



Immersion Program

Immersion Program Dates			Genesis Engagement Events	
Tues	Wed	Thurs	Fri	Purpose
12/19/2023	12/20/2023	12/21/2023	12/22/2023	Genesis Session 1
			TBD	Genesis Session 2
			TBD	Genesis Session 3

Program Highlights

- The Immersion Program is facilitated virtually once per month
- New employees participate in four consecutive mornings of learning and engagement (9:30 – 11:30 a.m. ET)
- New employees receive communication about their first day and the Immersion Program prior to their start date
- New employees receive invitations to the Immersion Program their first week and their leader is added as optional for awareness purposes only

Topics:

- ✓ Day 1: Utility Industry and Understanding a Regulated Utility
- ✓ Day 2: Operational Excellence, Customer Strategy, Community Engagement
- ✓ Day 3: Culture, DE&I, Total Rewards, Continuous Learning and Development
- ✓ Day 4: Genesis Engagement Activity

After the fourth day, there are two additional Genesis events that complete a new employee's 90-day tenure with NiSource.

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