacco user status (and that of your spouse/domestic partner, as applicable), is true and correct. If Duke Energy discovers that any information you (and/or your spouse/domestic partner) provide during enrollment is incorrect or inaccurate, Duke Energy reserves the right to recover any contribution amounts you should have paid, to recover plan benefits paid, to take appropriate disciplinary action for falsification of documents, up to and including termination of health and insurance coverage and/or discharge, and to take other appropriate action.

CONSEQUENCES OF MISREPRESENTING YOUR TOBACCO USER STATUS

If you misrepresent your tobacco user status in the Non-Tobacco User Attestation, or if you become a tobacco user after completing the Non-Tobacco User Attestation as a non-tobacco user and you do not notify the Duke Energy myHR Service Center of the change in tobacco user status, Duke Energy reserves the right to:

- Recover any contribution amounts you should have paid.
- Take appropriate disciplinary action for falsification of documents, up to and including termination of health and insurance coverage and/or discharge.
- Take other appropriate action.

SUMMARY PLAN DESCRIPTIONS

You can find more information about Duke Energy’s employee benefits plans by reading the applicable Summary Plan Descriptions (SPDs). The SPDs provide plan descriptions along with information regarding your rights, obligations and benefits under the plans, including employee and dependent eligibility information. If you have questions about your benefits plans, check the applicable SPDs – chances are you can find your answer there. You may view and print the health and insurance SPDs from the [Duke Energy Portal > myHR > myHR Self Service > Health & Insurance > Plan Information > Summary Plan Description\(s\)](#), the retirement savings plan SPDs from the [Duke Energy Portal > myHR > Retirement Savings > Understand your Retirement Savings Plan \(RSP/401\(k\)\) > View Summary Plan Description \(SPD\)](#), and the pension SPDs from [Duke Energy Portal > myHR > Retirement Savings > Pension > Summary Plan Description \(SPD\)](#). You have the right to receive paper copies of the SPDs upon request. To request a paper copy of an SPD, contact the Duke Energy myHR Service Center.

SUMMARIES OF BENEFITS AND COVERAGE (SBC)

To help you make an informed choice, and as required by the Affordable Care Act (ACA), the Medical Plan will make Summaries of Benefits and Coverage (SBC) for each Medical Plan option available to you. The SBCs summarize important information about the Medical Plan options available to you in the standard format required by the ACA, to help you compare across Medical Plan options. Review the Summary of Benefits and Coverage – Availability Notice for information about how to obtain each SBC for the Medical Plan options available to you. You may view and print each SBC from the [Duke Energy Portal > myHR > myHR Self Service > Health & Insurance > Plan Information > Summary of Benefits & Coverage](#).

PRIVACY OF YOUR PROTECTED HEALTH INFORMATION

The Health Insurance Portability and Accountability Act (HIPAA) is federal legislation designed to protect the privacy and confidentiality of an individual’s protected health information.



A copy of Duke Energy's "Notice of Privacy Practices" is available on the [Duke Energy Portal](#) by searching "HIPAA Privacy Notice." You also can request a copy by calling the Duke Energy myHR Service Center.

WOMEN'S HEALTH AND CANCER RIGHTS ACT

Group health plans that cover mastectomies will cover certain breast reconstruction benefits in connection with a mastectomy. Coverage will be provided in a manner determined in consultation with you and your physician for:

- Reconstruction of the breast on which the mastectomy was performed
- Surgery and reconstruction of the other breast to produce a symmetrical appearance
- Prosthesis and physical complications for all stages of mastectomy, including lymphedema

This coverage is subject to all of the terms of the Medical Plan, including relevant deductibles and coinsurance provisions.

NEWBORNS' AND MOTHERS' HEALTH PROTECTION ACT

Health plans and insurance carriers generally may not, under federal law, restrict a mother's or newborn's benefits for a hospital length of stay that is in connection with childbirth to less than 48 hours following a vaginal delivery or 96 hours following a delivery by cesarean section. However, federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours, as applicable). In any case, plans and insurance carriers may not, under federal law, require that a provider obtain authorization from the Medical Plan or the issuer for prescribing a length of stay not in excess of 48 hours (or 96 hours, as applicable).

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