



2012 Benefit Summary

Midwest Energy Cooperative (MWE) offers a flexible benefits program which allows you to make individual benefit selections based on your own needs. You will be making benefit selections each year. Eligibility for this program is full time employment.

BENEFIT	WHO PAYS	EFFECTIVE	DESCRIPTION												
Medical Insurance	<p>MWE/Employee MWE pays the major portion of the monthly premium.</p> <p>High Deductible Health Plan (HDHP) with a Health Savings Account*: MWE: 90% Employee: 10%</p> <p>No Deductible Plan: MWE: 86% Employee 14%</p> <p>The employee paid portion is deducted with pre-tax dollars from your paycheck.</p>	<p>The 1st day of the month following 30 days of employment.</p>	<p>The bi-weekly premiums are as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>Individual</th> <th>2 Person</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>HDHP</td> <td>\$27.09</td> <td>\$65.01</td> <td>\$81.27</td> </tr> <tr> <td>No Deductible</td> <td>\$51.34</td> <td>\$123.21</td> <td>\$154.01</td> </tr> </tbody> </table> <p>Employees who choose not to carry coverage through MWE will receive \$150 bi-weekly. Proof of alternate coverage must be provided.</p>		Individual	2 Person	Family	HDHP	\$27.09	\$65.01	\$81.27	No Deductible	\$51.34	\$123.21	\$154.01
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HDHP	\$27.09	\$65.01	\$81.27												
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Dental Insurance	<p>MWE/Employee MWE pays the major portion of the monthly premium. MWE: 90% Employee: 10%</p>	<p>The 1st day of the month following 30 days of employment.</p>	<p>The bi-weekly premiums are as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>Individual</th> <th>2 Person</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td></td> <td>\$1.68</td> <td>\$3.09</td> <td>\$5.65</td> </tr> </tbody> </table>		Individual	2 Person	Family		\$1.68	\$3.09	\$5.65				
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*Health Savings Account	<p>MWE/Employee Midwest will fund a portion of your deductible to your health savings account at the beginning of each year.</p> <p>You are able to make deposits into your HSA with pre-tax dollars from your paycheck.</p> <p>Maximum employee deposit amounts: Single Coverage- \$2,200 2 Person or Family Coverage- \$4,450</p>	<p>Employer deposits will be deposited on the first day of coverage.</p>	<p>MWE will fund \$900 for individual coverage towards the \$1,250 deductible</p> <p>MWE will fund \$1,800 for two person or family coverage towards the \$2,500 deductible</p>												

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Flexible Spending Accounts	<p align="center">Employee</p> <p>You are able to contribute pre-tax dollars from your paycheck to receive reimbursement.</p> <p>Contribution Maximums: Limited Purpose \$2,500 General Purpose \$2,500 Dependent Care \$5,000</p>	<p>The 1st day of the month following 30 days of employment.</p>	<p>There are three Flexible Spending Accounts: a Limited Purpose FSA which can be combined with an HSA but only used for vision and dental expenses, a General Purpose FSA can be used for eligible medical, vision and dental expenses and is available for employees enrolled in the no deductible medical plan or for employees who waive MWE's insurance; and a Dependent Care FSA which can be used for eligible child care costs.</p>
401(k)	<p align="center">MWE/Employee</p> <p>MWE will contribute 8% of your gross wage to your 401(k) plan through Principal Financial Group regardless of your contribution amount.</p> <p>Your deferral will be deducted from your paycheck with pre-tax dollars.</p>	<p>The first calendar quarter following date of hire.</p>	<p>You will automatically be enrolled in the 401(k) plan with a 3% contribution rate. You may elect a different percentage or elect to not make a deferral.</p>
401(k) Roth	<p align="center">Employee</p> <p>You may elect to contribute to the 401(k) Roth with after-tax dollars deducted from your paycheck.</p>	<p>The first calendar quarter following employment.</p>	<p>Distributions from a Roth 401(k) will be tax-free at retirement, if you have maintained a Roth account for at least five years and are 59 1/2 years of age.</p>
Life & AD&D Insurance	<p align="center">MWE</p> <p>Life and accidental death & dismemberment insurance is provided by MWE.</p>	<p>The first of the month following date of hire.</p>	<p>Group life provides coverage equal to 2 times the employee's base salary, \$10,000 for the employee's spouse and \$5,000 for the employee's dependents. In the event of an accidental death your beneficiary will receive double your life insurance amount.</p>
Supplemental Life & AD&D Insurance	<p align="center">Employee</p> <p>Premiums are paid with after tax dollars deducted from your paycheck. Coverage is available for the employee, spouse and dependents.</p>	<p>The first of the month following date of hire.</p>	<p>Guarantee Issue Amounts: Employee- \$100,000, spouse- \$25,000 and dependents- \$10,000. Coverage over Guarantee Issue will require evidence of insurability. Spouse coverage can increase in increments of \$5,000 up to 50% of employee's coverage. Dependent coverage can increase in increments of \$2,000 up to 50% of the employee's coverage to a maximum of \$10,000.</p>

BENEFIT	WHO PAYS	EFFECTIVE	DESCRIPTION
Long Term Disability	MWE MWE provides Long Term Disability (LTD) coverage through Mutual of Omaha.	The first of the month following date of hire.	LTD benefit begins after a 90 day elimination period. The coverage replaces 60% of your income up to a maximum of \$5,000 per month.
Employee Education Reimbursement	MWE MWE provides education reimbursement for full time employees who submit a written request to their department manager. The course must benefit the cooperative.	Upon completion of probationary period.	Reimbursements include books, fees and tuition.
Clothing Allowance	MWE	During the 1st quarter of the year pending probationary period is fulfilled.	Non-union and unionized office staff will receive a Lands End voucher. Unionized outside staff will receive work appropriate apparel.
Employee Assistance Program	MWE	Upon employment	The program offers confidential short-term counseling for the employee and their immediate family on issues concerning marriage, family, chemical dependency/substance abuse, financial matters and other. MWE will pay for the first 5 visits to the EAP unless they are referred elsewhere.

Non-Productive Benefits

- MWE offers a comprehensive non-productive time benefit, which includes paid time off for vacation, sick, personal, holiday, jury duty and funeral leave.
- MWE will extend leaves of absence for the following policies: Family & Medical Leave (FMLA), Personal and Military.

This is a general summary of benefits MWE offers. Specific information pertaining to benefits and policies may be obtained from the Human Resources Department. Benefits are subject to change at any given time.