

Medical

We offer you two deductible medical options—High Deductible (EPChoice) or \$700 (EPStandard). Prescription drug and mental health & substance abuse coverage is included under our plans. Coverage is effective immediately upon hire.

A component of the EPChoice option is a Health Savings Account (HSA). If eligible, in addition to El Paso's annual contribution of \$1,000, you can make personal pre-tax contributions to the HSA that can be used to pay for qualified health expenses. You must open an HSA with El Paso's designated trustee before contributions can be made. The HSA is portable, and balances roll over from one year to the next.

Choose Well is El Paso's wellness program. Choose Well offers you incentives and rewards that encourage you to live a healthier lifestyle! Participation is voluntary.

Dental

We offer two dental options:

Non-Network option

- Basic care - 80% after a \$75 deductible
- Major care - 50% after a \$75 deductible
- Preventive care (exams, cleanings, and X-rays) - 100% of reasonable and customary charges with no deductible
- \$1,250 maximum annual benefit per person

Network option

- The dental HMO option does not have a deductible but has a schedule of benefits requiring co-payments
- You select a primary dentist who will be responsible for coordinating your dental care under the dental HMO
- The dental HMO offers orthodontia coverage

Vision

Our vision program covers a portion of vision care expenses, including exams, glasses, and contact lenses. Services can be provided by a network or a non-network provider. If you use the network provider, the plan pays a greater benefit.

Long-Term Disability (LTD)

You are eligible for LTD coverage which pays 50% of monthly base pay (when combined with disability income from other sources). You may pay to increase your protection to 60% of monthly base pay with pre-tax deductions.

Life Insurance/Accidental Death & Dismemberment (AD&D)

We provide basic life and basic AD&D insurance coverage equal to your annual base pay at no cost to you. You may purchase supplemental life and supplemental AD&D insurance coverage for yourself and your family.

Core Benefits

These core health and group benefits are available to employees at no cost.

- Medical – Employee only coverage – EPChoice option (High Deductible) with a \$1,000 company contribution to a Health Savings Account
- Basic Life Insurance – one times annual base pay
- Long Term Disability (LTD) – 50% of monthly base pay
- Basic Accidental Death & Dismemberment (AD&D) – one times annual base pay

To learn more about El Paso's benefits, review our [Summary Plan Descriptions at www.elpaso.com/spd](http://www.elpaso.com/spd).

Paid-Time-Off (PTO) Bank

Based on your eligible years of service, PTO days can be used as personal days or vacation days. New hires are immediately eligible for 15 days per year (prorated from date of hire).

Sick Leave Bank

You receive 40 hours of sick leave per year. New hires receive sick leave hours prorated based on quarter hired.

Extended Illness Bank (EIB)

An EIB of 130 workdays or 1,040 hours (including holidays) is available for you to use if you become disabled or if you have an extended illness or a qualifying FMLA leave.

Flexible Spending Accounts (FSA)

We offer three FSAs that allow you to make pre-tax contributions to use for reimbursement of eligible expenses.

- The Health Care Select Account helps pay for unreimbursed health care expenses.
- The Dependent Day Care Select Account helps pay for family care expenses.
- The Pre-Tax Parking Account helps pay for your parking expenses.

Select Plus Program

The **Select Plus Program** is unique to El Paso and provides coordination and provision of medical care through world-class treatment facilities for certain catastrophic conditions, such as cancer, at little or no cost to you. You and your covered dependents must be enrolled in one of El Paso's deductible medical options to be eligible for this special program. Eligibility requirements do exist, and participation is voluntary, but not automatic. Contact Health Services upon diagnosis and before treatment commences.

Retirement Savings Plan (RSP)

We automatically enroll you in the RSP, the company's 401(k) plan. El Paso offers 17 investment fund options.

- The company will match \$.75 for every \$1.00 of your contributions, up to 6% of eligible pay.
- You are also eligible for potential additional company matching contributions based on the company's overall performance and Board approval.
- You are 100% vested upon your first contribution into the RSP.
- You can make contributions to the RSP from 1% to 50% of your eligible pay, on a before-tax, after-tax, and/or Roth basis, subject to IRS limitations.

Cash Balance Plan (CBP)

Immediately upon hire, you are eligible to participate in the CBP, the company's pension plan. With the CBP, a "cash account" is established that grows over time.

- The account is credited with pay credits that are a variable percentage of your eligible pay, based on your age and eligible service.
- You also receive interest credits each quarter based on a relatively stable, yet inflation-sensitive, index. You become vested after three years of eligible service with the company.

Employee Stock Purchase Plan (ESPP)

You can invest in El Paso by purchasing shares in El Paso Corporation common stock at a discount to the market price through convenient payroll deductions. You can sign up for the ESPP during the open enrollment period.

Employee Assistance Program (EAP)

We provide comprehensive counseling, education, and referral services to you and your eligible family members.

Adoption Benefits

We offer a \$25,000 lifetime maximum in adoption benefits.

Educational Assistance Plan

We reimburse you up to 100% of tuition, registration, and lab fees for job-related courses, up to a \$5,250 annual maximum amount.

El Paso is personally committed to helping you and your family make the right healthy choices through our wellness initiatives. Join us and **Choose Well.**



Legal Insurance

We offer personal legal services to you and your eligible family members to cover such matters as wills and estate planning and legal documentation preparation. You pay for this benefit through after-tax payroll deductions.

Business Travel Accident

El Paso provides an additional benefit at no cost if you are injured or die while traveling on company business. This benefit is equal to five times annual base pay, up to \$500,000.

Transportation Subsidies

We offer numerous transportation subsidies that allow you to choose the option that best suits your commuting needs. Our suite of benefits includes mass transit, carpool, and van pool subsidies.

Fitness Center

In downtown Houston, we offer a free fitness facility that includes showers, lockers, an indoor walking/jogging track, basketball and racquetball courts, aerobics room, a large exercise area with cardiovascular and weight training equipment, and a variety of programs and classes. Outside Houston, we offer a \$25/month subsidy toward membership in a fitness facility of your choice.

Flex Forty

To help balance your work and personal life, our Flex Forty program allows you to work four nine-hour days and leave midday on Fridays. If you're interested, discuss this option with your manager.

Credit Union

The El Paso Corporation Federal Credit Union offers:

- Savings and share certificate accounts
- Direct deposit and Electronic Fund Transfers
- Loans (auto, mortgages, and more)
- Virtual Branch Banking
- Shared Branch Service Centers

Additional Discounts and Offers

In addition, we offer you discounts on services, events, and activities, including:

- Computing and electronic products/services
- Mailing and shipping
- Cell phones, plans, and accessories
- Auto/Home/Mortgage services
- Automobile purchases
- Arts, cultural, and sporting events

El Paso Corporation
provides natural gas and
related energy products
in a safe, efficient, and
dependable manner.
We own North America's
largest natural gas
pipeline system and
one of North America's
largest independent
natural gas producers.



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