



## Benefit Summary

Midwest Energy & Communications offers a flexible benefit program which allows employees to make individual benefit selections based on their needs.

### Medical Insurance

MEC offers three comprehensive PPO medical plans for employees to choose from. All of the plans are offered through Blue Cross Blue Shield of Michigan. The employee's cost sharing is deducted with tax free dollars.

Plan Type	Eligibility Date	Information
Base High Deductible Health Plan	1 <sup>st</sup> of the month following 30 days of employment	\$1,650 Deductible \$3,300 Deductible
\$2k/\$4k High Deductible Health Plan		\$2,000 1 Person Deductible \$4,000 2 Person/Family Deductible \$15/\$30/\$60 Rx Copay
No Deductible Plan		\$10 office copay & \$10/\$20 Rx copay

Employees who elect not to carry medical insurance through MEC will receive \$150 per pay in lieu of carrying coverage. Employees must provide proof of alternate coverage in order to receive the benefit.

### Health Savings Account

MEC will fund a portion of your deductible into a health savings account (HSA) annually if you elect the high deductible health plan. The employer deposit will be pro-rated based on the months the employee is eligible for coverage.

Contributions are made with tax free dollars to use towards eligible expenses.

Health Savings Account Contributions				
Plan	Coverage	Deductible	Employer Deposit	Maximum Employer Deposit*
Base HDHP	1 Person	\$1,500	\$83.33/month	\$1,000
	2 Person/Family	\$3,000	\$166.67/month	\$2,000
\$2k/\$4k HDHP	1 Person	\$2,000	\$125/month	\$1,500
	2 Person/Family	\$4,000	\$250/month	\$3,000
*Annually				

### Health Reimbursement Account

MEC has partnered with Navia Benefit group to offer a Health Reimbursement Arrangement for employees enrolling in the No Deductible medical plan. This provides reimbursement for co-pays in excess of \$20 for covered prescriptions. Claims for reimbursement may be made by fax, email or through a mobile app. Reimbursements will be electronically deposited into the employee's personal bank account or will be paid by check. All eligible claims will be paid within 2 business days.

### Dental Insurance

MEC offers dental insurance through Delta Dental. The employee is responsible for 10% of the premium which is deducted with tax free dollars.

Coverage	Eligibility Date	Information
1 Person	1 <sup>st</sup> of the month following 30 days of employment	\$1,000 per member maximum annual benefit
2 Person		
Family		

### Retirement Savings

MEC will contribute to a traditional 401k plan offered through the Principal Financial Group regardless of the employee contribution amount. Employees may elect to defer to a traditional 401k, Roth or both. Employees will be automatically enrolled at a 7% contribution rate into the traditional 401k plan if no election deferral is made.

Retirement Savings			
Type of Plan	Plan Information	Eligibility	Maximum Contribution Amount
Traditional 401k	Money is set aside with tax free dollars. Taxes will be paid at the time of distribution.	First calendar quarter following employment	\$23,500 Participants 50 and older can contribute an additional \$7,500. Participants who are 60-63 can contribute an additional \$11,250.
Roth 401k	Money is set aside after tax. Distributions will be tax free at retirement.		

### Financial Security Benefits

MEC provides life insurance, accidental death and dismemberment insurance and long term disability coverage to protect the employee and the employee's family if the employee is no longer able to provide income. Employees are able to purchase supplemental life insurance if they need additional income protection.

Financial Security Benefits		
Benefit Type/Provider	Coverage	Responsible for Premium
Life Insurance Unum	<ul style="list-style-type: none"><li>Employee- Multiplier based on benefit group</li><li>Spouse &amp; Dependent - \$10,000</li></ul>	MEC
Accidental Dismemberment & Death Insurance (AD&D) Unum	<ul style="list-style-type: none"><li>Employee- paid if accident is on or off the job.</li><li>Death benefit is an additional amount equal to base salary</li><li>Pays if loss of limb, sight, etc.</li></ul>	
Short Term Disability Insurance Sun Life	<ul style="list-style-type: none"><li>5 day elimination period</li><li>100% income replacement</li><li>Medical certification required</li><li>Eligible 6 months from date of hire</li></ul>	
Long Term Disability Insurance Unum	<ul style="list-style-type: none"><li>90 Day elimination period</li><li>60% Income replacement</li></ul>	

Business Travel Accident NRECA	<ul style="list-style-type: none"> <li>▪ \$100,000 paid to beneficiary</li> <li>▪ Only payable while traveling for MEC</li> </ul>	
Supplemental Life and AD&D Unum	<ul style="list-style-type: none"> <li>▪ No medical questions if coverage elected at time of hire and the amount requested is below the guarantee issue amounts</li> <li>▪ Guarantee Issue Amounts: Employee- \$150,000 Spouse- \$50,000 Dependent- \$10,000</li> </ul>	<b>Employee Paid</b>

### Time Away from MEC

Employees can take time away from work for a variety of reasons including personal, family, community, as well as other non-work related interests and obligations. MEC offers a generous leave policy for such instances.

Time Away from MEC		
Type	Purpose	Amount
<b>Paid Time Off</b>	To use towards vacations, illnesses lasting less than 6 days, doctors' appointments, family members' appointments and illnesses	5.85 hours/pay
<b>Short Term Disability</b>	Provides 100% income replacement on day 6 of employee injury or illness.	Up to 520 hours/occurrence
<b>Holidays</b>	Time off for New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve, Christmas day and the employee's birthday	8 hours/holiday