

Jeff Peoples is senior vice president of Employee Services and Labor Relations for Alabama Power. Peoples also serves as executive vice president, chief administrative officer and AGL Services president for Southern Company Gas and senior vice president of Operations Services for Southern Company. In addition, Peoples provides leadership for West Region Human Resources at Southern Company, which includes Alabama Power, Mississippi Power, Southern Power and Southern Company's Operations organization.

At Alabama Power, Peoples is responsible for labor relations, safety, wellness, health and disability management functions and delivery of human resources products and services to Alabama Power employees. At Southern Company Gas, he is responsible for labor relations, environmental health and safety, technical training and corporate services. In his role with Operations Services, Peoples is responsible for Southern Company's Safety and Health Council, human performance and the industrial and contract relations organizations. In addition, Peoples leads Southern Company system efforts for labor relations, safety, and Power Delivery and Generation technical training.

Peoples began his career with Southern Company in 1984 as a chemical technician at Alabama Power's Plant Miller. He progressed through a number of positions of increasing responsibility in the areas of compliance, human resources, training, workforce development and technical field services. In 2017, Peoples facilitated the negotiation of

a national labor agreement between North America's Building Trades Union and local contractors. The agreement provides favorable working conditions, significantly increases opportunities to build political capital with national labor partners and allows for stronger governance at the local level with state labor leaders and contractors. In 2018, Peoples became a founding member of the Alabama

Power Council on Culture and Inclusion, which focuses on strengthening a workplace environment of inclusion, respect and fairness, leveraging the diverse talents of all employees.

Peoples serves on the board of directors for the Alabama Power Foundation, the Southern Company Gas Charitable Foundation, Southeast Labor and Management Public Affairs Committee, the National Utility Industry Training Fund, CPWR - the Center for Construction Research and Training, and the Alabama Governor's Labor-Management Conference. He continues to serve as a leader on the Alabama Power Council on Culture and Inclusion.

Peoples holds a bachelor's degree in chemistry and biological science from Lee University in Cleveland, Tennessee.

He and his wife, Rhoda, live in Hoover, Alabama. They have two daughters, Katelyn and Caroline.

Birmingham-based Alabama Power, a subsidiary of Southern Company, provides reliable, affordable energy to 1.4 million customers across the state.



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