

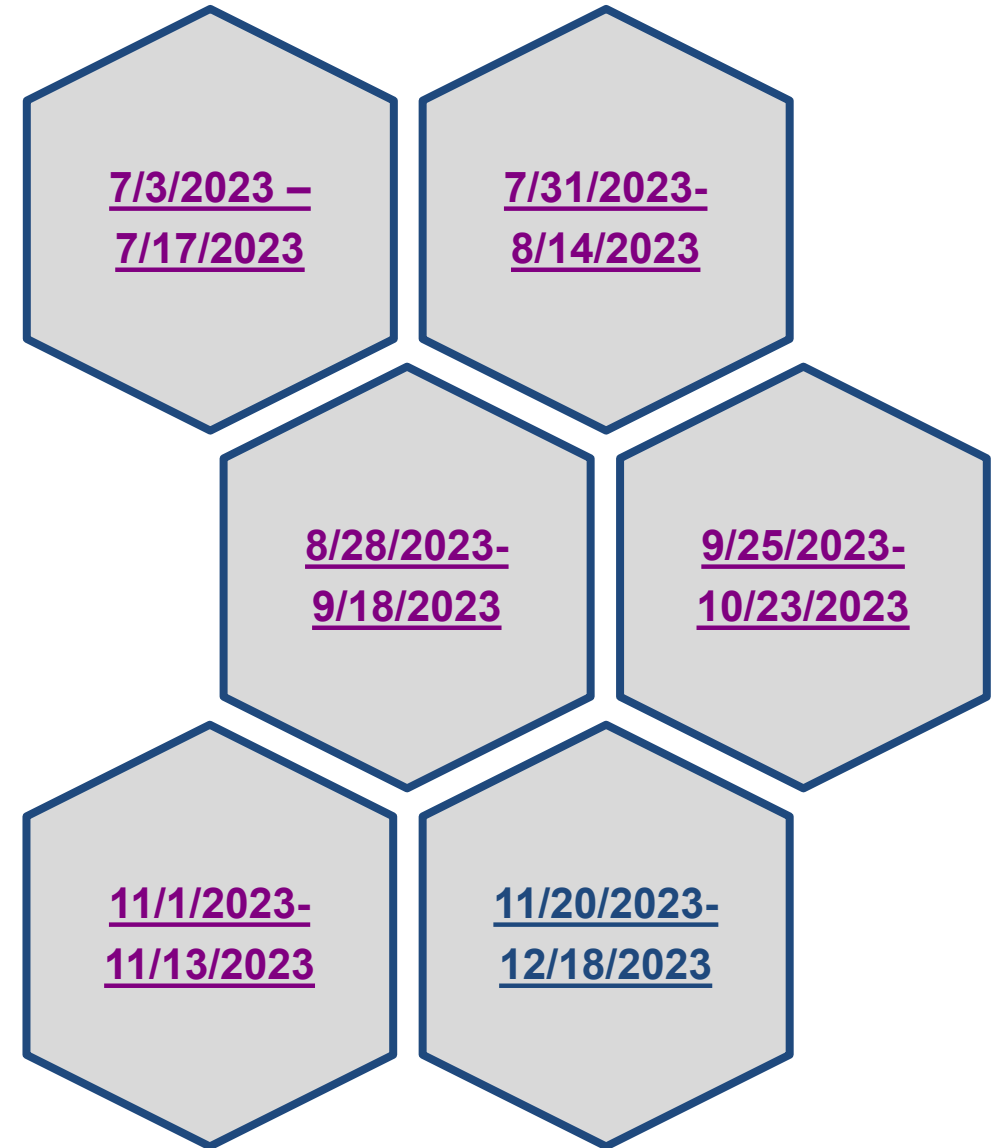
New Employee Start Date Alignment with Immersion Program Attendance

The purpose of the Immersion Program is to create a positive, **welcoming experience** that reinforces new employees' decision and **builds loyalty** by giving each new employee a successful kickoff to their career as we strive for **purposeful retention**. Aligning to our aspiration of being the **employer of choice**, the Immersion Program will support in **creating an enviable employee experience** as they join the organization.

It is **required** that all new employees attend and participate in the Immersion Program.

ACTION REQUIRED:

- ✓ Select the date range that your new employee will be joining NiSource
- ✓ Review the dates your new hire is slated to attend the Immersion Program
- ✓ When planning onboarding activities and meetings, plan around scheduled Immersion Program
- ✓ Ensure your new employee attends the Immersion Program



We exist to deliver safe, reliable energy that drives value to our customers