POLICY BULLETIN NO. 61

SUBJECT: GROUP MEDICAL, LIFE AND DISABILITY INSURANCE PLANS

I. OBJECTIVE:

The cooperative, being desirous of maintaining adequate medical, life, and disability insurance plans for its employees, in order to promote better employee morale and to avoid any undue hardships that may endanger the welfare of the employee or his/her family, offers the following plans to its eligible employees.

II. POLICY CONTENT:

Be It Resolved by the Board of Directors of Grand Valley Rural Power Lines, Inc. that the following group medical and life insurance plans be adopted:

A. Eligibility - All full-time employees of the cooperative will be eligible on the effective date of this policy. New full-time employees will become eligible on the date of employment or as appropriate under the applicable coverage.

B. Benefits:

1. For employees eligible to participate in the Line Construction Benefit Fund, the cooperative will provide a monthly contribution of $1,087.50 per employee for dental, vision and medical insurance. The maximum monthly payment shall be adjusted annually, effective January 1, 2015, to keep pace with the CPI-U unadjusted index.

2. For exempt employees, the cooperative will provide up to $1,200 per month for tiered health insurance premiums for NRECA High Deductible medical insurance and a maximum $4800 annual contribution to individual employee Health Savings Accounts (HSAs), with up to 50% of total HSA contribution linked to wellness incentives.

3. Premiums for Employee Group Life, Disability and Business Travel Insurance will be paid by the cooperative with the following coverage:

   a. National Rural Electric Cooperative Association
   (Group Term Life, Accidental Death & Dismemberment)

   All Employees - 3 times salary equivalent to next
   1000 multiple Employee's spouse - 10,000

   Eligible dependent children - $10,000

b. National Rural Electric Cooperative Association (Employee Business Travel)

Group I - All Active Full-time employees - $100,000

c. National Rural Electric Cooperative Association (Long Term Disability) After three months continuous disability, the maximum monthly benefit is an amount equal to the lesser of (a) 66 2/3% of your basic monthly compensation or (b) $15,000.

C. If the terms of this policy are different from or inconsistent with the terms of the insurance policy(ies), the terms of the insurance policy(ies) shall govern.

D. Termination of Benefits - It is not the intent of the cooperative to terminate the benefits under this policy, but the cooperative reserves the right to change the benefits, the benefit plans, the amount of premium contribution by the cooperative and the provision of coverage. *These changes may occur at any time, without notice, subject to agreements with Local Union No 969 International Brotherhood of Electrical Workers, AFL-CIO.*

III. **RESPONSIBILITIES**:

A. It shall be the responsibility of the Board of Directors, in consultation with the General Manager, to review periodically the adequacy of this policy.

B. It shall be the responsibility of the General Manager to administer the provisions of this policy.

Date Revised: November 16, 1988 Attest: Rodney A. Martinez

Date Reviewed: March 15, 1989 Secretary

Date Revised: September 19, 1990

Date Revised: July 21, 1993

Date Revised: May 16, 2001

Date Revised: July 16, 2008

Date Revised: December 18, 2013