



Western Electricity Coordinating Council Benefit Summary - 2012

Benefits are available to full and part-time employees who work 30 or more hours per week. Medical, Dental, Vision, Life, and Disability coverage is effective the first day of the month coinciding with or following the date of hire. New hires are eligible to participate in the 401k plan immediately upon hire.

Medical coverage is offered through United Healthcare. The *Choice Plus* network does not require a Primary Care Physician and allows the choice of provider without a referral. The plan has an annual deductible that is coordinated with a WECC-funded health reimbursement account (HRA). WECC currently subsidizes 78% of the premium.

Dental coverage is offered through Dental Select. This program allows the employee to choose a dentist among Dental Select's contracted dentists and receive the in-network benefits or choose a dentist outside the network and receive the out-of-network benefits. WECC currently subsidizes 70% of the premium.

Vision coverage is offered through EyeMed. A larger benefit is paid when choosing a network provider, although an employee can also use out-of-network providers and receive allowances towards certain services.

Flexible Spending Account - A flexible spending account allows an employee to save a portion of their pay on a pre-tax basis to pay for un-reimbursed medical expenses and/or dependent/child care expenses.

Life Insurance - Basic Life coverage of one times the employee's salary and Accidental Death & Dismemberment (AD&D) insurance is offered at no cost to the employee.

Voluntary Life - Additional life insurance may be purchased for the employee and any eligible dependents at group rates.

Disability - Short and Long Term Disability insurance is provided at no cost to the employee.

401(k) is offered through American Funds. New hires are eligible to participate in the 401k plan immediately upon hire. Company-matching contributions of 50% of the first 6% employee contribution will begin immediately upon employee enrollment and are subject to a five-year vesting period.

Defined Contribution - All employees are automatically enrolled in the defined contribution plan at a rate of 4%. The employee directs the investments in this account.

Time Off – Full time employees accrue five hours of paid time (PT) each pay period, for an annual accrual of 120 hours. Part-time employees earn PT on a pro-rated basis. Employees are also eligible for 8 paid holidays and 32 hours of floating holiday each year, prorated based on hire date.