

BENEFITS OVERVIEW - Comprehensive & Competitive

Medical and Dental Coverage

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

Employee Assistance Program

Dakota Electric provides resources to assist employees through all stages of life; such as parenting, aging, budgeting, legal and mental health.

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 Reimbursement 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 fitness trackers.

Life Insurance

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

Retirement

A 401(k) Retirement Plan is available for full-time and qualifying part-time employees. Dakota Electric contributes 5% of an employee's base wage and matches the employee's contribution up to an additional 5% for a total employer match of 10%.

Long-Term Disability

Paid by employee and reimbursed by Dakota Electric, employees will receive 66.66% 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 two to five weeks per year.

Sick Leave

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

Holidays

All employees receive eight paid holidays plus two floating holidays.

Tuition Reimbursement / Continued Education

Regular full-time and part-time employees may qualify for reimbursement for tuition, books, registration and lab fees. Dakota Electric will pay for certifications, conferences and seminars upon approval.

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.

