

Our Culture

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Values, Ethics and Compliance

Four core values guide the men and women of Dominion Energy. New employees learn them on Day One. They are continually reinforced throughout the company and throughout everyone's career. They reflect part of who we are as a company.

Four Core Values



1. Safety

Safety is our highest priority—in the workplace and in the community. The work we do can be dangerous. So our first and fundamental goal is to send every employee home safe and sound, every day. That is the only acceptable standard of performance.



2. Ethics

Integrity, individual responsibility and accountability go hand-in-hand with bottom-line results. We cannot and will not take shortcuts to achieve our goals and fulfill our obligations to stakeholders. Ethical behavior matters, and our reputation depends on it.



3. Excellence

We set high performance standards and are committed to continuous improvement in all areas of our business. The odds of long-term success improve when we go beyond "good" and strive for "great." Our aim is not to be the biggest energy company, just the best.



4. One Dominion Energy

It's about teamwork. It is a unifying outlook that transcends organizational boundaries and focuses on our shared mission and purpose. We know that strong, sustainable performance depends on how well we support each other in executing our business plan.

Ethics & Compliance

We recognize that the trust of our customers, shareholders, regulators and community rests on the foundation of strong ethical conduct. Our commitment is to always comply with laws and regulations and to act consistently with our core values. Our strategy is to reinforce our culture of ethics and compliance through transparency, accountability and tone at the top.

Here's where we're going in the future.

To continue to reinforce the importance of ethics, employees will complete annual training in ethics and compliance. In addition, employees will certify annually that any potential compliance items have been reported or are already being addressed.

How do we foster ethical behavior?

We operate a comprehensive Ethics and Compliance Program to support our expectation that our leaders, employees and suppliers act with integrity, respect, good judgment and in compliance with the law. Our program defines responsibilities, provides resources and, when necessary, requires disciplinary action. Our Ethics and Compliance Program has the following key elements.

Management Oversight

The board of directors oversees ethics and compliance through its Audit Committee. On a day-to-day basis, the company's chief compliance officer has established a Compliance Council, the members of which are senior officers representing our business units and key areas of responsibility. The council is responsible for an enterprisewide approach to managing critical ethics and compliance matters. Additionally, our compliance attorneys work to ensure that Dominion Energy complies with applicable laws, regulations

and company policies and maintains high ethical standards in its business activities.

Training

All employees, officers and board members receive comprehensive annual training on the company's Code of Ethics and Business Conduct. New hires are also required to receive this training. Other types of interactive ethics and compliance training sessions are held regularly at different company locations. The code requires employees to know and comply with all regulatory requirements that apply to their business areas. Therefore, those affected by various regulatory requirements receive training on federal and state codes and standards of conduct, electric reliability standards, and other applicable regulations.

Advice and Guidance

The Ethics and Compliance Program receives numerous questions from employees seeking advice on ethical matters. Since a variety of scenarios can implicate questions of ethical conduct, we encourage employees to ask if they are unsure about a situation, to avoid even the perception of a conflict of interest. Employees may use a dedicated e-mail account to ask questions or seek guidance about ethical concerns and compliance issues.

Reporting and Addressing Concerns

Employees are expected to report any concerns when they suspect misconduct or illegal activities. We provide a variety of options for reporting concerns. A dedicated, confidential compliance telephone line and a website allow them to do so anonymously, if that is their desire. Employees also may report concerns by contacting the ethics

and compliance staff and other appropriate personnel. Each year, we distribute a survey to employees to help identify and address potential compliance concerns. In addition, employees must certify annually that any potential compliance items have been reported or are already being addressed. Dominion Energy shareholders may report concerns by contacting the compliance line or by communicating directly with independent members of the board of directors via the company's website or through the U.S. mail. Retaliation for good-faith reporting is strictly prohibited in all cases. We categorize reported concerns by type of allegation to facilitate investigation by appropriate company representatives and review every question and concern to determine if it is an issue covered under the Ethics and Compliance Program. A compliance attorney oversees all ethics and compliance investigations. Questions and concerns that are determined to raise ethical or compliance issues are investigated and resolved under the guidance of the program.

Supplier Code of Ethics and Business Conduct

Dominion Energy expects all suppliers to share our commitment to ethics and compliance. Our Supplier Code of Ethics and Business Conduct outlines these minimum expectations of suppliers who work on the company's behalf. Its purpose is to promote lawful and ethical behavior in all of our business dealings. In July 2017, the company revised its Supplier Code of Ethics to clarify and reinforce its expectations of suppliers in the following areas:

- Human labor practices;
- Responsible sourcing; and
- Health and safety of suppliers' employees.

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Political Participation

Dominion Energy operates a political action committee that is strictly voluntary and nonpartisan. Membership is open to employees and the board of directors. The PAC aims to articulate the company's views at all levels of the political process.

Each year, we voluntarily report on www.dominionenergy.com the corporate political contributions we make to tax-exempt 527 organizations, as well as the lobbying portion of trade association payments and dues. In addition, we disclose our political contributions on the website of the Federal Election Commission and the electoral board website of the states in which we contribute to state and local elections.

Dominion Energy did not make any independent political expenditures in support of or in opposition to a candidate or political party. In addition, Dominion Energy does not make payments to influence the outcome of ballot measures.

¹Includes trade associations (i) to which Dominion Energy made payments greater than \$50,000 for 2016 dues and (ii) which notified Dominion Energy of the portion used by that organization for expenditures or contributions that if made directly by Dominion Energy would not be deductible under section 162(e) of the Internal Revenue Code.

²Reported amount represents the estimated portion of Dominion Energy's dues or payment that if made directly by Dominion Energy would not be deductible under section 162(e) of the Internal Revenue Code and is based upon information requested and received by Dominion Energy. Reported amounts for which the trade association directly pays tax on the portion that is not deductible under section 162(e) of the Internal Revenue Code.

2016 Corporate Political Contributions to 527 Organizations

NAME OF RECIPIENT	AMOUNT
Democratic Governors Association	\$60,000
Democratic Attorneys General Association	\$15,000
Democratic Legislative Campaign Committee	\$25,000
Republican Governors Association	\$50,000
Republican Attorneys General Association	\$15,000
Republican State Leadership Committee	\$35,000
GOPAC	\$25,000

Lobbying Portion of 2016 Trade Association Dues and Payments

NAME OF RECIPIENT ¹	LOBBYING PORTION OF DUES/PAYMENTS ²
American Gas Association	\$24,476
Center for Liquefied Natural Gas	\$7,800
Edison Electric Institute	\$250,222
Greater Akron Chamber of Commerce	\$2,500
Interstate Natural Gas Association of America	\$77,450
National Association of Manufacturers	\$28,150
New England Power Generators Association	\$15,000
Nuclear Energy Institute	\$86,328
Marcellus Shale Coalition	\$15,300
U.S. Chamber of Commerce	\$75,000
Virginia Chamber of Commerce	\$8,250

Corporate & Sustainability Governance

Successful, sustainable performance depends on good corporate governance. It helps identify Dominion Energy as a competent and trustworthy steward of the resources entrusted to our care. This accountability goes hand-in-hand with our core values of safety, excellence, ethics and teamwork, and is essential in preserving the long-term value and sustainability of Dominion Energy for our shareholders, customers, employees, the communities in which we operate, and other interested stakeholders.



The board of directors has a fiduciary duty to uphold shareholder interests and oversee the management of the company's business. Accordingly, our board of directors has oversight of the company's environmental performance and sustainability initiatives, along with our long-term growth strategy which addresses the interests of shareholders and other constituencies, including customers, employees, suppliers, our neighbors in the communities we serve and the environment.

Here's where we're going in the future. Beginning in 2018, the board of directors will receive an annual report on our sustainability targets, strategy and progress.

We have a well-rounded and diverse board in its broadest sense that reflects a diversity of gender, age, board tenure, experience,

skills and other attributes. In accordance with our Corporate Governance Guidelines, the Compensation, Governance and Nominating (CGN) Committee recommends director candidates that represent a mix of backgrounds and experiences that will enhance the quality of the board's deliberations and decisions.

The board operates through three committees: Audit, CGN, and Finance and Risk Oversight. All three committees are composed entirely of independent directors, and we also have an independent lead director who leads the executive session of our independent, non-management directors at each regularly scheduled board meeting. The board's structure and responsibilities are outlined in its Corporate Governance Guidelines, which also include the duties and responsibilities of our lead director and our director independence standards.

We review our governance documents and policies regularly and propose changes to those documents whenever new rules or regulations are introduced; or whenever changes are consistent with good governance practice and in the best interests of our company and our shareholders. The Corporate Governance Guidelines, each committee's charter, and other governance policies can be found on our Governance webpage at www.dominionenergy.com/investors/governance.

Stakeholders may contact our non-management directors at www.dominionenergy.com/investors/governance/contact-the-board or at:

Board of Directors
c/o Corporate Secretary
Dominion Energy, Inc.
P.O. Box 26532
Richmond, VA 23261.

Risk Oversight

Dominion Energy’s board is charged with overseeing the company’s management, business, and all affairs on behalf of shareholders. The board and management recognize that the interests of Dominion Energy are advanced by responsibly addressing concerns of perceived risks raised by constituents, including employees, customers and the communities in which Dominion Energy operates.

Inherent in the board’s responsibilities is an understanding and oversight of the various risks facing the company. While the board and its committees oversee risk policies and implementation of risk-related procedures, company management is charged with managing risk. The company has robust internal processes and an effective internal control environment that facilitate the identification and management of risks and regular communication with the board.

The board and its committees receive and discuss reports regularly from members of management, including the chief risk officer, chief information officer and chief environmental officer, who are involved in our risk assessment and risk management functions on a daily basis. These reports and updates pertain to topics that are pertinent to Dominion Energy’s operations, including safety, environmental, human resources, employees, customers, and social issues, as well as financial performance, economic issues and long-term strategy.

Dominion Energy’s Board at a Glance

<p>11</p> <p>independent directors plus our Chairman, President and CEO</p>	<p>25%</p> <p>of Board members are women</p>
<p>Majority Vote</p> <p>is a standard for uncontested elections. All Directors are elected annually</p>	<p>Lead Director</p> <p>who is independent and elected annually by the Board</p>
<p>7.6</p> <p>Years of average tenure. Ranging from newly elected in 2017 to 19 years</p>	<p>62</p> <p>Average age</p>
<p>Independent Directors</p> <p>make the entirety of all Board Committees</p>	<p>Self-Assessments</p> <p>are conducted annually by the Board and its Committees</p>

Attracting, Developing & Retaining Talent

One of the company's greatest strengths is the more than 16,000 employees who provide energy to our customers and communities. To ensure that we sustain that talented work force, we continue to improve how we attract new talent, develop employees and future leaders, and ensure that the work environment is diverse and inclusive.



Our strategy is to continually craft a vibrant, forward-looking company that attracts millennial workers, welcomes diverse candidates, and is inclusive of everyone.

Here's how we performed. A formal strategy to ensure an inclusive and diverse work environment was developed and is being implemented. Training for both leaders and employees was conducted. Our biannual employee engagement survey was conducted, and several changes are being implemented in response to feedback.

Here's where we're going in the future.

Leaders and employees will continue to complete training in diversity and inclusion. To provide a positive work environment for employees, we will strive for Leadership in Energy & Environmental Design (LEED)-design construction standards in all new office spaces. In workplace safety, we will maintain and enhance our programs designed to maintain zero work-related fatalities and to lead the industry in eliminating serious injuries. We aim to demonstrate that commitment by achieving and maintaining first-quartile performance in the Southeastern Electric Exchange peer utility benchmark.

Attracting Talent

One of the company's greatest strengths is the more than 16,000 employees who provide energy to our customers and communities. These employees and leaders will not work forever. Nearly one-third of our workforce is above age 55—and therefore eligible to retire soon. This means that changing demographics and skilled-labor shortages could have an even greater impact on our long-term success than technology, commodity prices, or competitive pressures.

We're aggressively recruiting top talent and diverse new employees, while investing in knowledge transfer and developing current team members.

Dominion Energy has a best-in-class internship program, hiring hundreds of students each year to participate in paid

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internships. We typically hire interns majoring in business, engineering, information technology, liberal arts, math and science, and technology and trades.

Our internships are more than a few weeks on the job and a project or two. Over the course of the summer, interns gain practical experience in their chosen field, test classroom theories in real-world settings, and develop their professional skills. Interns are invited to participate in events such as the Summer Kickoff, facility tours, professional development sessions, the Executive Live Wire, volunteer events, and Leadership Roundtable discussions.

We are committed to retaining our successful students as full-time employees: More than 70 percent of our interns return for multiple summers, and 75 percent of our seniors receive offers of employment.

Creating a Diverse and Inclusive Workplace

It is critical that our Dominion Energy workforce reflect the communities that we serve. The United States is seeing a major shift in the generational, gender and cultural makeup of our national workforce. Today's minority populations will become the majority around the year 2030, according to the U.S. Census Bureau. By 2043, today's minority will become the majority of all adults, ultimately leading to a pluralistic society.

Since this change is accelerating, the demographic makeup of our workforce must change with it. This requires us to be intentional with our new hires and retention strategies. In addition, our focus must be on recruiting and retaining top diverse talent.



Increasing the diversity of our workforce is not simply a numbers game. Doing so will improve business results through overall employee engagement and increased productivity, and innovation, resulting in better problem solving and decision making. We know we must continue to grow in attracting and retaining a diverse pool of qualified candidates. Here's what we are doing to make this happen:

- Hosting "The Business Case for Diversity and Inclusion" for all Dominion Energy leaders, starting with executives.
- Conducting on-the-spot interviews and making job offers to highly qualified female and minority intern applicants at college career fairs.

- Incorporating implicit bias training as part of our overall hiring policy training for all managers.
- Increasing the diversity scholarships designated for highly qualified female and minority candidates—with more to come. While these initiatives help provide direction, we expect to see changes that require all leaders to make a conscious choice to get involved. To that end, annual bonus plans for all leaders have been updated to include diversity awareness and training goals.

These are lofty goals that our leaders must embrace and communicate. So in 2017, all leaders had an opportunity to participate in a live, facilitated leadership training and awareness session around the business case for diversity and inclusion beginning in February with the executive team. Our 2017 annual incentive program included a diversity goal requirement that 95 percent of all of our leaders participate in an awareness session on the business case for diversity and inclusion. The session introduced our mission and vision statement as related to diversity and inclusion, delved into topics such as the dimensions of diversity and the impact of implicit bias on performance, and equipped leaders with the tools to become diversity change agents.

This year we began to implement an enhanced recruitment process targeted at attracting highly qualified female and minority employees. We used the process successfully to conduct on-the-spot interviews at the University of Puerto Rico and the BEYA (Black Engineer of the Year) Conference college recruiting fairs.

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Given our focus on workforce diversity and employee engagement initiatives, we have created Diversity Councils and Employee Resource Groups to set goals, implement programs and support our overall business mission.

Diversity Councils

Members of the Executive Diversity Council are appointed by the company's chairman and CEO. Led by a senior vice president, the council develops our corporate diversity and inclusion strategy and oversees its implementation. Each business unit has a Diversity Council that includes an executive sponsor. The role of these BU Councils is to integrate our corporate-level strategies into their respective operations. They also serve as advisory bodies to our senior leadership team.

Employee Resource Groups

Our Employee Resource Groups offer employees the opportunity to network, share concerns, and receive support from those with similar backgrounds, experiences and interests. They also improve employee engagement, raise awareness of potential barriers to creating a diverse and inclusive workplace, assist with the company's community outreach initiatives, and support our recruitment efforts. These include:

- African-American Resource Group;
- Dominion Energy Veterans Network;
- Dominion Energy Latino Resource Group ('Hola!');
- Dominion Energy Young Professionals;
- We3 – Women Engaging, Educating, Energizing, an employee resource group

to connect, empower and support women; and

- PRIDE, the LGBTQIA & Ally Employee Resource Group.

We are committed to recruiting outstanding students with diverse experiences and backgrounds. We strive to create and reinforce an inclusive, creative and productive work environment in which our employees can grow and succeed.

Scholarships for Diverse Interns

In 2016 and 2017, we benchmarked, analyzed and enhanced the intern program to ensure it remains the best-in-class. Most notably, the intern scholarship and award programs have been updated to better reflect our recruitment goals.

Through the Diversity Scholarship Program, Dominion Energy aims to hire and retain millennial talent and promote minorities and females within the utility industry by awarding \$5,000 scholarships to up to 50 diverse students. Recipients take part in additional opportunities, including innovation and leadership development events, a formal mentoring program, and Dominion Energy Scholarship Days.

As an award-winning military employer, Dominion Energy recognizes and honors active military, veterans, and retired military. We know they've worked hard to gain special knowledge and skills. We also know that a leap from a military career to a civilian job can be an adjustment. To support this transition, we offer the Student Veteran Service Award to our interns who are active in the military or who have honorably separated or retired from the military.

153

veterans hired in 2016



Our Workforce Readiness Model

- Links with our business strategies
- Defines workforce needs to support those strategies
- Identifies workforce gaps
- Devises solutions to address:
 - ✓ Sourcing and recruiting talent
 - ✓ Managing the transfer of knowledge
 - ✓ Developing and managing employees
 - ✓ Strengthening reward/retention policies and programs

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Military and Veteran Recruiting

We make a special effort to recruit veterans and people with military experience to Dominion Energy. Veterans possess many of the skill sets we seek in our workforce, including safety consciousness, civic mindedness, and a strong work ethic.

Several publications that serve the military, including *GI Jobs*, *Military Times* and *U.S. Veterans* magazines, repeatedly have recognized our company as one of the nation's leading private employers in helping veterans and their families find and keep jobs in the civilian workforce.

In addition, we were recognized in 2016 by the U.S. Department of Defense's "Employer Support of the Guard and Reserve" program and by the Virginia Department of Veterans Services' "Virginia Values Veterans" program for our ongoing commitment to hiring veterans and our overall support of the military. We also received the "Best for Vets" award in the energy sector, from *Military Times* magazine.

Dominion Energy helped launch the Troops to Energy Jobs program (www.troopstoenergyjobs.com) in 2011, to link members of the military leaving the service with jobs in the energy industry. In 2013, Chairman, President and CEO Tom Farrell helped launch this initiative nationally,

focusing on military outreach, education, recruiting and retention.

Dominion Energy hired more than 900 veterans from 2010 to 2016—about 20 percent of all new hires during that period. About 1,600 of our employees are veterans—more than 10 percent of the total workforce.



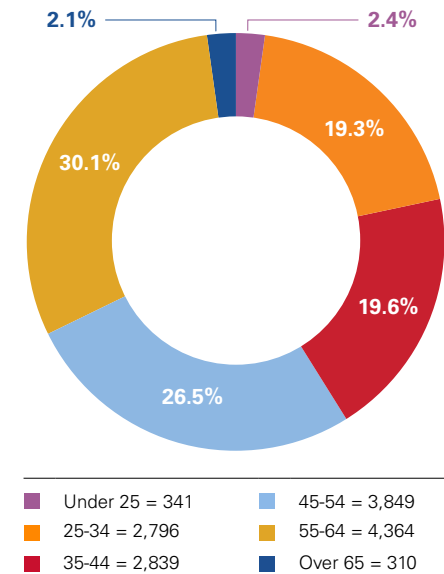
Dominion Energy is an award-winning, private-sector military employer with specialized benefits and programs for military spouses and families.

Technical School Partnership

More than half of the positions we need to fill do not require college degrees. So we are partnering with career and technical education high schools to create a pipeline for many of those jobs. We are engaging with students, teachers, school administrators and parents to raise awareness about these job opportunities and their requirements, and to expose them to our work environments. The main objective is to ensure that high school students understand there are alternative paths to rewarding careers in the energy industry.

Workforce by Age—2016

(Total Fleet, By Percent)



Developing Talent

We want people to achieve and advance once they join Dominion Energy. They can use the tools of the Dominion Energy Career Center, which encourages employees to take an active role in planning their careers by assessing their skill sets and interests, while enhancing their awareness of positions in the company for which they are qualified. Employees have access to numerous career resources. The company also provides workshops on request covering topics such as interview preparation, resume building and personal branding.

The Career Center offers:

- Career counseling;
- Self-assessments;
- Interview coaching and mock interviews;
- Goal setting;
- Resume development and action planning;
- Performance development plans; and
- Professional development lending library.

Incentives for Learning

Starting in 2018, the company is increasing the reimbursement amount of its Education Assistance Program—thanks to feedback from participating employees polled last year. The annual reimbursement for non-union employees will go from \$5,250 to \$7,500. The first \$5,250 in a calendar year is tax free. All regular active, full-time and part-time non-union employees who work at least 1,000 hours a year are eligible to take advantage of this benefit.



Guiding Principles of Employee Engagement:

- **Fairness** that aligns company and employee needs and reinforces our mutual commitments and responsibilities.
- **Credibility** that emphasizes greater visibility and interaction with company leadership.
- **Development** initiatives that identify and grow leadership capacity and career path potential.
- **Recognition** programs and awards that honor and encourage outstanding job performance, innovation and community service.

Performance Assessments

Traditionally, employee performance reviews at Dominion Energy relied heavily on documentation and numeric ratings. In 2017, we revamped this system and adopted a more forward-looking model called “Performance Connections.” The new approach focuses on quarterly discussions



Training and Development Tools

- In-house, instructor-led training programs
- Webinars
- Virtual Learning Library
- e-Learning instruction modules
- On-the-job development experiences
- Companywide “Lunch and Learn” sessions
- Tuition reimbursement program

between employees and their supervisors about accomplishments, strengths, growth opportunities and action plans. The objective is to create a sense of shared accountability for timely feedback and progress toward established career and skill development targets and team business goals.

Retaining Talent

Listening to Employees

In 2016, we conducted a biannual company-wide, confidential survey of all employees—union and non-union alike—to hear what employees believe and feel about working at Dominion Energy. More than 7,000 employees participated.

Their responses revealed a strong support for the company's core values—safety, ethics, excellence and teamwork. Employees also feel a general sense of pride in working for Dominion Energy. They also pointed out several opportunities for improvement, including:

- More recognition and appreciation of superior performance;
- Training opportunities for career development;
- Clarity and frequency of communications from senior leadership; and
- Opportunities for teambuilding and celebrating success at the departmental level.

So we're making changes in response.

- **Employees told us they value consistency in treatment and want to see more transparency in areas such as the hiring and promotion process.** As a result, we revised our hiring policy and promotion process and enhanced training of company leaders in hiring, interviewing and diversity awareness.
- **Employees want to have a better understanding of why decisions are made, and they want to hear it directly from company leaders.** We have



Honoring Employee Excellence

In our 2016 workforce survey, employees told us they would like more recognition for their day-to-day efforts to uphold the company's core value of performance excellence. In response, we launched a program to recognize and reward innovation and excellence across the company.

The Chairman's Excellence Award program challenges employees to come up with actionable ideas that can help reduce the company's costs, improve productivity, or provide better customer service.

Eight finalists are selected by the company's Business Innovation Council. The overall winner receives the Chairman's Award. From the remaining seven finalists, employees vote to select the recipient of the Peer Choice Award. The six other project finalists are recognized with Idea Champion Awards. Cash prizes of up to \$5,000 accompany the awards.

The 2016 winner of the Chairman's Excellence Award developed a software system designed to automate the process for evaluating the cause of electric transmission line outages—a job typically performed by engineers in the field. This process improvement has reduced average outage response times from several hours to several minutes—a big plus for our customers.

responded by creating "Dominion Energy Town Hall Meetings" with company executives.

- **Employees expressed an interest in expanding their opportunities for career growth.** In response, we launched a new "Performance Connections" feedback process; expanded and accelerated our leadership and employee development strategy; and raised the level of tuition reimbursement beginning in 2018.

- **Employees want to celebrate success and be recognized for top performance.** To honor this request, we have increased the range and types of venues available to employees during the "Dominion Energy Family Fun Days"; expanded our employee recognition events, especially at the local/departmental level; and provided resources for company leaders to assist them with recognizing employees.

Improving Employee Workplaces

Another way to attract and retain talent is to modernize the workplace. The Dominion Energy Workplace Plan is a companywide plan to modernize workspaces to best meet the needs of employees, customers and communities—now and in the future.

Planning and research for this transformative effort began in 2014, setting a new standard for renovations and the development of future Dominion Energy facilities. The plan is driving much-needed updates and bringing workspaces to a modernized standard in effort to:

1. Engage, Retain and Attract Great Employees

We are enhancing workspaces to strengthen Dominion Energy as a great place to work, ensuring that we are a strong, viable company for many years to come.

2. Increase Collaboration and Teamwork

We are creating work environments that are conducive to teamwork and innovation by adding more collaborative spaces and bringing together teams that work closely with each other.

3. Improve Our Workplace

We are upgrading and modernizing work spaces with state-of-the-art technology, ergonomic workstations, increased parking and improved amenities that energize employees.



4. Reduce Our Environmental Footprint

We are seeking LEED certification for new and renovated facilities, allowing for energy-efficient, healthy, high-performing, and cost-effective buildings that directly benefit our employees, our environment and our bottom line.

5. Enrich Our Communities

Developing improved company facilities reinforces our commitment to the communities where we live and work, enabling us to maintain our presence as a good corporate citizen and contribute to local growth and revitalization, creating new jobs and increasing tax revenue.

New workplace standards were developed through research, testing and employee feedback. In general, new workplace designs will include:

- New, modern furniture;
- Ergonomic workstations;
- Increased access to natural light and outdoor views;
- Upgraded meeting room technology; and
- Improved amenities.

Specific features vary by location, depending on a building's operational function and whether it is new construction or a renovation.

Employee Health and Wellness

We strive to promote a culture of wellness and professional development, where employees have ample opportunities for



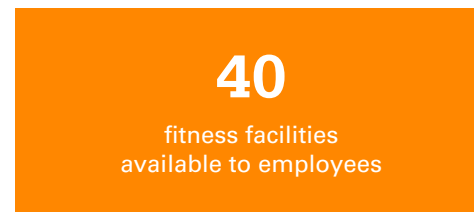
career growth and support for living healthy, well-rounded lives.

As our workforce evolves and grows more diverse, so must our wellness program evolve over time to be integrated successfully into the fabric of our company's culture. No single solution will fit every employee's needs.

Our "Well On Your Way" wellness program focuses on the areas of physical, emotional and financial health. We provide employees and their dependents a wide range of wellness offerings and health management services to encourage preventive care and to support work/life balance.

In 2016, we added some friendly competition, including a "10K A Day"

challenge, where employees were encouraged to walk at least 10,000 steps a day to promote physical activity and wellness. More than 2,700 employees and 270 spouses participated during the challenge period. In 2017, we added "Slam Dunk," linked to the NCAA March Madness basketball tournament. Employees created



teams and earned prizes for engaging in health- and wellness-related activities.

Throughout the year, we will offer onsite seminars and webinars that address behavioral and financial wellness. And in 2018, we are offering supplemental voluntary benefits, including Critical Illness and Accident Insurance, ID Theft Protection, and Home and Auto Insurance.

Dominion Energy offers employees a telemedicine service, which provides access to medical professionals on their mobile devices. Employees can chat 24/7 with board-certified physicians who are qualified to answer questions, make a diagnosis, and even prescribe basic medications (as permitted by state law). In 2017, the program was expanded to include behavioral health and support for new mothers.

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Health & Wellness and Work/Life Initiatives

- Health plans (medical, prescription drug, dental and vision benefits as applicable)
- Medical premium credit for eligible employees enrolled in a medical plan after completing a health screening and assessment
- Gaps in medical care outreach program
- 24/7 Nurse Line
- Employee assistance program
- Fitness centers and health club discounts
- Life insurance/accidental death and dismemberment insurance
- Long-term disability coverage
- Pre-natal risk management program
- Adoption assistance
- Tuition reimbursement
- Employee discounts
- Flexible work arrangements
- “Best Doctors” medical second opinion service
- Onsite vision screenings, flu shots and biometric screenings

Labor Relations

Dominion Energy respects and recognizes the right of its employees to bargain collectively through representatives of their own choosing for rates of pay, wages, hours of employment, working conditions, and other employment-related issues.



We are committed to building and maintaining constructive relationships with the local unions in eight states that represent about one in three of our employees.

We recognize the following five unions as the exclusive representatives of our employees. The company bargains collectively and in good faith with them in accordance with the National Labor Relations Act and consistent with the highest ethical standards.

- **IBEW Local 50**—Dominion Energy Virginia/Dominion Energy North Carolina
- **UWUA Local 69**—Dominion Transmission/Dominion Energy West Virginia
- **UWUA Local 310**—Manchester Street Station, Rhode Island
- **UWUA Local G555**—Dominion Energy Ohio
- **IUOE Local 420**—Kewaunee Station, Wisconsin

In 2016, we participated in union contract negotiations with two of the company’s largest unions—IBEW Local 50 and UWUA Local 69. Both negotiations resulted in successful contract ratifications.

Employee Safety

Safety is a core value and our top priority. It permeates everything we do. We are diligent about pre-job safety briefs to make sure everyone is aware of possible dangers and safety remains on the forefront of our minds. If someone does get injured, we examine the root cause. We do everything we can to ensure we don't repeat mistakes.



Our strategy is recognizing that while the numbers are important, it's ultimately about colleagues looking out for each other and the customers we serve.

2017 was our best year in safety performance ever. Dominion Energy employees have demonstrated their commitment to safety by steadily decreasing the company's OSHA-recordable incidence rate since 2010. Today's incidence rate is 45 percent lower than in 2010.

Here's where we're going in the future. Maintain and enhance programs to ensure zero work-related fatalities and lead the industry in eliminating serious injuries. Achieve and maintain first-quartile performance in the Southeastern Electric Exchange peer utility benchmark.

We know that not all injuries happen in the field. So, in the services area of the company, we start all meetings with a safety message—it could be anything from cautioning fellow employees about an unusual traffic hazard nearby, to reminding each other to hydrate on a hot day. It's ultimately about respect for one another and the desire to send each person home after a day's work in the same condition—or better—as when they arrived.

Our aggressive safety standards extend not only to employees, but also to the contractors we work with. Before hiring contractors, we carefully review their safety performance to ensure it aligns with our own.

To promote a companywide focus on safety, we host employee-led safety committees across all business units.

The committees help set safety goals, seek opportunities to improve, put on regular safety events, and share safety messages with all employees.

We set stringent standards for ourselves and strive to lower our OSHA-recordable incidence rates each year. We will not rest until we reach zero—to us, that's the only acceptable standard.

2017

Best Safety Year Ever

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Introduction

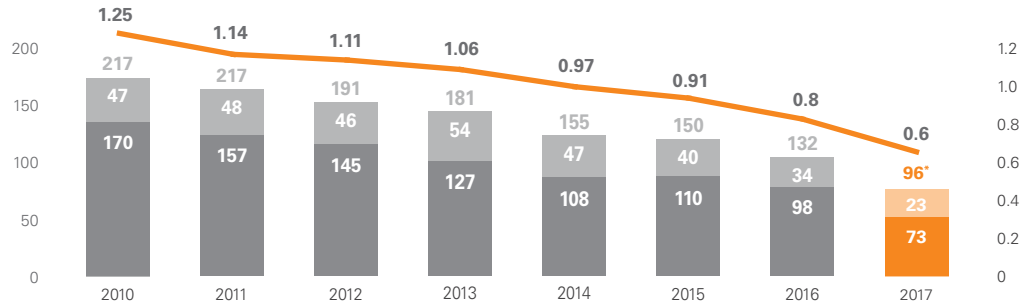
Serving Customers & Communities

Environmental Stewardship

Our Culture

Our Business for the Future

OSHA Recordable Incidence Rate



*Year-to-date ■ Dominion Energy OSHA Incidents ■ Dominion Energy Questar OSHA Incidents — Incidence Rates

Leadership

Dominion Energy ranks in the
top quartile
 in the
 Southeastern Electric Exchange
 peer utility benchmark

