# CIS/MDM Project: Informational FAQs (Internal Only)

## Are the jobs considered SCS or opco positions?

Plans are to onboard the remaining positions to reflect the operating company the employee is coming from (e.g., if you are currently a GPC employee, you will remain a GPC employee and may report to an SCS or opco leader).

## If I accept a position on the project, how long will the project last?

The project is expected to go through 2026.

## Once on the project, can I apply for other jobs within Southern Company?

Employees on the ASCEND program can pursue promotional opportunities; however, our desire is for team members to remain through the end of the project.

## Will I have to relocate for this role?

Relocation will not be required; however, there may be occasional travel to the GPC, APC and MPC corporate facilities or other venues (offsite meeting, conferences, etc.).

## What is the outlook on work/life balance in this role?

We value work/life balance, culture, social collaboration, flexibility, and pursuing your interests. We planned and designed the program based on what we have personally experienced and seen in the industry. The schedule will ebb and flow with periods of time with work demands in which we will adjust accordingly to meet the needs of the project.

Positions are designed to be a hybrid model (in office and at home). The leadership structure and staffing has been considered based on the size and scope of the work.

Project team members will handle time off requests in coordination with others to ensure there is business continuity and coverage for deliverables while they are away.

To balance work and life, there are plans for the project to have scheduled program breaks (year-end holiday timeframe). Employees can choose to take time off or continue to work during these scheduled program breaks. Designated program breaks will include minimal meetings and activities being scheduled around this timeframe.

Will there be opportunities for promotion/advancement (progressive, new role, etc.), or will a progressive promotion wait until I reintegrate into my current organization?

Progressive promotions will be evaluated while on the project and in consultation with Human Resources.

Vacancies within the program will be filled in partnership with Human Resources and Talent Acquisition.

What are some of the potential benefits of joining the project?

Employees can make a difference where the project enhances both the employee and customer experience, with lasting impacts on the enterprise. Project team members will have opportunities to be on the leading-edge of business practices, technology, collaboration and networking across opcos, gain unique skills and experiences (leadership engagement, technical expertise, manage vendor relationships, etc.) and focus on employee development to prepare for the next generation of technical and business leaders.

What will happen when my assignment on the project is over? Will I keep the grade level of my position on the project when I reintegrate into my organization?

While no employee is guaranteed employment for any duration, during the pre-CIS approval process, senior executives committed to providing placement of employees back in their respective business units or organizations. Efforts will be made to place individuals back into comparable positions with consideration for factors such as grade level, salary, performance and business needs. We will partner with Human Resources to be intentional with communications, engage in succession planning discussions across the enterprise, and understand how project team members can supplement attrition for business units. Planning for this transition will be done early and in conjunction with opco/SCS business unit staffing plans.

Can you please clarify/confirm if candidates whose primary work location is outside of Southern Company's primary electric service territory would be considered?

While we are expecting the roles to be hybrid work, we do expect approximately 25% travel for these roles within the electric operating company footprint. For this reason, we would prefer resources located within the electric service territory for these positions.

How much money and time budget are allocated to team development and team building during the project?

We are working on budget allocations, but we expect approximately two weeks training/development and team building annually.