At Southern Company, diversity and inclusion are more than corporate performance goals – they’re business imperatives.

Commitment to diversity strengthens workplace culture of excellence

Reflecting its efforts to promote a culture of inclusion, Southern Company was recently named one of the “40 Best Companies for Diversity” by Black Enterprise magazine. One of only three Georgia-based companies on the list, Southern Company was recognized for its leadership and commitment to diversity and inclusion in employment and business practices.

Southern Company has also been recognized as a top employer for Hispanics/Latinos, veterans and employees over age 50, as well as for its efforts to recruit people with disabilities. In 2014, the company was named the top regional utility for overall diversity by DiversityInc, a consulting firm specializing in diversity management.

As part of a longstanding commitment, Southern Company focuses on ensuring diversity is demonstrated in its leadership, workforce and suppliers. The company and its subsidiaries strive to be an employer of choice by offering a stable work environment, dynamic culture and competitive pay and benefits package.

"Southern Company understands the value of a workplace in which every employee feels valued and respected," said Southern Company Vice President of Human Resources Stacy Kilcoyne. "It’s not just a corporate performance goal – sustaining a culture of excellence through inclusion is imperative to serving customers."

In 2014, Southern Company established a Diversity Council to guide efforts to foster an environment in which employees of different identities, abilities, backgrounds and perspectives feel welcomed and can contribute to their fullest potential. The council meets periodically to monitor the progress of Southern Company’s diversity initiatives and to share best practices.

Three key areas enhance Southern Company’s ability to sustain a culture of excellence through inclusion:

- Enlisting talent that meets business needs and is representative of the communities served by the Southern Company system
- Nurturing relationships with diverse suppliers to broaden access to products and services while demonstrating commitment to economic inclusion
- Strategic community partnerships that ensure community growth and vitality while creating alliances around business issues

In the past year, Southern Company has been named:

- One of the “Top Employers for Hispanics” by Hispanic Network Magazine
- One of the “Top 10 Companies for Blacks” by DiversityInc for the fourth consecutive year
- One of the “Most Valuable Employers for Military®” winners by CivilianJobs.com for the fifth consecutive year
- The top-ranked utility in the “Top 100 Military Friendly Employers” by G.I. Jobs magazine for the eighth consecutive year
- One of the “Best Diversity Companies” by Diversity/Careers in Engineering & IT magazine for the seventh consecutive year
- One of the “World’s Most Admired Companies” by Fortune magazine for the sixth consecutive year
**ENERGY INNOVATION**

*Southern Company is the industry leader in researching and developing better energy technologies*

- Managed about $800 million in environmental research and development over the past decade
- Operating and managing the U.S. Department of Energy’s National Carbon Capture Center, testing the next generation of technologies to reduce greenhouse gas emissions
- Conducting the United States’ largest demonstration of carbon capture on a pulverized-coal power plant at Plant Barry
- Helped develop innovative TRIG™ 21st century coal gasification technology, which is being marketed worldwide
- Developed the nation’s only research facilities dedicated to testing technologies for managing water resources and reducing mercury emissions related to power generation
- Completed initial deployment of 4.4 million “smart meters,” which are capable of providing information that can help customers manage their energy usage more wisely and save money
- Invested more than $9 billion in environmental controls, reducing emissions more than 80 percent while increasing electricity generation by as much as 40 percent to meet customers’ growing need for energy
- Working with diverse partners and supporting innovative environmental projects to conserve wildlife and habitat across the Southeast


**FUEL DIVERSITY**

*Dedicated to developing the full portfolio of resources for America’s energy future*

- Subsidiary Georgia Power leading U.S. nuclear power renaissance by adding two units at Plant Vogtle
- Subsidiary Mississippi Power building a commercial-scale 21st century coal facility in Kemper County, with an expected carbon footprint better than a similarly sized natural gas plant
- Subsidiary Georgia Power’s Plant McDonough switched from coal-fired to natural gas-fired technology; coal-to-gas conversions underway in Alabama, Georgia and Mississippi
- Subsidiary Southern Power operating 100-megawatt wood-fired biomass plant, one of the nation’s largest, in Texas
- Subsidiary Southern Power and partners own, manage or are constructing 11 solar facilities – including two recently announced projects in south Georgia totaling 99 MW; company ownership totals approximately 670 MW
- Current and planned solar power additions in Georgia over the next three years projected to total more than 900 MW under contract, more than any other utility that operates without government mandates
- Subsidiaries in Alabama, Georgia and Florida have purchased – or have announced plans to purchase – more than 800 MW of wind energy in Oklahoma and Kansas
- Energy-efficiency programs across the Southern Company system have avoided the need for the equivalent of enough energy to power Savannah, Georgia, and Birmingham, Alabama, for one year


**FINANCIAL INTEGRITY**

*A business model that has stood the test of time, serving the Southeast for more than 100 years*

- Simple, transparent business model with the goal of achieving attractive, risk-adjusted returns
- Outperformed S&P 500 index for total shareholder return for 10-year, 20-year and 30-year periods ended Dec. 31, 2014
- Declared a dividend to shareholders for 269 consecutive quarters, dating back to 1948
- One of Fortune magazine’s “World’s Most Admired Companies” – six consecutive years
- Winner of EEI’s 2014 National Key Accounts Customer Service Award for Outstanding Customer Service
- Received 2014 National Award of Nuclear Science and History from the National Atomic Museum Foundation for leadership and commitment to new nuclear development
