



SUMMARY OF EMPLOYEE BENEFITS

Health Insurance:

- Offered to employees who work a minimum of 20 hours per week.
- Medical insurance is through WPPI Benefit Trust Plan and utilizes The Alliance and MultiPlan PPOs.
- **Premiums are employer-paid for full-time employees**, percentage paid for part-time employees equal to percentage worked.
- **High Deductible Health Plan** with a single deductible of \$2,000 and a family deductible of \$4,000.
- **Health Savings Account funded to 75% of the deductible** by WPPI Energy. Part-time employees receive a prorated employer contribution.
- Employee may fund the remaining balance through tax deferred contributions.
- Preventive care covered 100% with no cap.
- Prescription drugs apply toward the deductible.
- **Maximum out of pocket** of \$500 for single and \$1,000 for family.
- Coverage starts **on the date employment begins**.
- If employee opts to decline in favor of a **spouse's plan** then the employee (full time) will receive a payment of \$134.62 per pay period.

Post-Retirement Medical Insurance:

- Available to employees with at least 10 years service to WPPI Energy.
- WPPI Energy pays 50% of the cost of post retirement medical insurance.
- Cost based on WPPI Benefit Plan Trust premiums.
- One year of credit given for each service year beyond 10 years, up to a maximum of 5 credit years.

Dental Insurance:

- Offered to employees who work a minimum of 20 hours per week.
- **WPPI Energy pays 50% of the premium for full-time employees** and a pro rata portion for part-time employees.
- No deductible, pre-existing condition clause or waiting period.
- Preventative and basic services are covered at 100%. Major services covered at 80% and orthodontics covered at 50% up to \$1500. \$1,000 annual maximum per person.
- The **current premium** for single coverage is **\$9.76** per pay period and family coverage is **\$27.19** per pay period. (Based on full time status)
- This is a freedom-of-choice plan (i.e. choose any dentist); however, if you use dentists within the Delta dental PPO or Premier Plan, a discount will be applied.
- Late enrollment is subject to waiting period on major services and orthodontics.

Employee Life/Accidental Death & Dismemberment Insurance:

- Offered to employees who work a minimum of 20 hours per week.
- **Premium paid by WPPI Energy.**
- Amount of life insurance is **two times the employee's annual salary.**
- Amount of accidental death insurance is also two times the employee's annual salary.

Long Term Disability Insurance:

- Offered to employees who work a minimum of 20 hours per week.
- **Premium paid by employer.**
- Disability is equal to 2/3 of the employee's annual salary up to \$10,000 / month.
- Elimination period is 90 days.

SEP IRA:

- SEP is a simplified employee pension plan.
- **Monthly contributions are made by the employer.**
- **Contributions are 10%** of previous pay period's gross earnings.
- Employees are automatically vested after first contribution.

457 Plan:

- Deferred compensation retirement benefits.
- Employee may defer, pretax, a percentage of income or \$16,500, whichever is less.
- May defer an additional \$5,500 if age 50 or above.
- May utilize a catch-up provision for up to three years prior to retirement.
- May stop, start or change contribution amount or investment fund at any time.
- If you enroll during the first 30 days of employment and agree to contribute a minimum of 2% of your salary, WPPI will make a one-time \$500.00 contribution to your 457 account.

Sick Leave

- Sick leave is earned at **one day per month.**
- Accrue up to 120 days.
- At the end of the calendar year, amounts over 120 days will be bought out at ½ your current rate.

Vacation:

- Standard vacation allowances are as follows:

<u>Length of Service</u>	<u>Vacation Leave Earned</u>
Less than 3 full years	10 days per year
After 3 full years but less than 5 full years	12 days per year
After 5 full years but less than 10 full years	15 days per year
After 10 full years but less than 15 full years	18 days per year
After 15 full years but less than 20 full years	20 days per year
20 Full years or more	25 days per year

Holidays:

New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, and one floating holiday.*

*if hired after June 1, the floating holiday is not available until the next calendar year.

Section 125, Cafeteria Plan:

A cafeteria plan, also referred to as Section 125 or a flexible spending account, allows an employee to pay for qualified out-of-pocket expenses with pre-tax money set aside each pay period.

- *Premium Only Plan.*
Allows the employee to pay for medical or dental premiums out of his/her paycheck pretax.
- *Medical Reimbursement Plan.*
Allows the employee to pay for out-of-pocket medical expenses (including vision and dental expenses) for the employee and all eligible dependents, with pretax dollars. Maximum reimbursable amount \$4,000 per year. Employees in the HDHP/HSA medical plan will have access to a limited use FSA for dental and vision only.
- *Dependent Care Assistance Plan.*
Allows the employee to pay for dependent care expenses with pretax dollars. Maximum reimbursable amount \$5,000 per year.
- *Health Savings Account*
If enrolled in the High Deductible Health Plan, an employee may contribute pre-tax (federal only) money in addition the WPPI Energy contribution up to the federal limits.

If an employee does not use the amount projected for the Medical Reimbursement Plan or the Dependent Care Assistance Plan, the money will not be reimbursed. Any money remaining at the end of the calendar year is used to defer employer costs of administration of the cafeteria plan. Any money remaining in a Health Savings Account at the end of a calendar year, remains in the employee's account and rolls over into the next year.

Educational Reimbursements:

- Reimbursement at 50% for pre-approved courses and books.
- Must receive a passing grade (C or above) and class/degree must be job-related.
- Maximum of \$15,000.00 per employee.
- \$7,500 maximum in a calendar year.

Professional Dues:

- Subject to approval, professional dues are provided.

Employee Assistance Program

- Information service staffed by masters-level consultants to provide resources on a wide range topics from addiction to financial, from education to work.

Flexible Work Options:

- Schedule must be approved by department director.
- Must not cause detriment to department or work quality.
- Not available for all positions/departments.

Wellness Benefit:

- In house fitness center at Sun Prairie location.
- Annual Health Risk Assessments – no charge if participating in WPPI Health Plan.
- Incentives for participating in various WPPI wellness activities.
- Quit Smoking Plan (70% reimbursement for employees, 50% reimbursement for spouses).