

KEC Summary of Benefits

RETIREMENT

- KEC currently fully funds the Retirement and Security defined benefit plan with a 1.9% benefit factor. Age 62 plan. Benefit formula: 1.9% of a participant's final average effective salary, times years of benefit service.
- KEC offers a 401(k) plan with KEC matching up to 6%.

MEDICAL, PRESCRIPTION, DENTAL, VISION

KEC pays for the majority of the cost of medical, dental, and vision premiums.

- **Medical:** We currently offer a choice between two National Rural Electric Cooperative Association (NRECA) medical plans.
 - **PPO1:** One plan is a PPO paired with an HRA.
 - **HDHP:** The other is an HDHP paired with an HSA.
- **Dental:** KEC offers an NRECA dental plan.
- **Vision:** KEC offers an NRECA vision plan.

LIFE INSURANCE

KEC pays for life insurance including:

- Basic life insurance, 2 times salary coverage paid by KEC with the option of purchasing additional coverage up to 5 times salary.
- Supplemental AD&D insurance, 1 times salary coverage paid by KEC with the option of purchasing additional coverage up to 5 times salary with family coverage.
- Spouse life insurance paid by KEC with \$10,000 coverage with the option of purchasing additional coverage.
- Child life insurance paid by KEC with \$10,000 coverage per dependent with the option of purchasing additional coverage.
- Business Travel Accident insurance with \$100,000 coverage paid by KEC.

SHORT TERM AND LONG TERM DISABILITY INSURANCE

- KEC pays the full premium for short and long-term disability insurance.

HOLIDAYS and PTO

- KEC offers 7 paid holidays and PTO leave allowances.

OTHER

- Fitness center stipends
- Wellness program
- On site fitness room
- FSA: Medical FSA for those on PPO1; Dependent care FSA
- Discounted annual Life Flight Membership