

# BENEFITS OVERVIEW - Comprehensive & Competitive

## Medical and Dental Coverage

Full-time employees and their families are eligible for medical and dental coverage.

## Flexible Spending Account (FSA)

Available to provide tax relief for employees on money spent for qualifying dental and optical expenses and dependent care benefits.

## Wellness Program

Dakota Electric reimburses employees up to \$240 and their spouses up to \$120 a year for wellness-related services such as health club memberships, personal trainers, weight management programs or smoking cessation programs.

## Life Insurance

Employees are eligible for life insurance after three months of full-time employment. Twice annual base salary for normal death and four times annual base salary for accidental death and added voluntary benefits

## Retirement

401k Retirement Plan available for full-time and qualifying part-time employees. Dakota Electric contributes 5 percent of an employee's base wage and matches an employee's contribution dollar for dollar up to an additional 5 percent.

## Long-Term Disability

Paid by employee and reimbursed by Dakota Electric Association, employees will receive 66-2/3 percent of their base income after 90 calendar days of disability if eligible.

## Vacation

Employee vacation leave is based on years of service and ranges from 2 to 5 weeks per year.

## Sick Leave

Employees earn 10 days of sick leave annually, and after 5 years of employment, employees can cash in hours in excess of 380 for 45 percent of their value.

## Holidays

All employee receive 8 paid holidays plus 2 floating holidays.

## Tuition Reimbursement

Regular full-time and part-time employees may qualify for reimbursement for tuition, books, registration and lab fees.

## Employee Purchase Plan

Regular full-time and part-time employees can receive \$500, interest free for electrical items, exercise equipment or items Dakota Electric stocks.

## Computer Purchase Plan

Full-time employees can receive \$2,000 interest free to purchase a computer and regular part-time employees can receive \$1,000 interest free.

## Other Voluntary Benefits

Full-time and regular part-time employees may elect to enroll in supplemental life insurance, short-term disability insurance, cancer insurance, vision insurance, legal and identity protection.

