

Information submitted via Top Hat Plan Statement Online Filing System to U. S.  
Department of Labor under 29 CFR 2520.104-23

Date Completed: 8/12/2022 3:26 PM EST

Confirmation Number: 10271

Amended Confirmation Number:

Employer Information

Name: Southern Company Services, Inc.  
Address: 30 Ivan Allen Jr. Boulevard, N.W., BIN SC804  
City: Atlanta  
State: GA  
Zip Code: 30308

Plan Administrator Information

Name: Southern Company Services, Inc.  
Address: 30 Ivan Allen Boulevard  
City: Atlanta  
State: GA  
Zip Code: 30308  
Phone: 4707168350  
Email: jpbecker@southernco.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1	Plan Name:	The Southern Company Supplemental Executive Retirement Plan	Number of Employees: 1354
ID:2	Plan Name:	Southern Company Deferred Compensation Plan	Number of Employees: 482
ID:3	Plan Name:	Southern Company Supplemental Benefit Plan	Number of Employees: 1177
ID:4	Plan Name:	Southern Company Senior Executive Change in Control Severance Plan	Number of Employees: 13
ID:5	Plan Name:	AGL Resources Inc. Nonqualified Savings Plan	Number of Employees: 68
ID:6	Plan Name:	Deferred Compensation Agreement - Bryan D. Anderson	Number of Employees: 1
ID:7	Plan Name:	Deferred Compensation Agreement - William O. Ball	Number of Employees: 1
ID:8	Plan Name:	Deferred Compensation Agreement - Melissa K. Caen	Number of Employees: 1
ID:9	Plan Name:	Deferred Compensation Agreement - Mark A. Crosswhite	Number of Employees: 1
ID:10	Plan Name:	Deferred Compensation Agreement - Ann P. Daiss	Number of Employees: 1
ID:11	Plan Name:	Deferred Compensation Agreement - G. Edison Holland	Number of Employees: 1
ID:12	Plan Name:	Deferred Compensation Agreement - Jeffrey Horne	Number of Employees: 1
ID:13	Plan Name:	Deferred Compensation Agreement - Gordon G. Martin	Number of Employees: 1
ID:14	Plan Name:	Deferred Compensation Agreement - Christopher S. Miller	Number of Employees: 1
ID:15	Plan Name:	Deferred Compensation Agreement - Karl R. Moor	Number of Employees: 1
ID:16	Plan Name:	Deferred Compensation Agreement - Earl B. Parsons	Number of Employees: 1
ID:17	Plan Name:	Deferred Compensation Agreement - John L. Pemberton	Number of Employees: 1
ID:18	Plan Name:	Deferred Compensation Agreement - David Poroeh	Number of Employees: 1
ID:19	Plan Name:	Deferred Compensation Agreement - Philip C. Raymond	Number of Employees: 1
ID:20	Plan Name:	Deferred Compensation Agreement - Roger S.	Number of

ID:21	Plan Name:	Steffens Deferred Compensation Agreement - Jeanne H. Wolak	Employees: 1 Number of Employees: 1
ID:22	Plan Name:	Deferred Compensation Agreement - Christopher C. Womack	Number of Employees: 1

Additional Information:

1. The Southern Company Supplemental Executive Retirement Plan, originally effective January 1, 1997, also covers employees of Alabama Power Company (EIN: 63-0004250), Georgia Power Company (EIN: 58-0257110), Mississippi Power Company (EIN: 64-0205820), Southern Communications Services, Inc. (EIN: 58-2077864), Southern Company Gas (EIN: 58-2210952), Southern Nuclear Operating Company (EIN: 63-1033709), and Southern Power Company (58-2598670). 2. Southern Company Deferred Compensation Plan, originally effective October 1, 1988, also covers employees of Alabama Power Company (EIN: 63-0004250), Georgia Power Company (EIN: 58-0257110), Mississippi Power Company (EIN: 64-0205820), Southern Communications Services, Inc. (EIN: 58-2077864), Southern Company Gas (EIN: 58-2210952), Southern Nuclear Operating Company (EIN: 63-1033709), and Southern Power Company (58-2598670). 3. Southern Company Supplemental Benefit Plan, originally effective January 1, 1983, also covers employees of Alabama Power Company (EIN: 63-0004250), Georgia Power Company (EIN: 58-0257110), Mississippi Power Company (EIN: 64-0205820), Southern Communications Services, Inc. (EIN: 58-2077864), Southern Company Gas (EIN: 58-2210952), Southern Nuclear Operating Company (EIN: 63-1033709), and Southern Power Company (58-2598670). 4. Southern Company Senior Executive Change in Control Severance Plan, originally effective May 1, 2003, also covers employees of Alabama Power Company (EIN: 63-0004250), Georgia Power Company (EIN: 58-0257110), Mississippi Power Company (EIN: 64-0205820), Southern Company Gas (EIN: 58-2210952), and Southern Nuclear Operating Company (EIN: 63-1033709). 5. AGL Resources Inc. Nonqualified Savings Plan, originally effective July 1, 1995, also covers employees of Southern Company Gas (EIN: 58-2210952). 6. Deferred Compensation Agreements entered into with the following employees: a. Bryan D. Anderson, originally effective September 13, 2010, is also sponsored by Southern Company (EIN: 58-0690070). b. William O. Ball, originally effective March 2, 2009, is also sponsored by Southern Company (EIN: 58-0690070). c. Melissa K. Caen, originally effective August 29, 2013; is also sponsored by Southern Company (EIN: 58-0690070). d. Mark A. Crosswhite, originally effective July 30, 2008, is also sponsored by Southern Company (EIN: 58-0690070) and Alabama Power Company (EIN: 63-0004250). e. Ann P. Daiss, originally effective March 31, 2004, is also sponsored by Southern Company (EIN: 58-0690070) and Georgia Power Company (EIN: 58-0257110). f. G. Edison Holland, originally effective September 1, 1992, is also sponsored by Southern Company (EIN: 58-0690070) and Georgia Power Company (EIN: 58-0257110). g. Jeffrey Horne, originally effective September 27, 2011, is also sponsored by Southern Company (EIN: 58-0690070). h. Gordon G. Martin, originally effective November 10, 1994, is also sponsored by Southern Company (EIN: 58-0690070) and Alabama Power Company (EIN: 63-0004250). i. Christopher S. Miller, originally effective August 9, 2001, is also sponsored by Southern Company (EIN: 58-0690070). j. Karl R. Moor, originally effective August 4, 1999, is also sponsored by Southern Company (EIN: 58-0690070). k. Earl B. Parsons, originally effective February 4, 1992, is also sponsored by Southern Company (EIN: 58-0690070) and Georgia Power Company (EIN: 58-0257110). l. John L. Pemberton, originally effective October 8, 2008, is also sponsored by Southern Company (EIN: 58-0690070). m. David Porocho, originally effective January 4, 2012, is also sponsored by Southern Company (EIN: 58-0690070). n. Philip C. Raymond, originally effective September 15, 2010, is also sponsored by Southern

Company (EIN: 58-0690070), Alabama Power Company (EIN: 63-0004250), Georgia Power Company (EIN: 58-0257110), and Mississippi Power Company (EIN: 64-0205820). o. Roger S. Steffens, originally effective October 30, 1995, is also sponsored by Southern Company (EIN: 58-0690070). p. Jeanne H. Wolak, originally effective July 29, 1999, is also sponsored by Southern Company (EIN: 58-0690070). q. Christopher C. Womack, originally effective May 31, 2002, is also sponsored by Southern Company (EIN: 58-0690070) and Georgia Power Company (EIN: 58-0257110).



U. S. Department of Labor  
Employee Benefits Security Administration  
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 10271. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.