



**Commonwealth
Holdings, Inc.**



**Commonwealth
Electric Company**
of the Midwest



**RYDALCH
ELECTRIC, INC**
a Commonwealth Company



2024 EMPLOYEE BENEFITS



TABLE OF CONTENTS

- 02** Introduction Letter
- 03** To-Do List
- 04** 2024 Premium Rates
- 05** Making Elections
- 06** Health Insurance Summary
- 07** Which Plan Is Best for Me?
- 08** Health Insurance Tools
- 09** HSAs and FSAs
- 10** Wellness Program
- 12** Dental Insurance
- 13** Vision Insurance
- 14** Life Insurance
- 15** Disability Insurance
- 16** Voluntary Benefits
- 17** 401(k)
- 18** Employee Ownership
- 20** Additional Services

Dear Employee,

We are delighted to welcome you to this year's Open Enrollment period! This annual event is a significant opportunity for all of us to review and tailor our benefits coverage to meet our individual and family needs.

We're excited to share that this year, while there aren't many changes to our benefits program, we continue to offer an outstanding benefits package designed to support your health, well-being, and financial security.

Key Dates:

Open Enrollment 2024 is **November 27, 2023 – December 8, 2023.**

What's Inside:

In this booklet, you will find detailed information about your benefit options, how to make changes, and the various plans available to you. Whether you are a new employee exploring your options for the first time or a seasoned employee owner looking to make adjustments, this booklet will serve as your comprehensive guide.

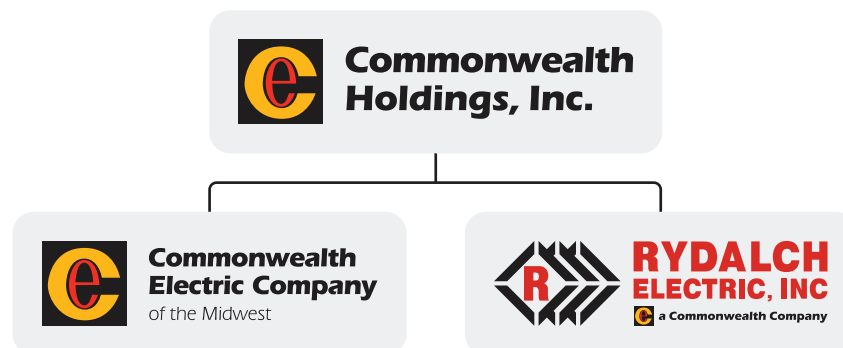
While this year's Open Enrollment is about maintaining the exceptional benefits package we offer, we encourage you to review your current selections and make any necessary adjustments to ensure your benefits align with your unique needs.

Your Human Resources (HR) team is here to support you throughout this process. Please feel free to reach out to us with any questions or concerns.

Thank you for being an essential part of Commonwealth. We appreciate your dedication, and we look forward to continuing to provide you with the best possible benefits package.

Warm regards,

Your HR Team





Open Enrollment 2024 is November 27, 2023 – December 8, 2023.

All full-time employees are required to log in to the EASE system and complete the Open Enrollment process. As you make your Open Enrollment plan selections, please verify and update any contact information (address, email, phone number, etc.) for you, your dependents, and your beneficiaries.

1 Evaluate Benefit Options

Review 2024 benefits contained in this booklet or view full benefits at [\[SharePoint>CECM Forms>Human Resources>2024 Benefits\]](#) or online at commonwealthlectric.com/benefits

Current Employees: Please see list of available webinars below for opportunities to learn more about your 2024 benefit offerings.

New Hires: You will receive a Teams benefits orientation invite with a member of our HR team to discuss the insurance benefits available to you.

2 Complete Your Online Benefit Elections Using Ease

Instructions on how to log in and complete this system are located later in this booklet (*page 5*).

Please note: You will be able to review your current elections when going through the system.



Tune in to an Open Enrollment Webinar to better understand the benefits offered to you.

Open Enrollment Webinars (Each will cover the same key topics):

- November 27 @ Noon (CT)
- November 29 @ Noon (CT)
- December 7 @ Noon (CT)

Links to log in will be sent via email. Webinars are 30 minutes and will be recorded and available to view on the SharePoint site:

[SharePoint>CECM Forms>Human Resources>2024 Benefits]

2024 PREMIUM RATES

Health Insurance Rates

Type of Coverage	Option 1: Copay Plan	Option 2: High Deductible Plan (HSA Eligible)
Single	\$29.45/week	\$10.84/week
Employee/Child	\$77.70/week	\$28.60/week
Employee/Spouse	\$88.57/week	\$32.60/week
Employee/Family	\$114.43/week	\$42.12/week

Dental Insurance Rates

Type of Coverage	Weekly Deductions
Employee Only	\$2.14/week
Employee/Spouse	\$4.26/week
Employee/Child	\$4.98/week
Family	\$7.21/week

Vision Insurance Rates

Type of Coverage	Weekly Deductions
Employee Only	\$0.47/week
Employee/Spouse	\$0.98/week
Employee/Child	\$1.06/week
Family	\$1.69/week

Voluntary Term Life Insurance Rates

Voluntary Term Life Insurance and AD&D weekly rate ¹ per \$1,000

Age	Employee	Spouse ²
29 & Under	\$0.022	\$0.022
30-34	\$0.024	\$0.024
35-39	\$0.029	\$0.029
40-44	\$0.043	\$0.043
45-49	\$0.066	\$0.066
50-54	\$0.103	\$0.103
55-59	\$0.144	\$0.144
60-64	\$0.190	\$0.190
65-69	\$0.299	\$0.299
70 & Over	\$0.481	\$0.481

Child(ren) Voluntary Term Life Insurance weekly rate:

\$2,500 of coverage for \$0.115 per family
\$5,000 of coverage for \$0.231 per family
\$7,500 of coverage for \$0.346 per family
\$10,000 of coverage for \$0.462 per family

Your rates are based on age and the amount of insurance you are requesting.

Using an example of signing up for \$150,000 in life insurance and using the age of 25:

- $\$150,000 \div \$1,000 = \$150$
- $\$150 \times \$0.022 = \$3.30/\text{weekly}$ in voluntary term life insurance and AD&D.

¹ Rates are approximate and within a few cents due to monthly billing converted to weekly premium deductions.

² Spouses are charged based upon their individual age (as of 1/1/2024).



MAKING ELECTIONS

For new hires, following your initial 30-day enrollment period for benefits, you can only change your benefit elections for health, dental, vision, and FSA plans during an annual Open Enrollment period or when you experience an IRS qualifying life event.

Open Enrollment

Open Enrollment for the 2024 benefit plan year runs November 27 through December 8, 2023, with coverage changes effective January 1, 2024. Active employees will make elections in the Ease system.

Qualifying Life Events

If adding coverage, the effective date of the change is most often the first day of the month following the qualifying event. If you are removing coverage, the coverage will continue until the last day of the month and premiums will be collected accordingly. Examples of qualifying life events include marriage, divorce, childbirth, etc.

EASE SYSTEM INSTRUCTIONS

- 1) Please have the following information ready before starting your enrollment.
 - Spouse & Dependent(s) – name, address, date of birth, and social security number.
 - Beneficiary(s) decided with date of birth.
 - Annual HSA/FSA contribution amount decided, if applicable.
- 2) Log in to Ease per the instructions you received from HR and found on SharePoint. Enrollments can be completed on your mobile device. Click **Start**.
Current Employees: You will receive an email from Ease with a link to Open Enrollment.
New Employees: You will receive an email from Ease with a link to enroll.
- 3) Follow the prompts on each page to complete your benefits enrollment – Click **Continue** to proceed to the next section.
 - **Enter/Verify** your profile information, dependent information, and beneficiary information is correct.
 - **Select** your benefit elections choosing **Enrolled** or **Waived** for each plan – Click **Continue** to proceed to the next benefit.
 - If any coverages are elected that require health questions, you will be prompted to complete a series of health questions. That information will then be sent to the carrier for review. If additional information is not needed, click **Continue**.
- 4) Review Benefit Summary of elections made.
 - To make changes to the enrollment, Click **Edit** next to the benefit.
 - **Sign Form** – Create your signature and Click **Next**. Sign each enrollment form.
 - **Rate** your Ease enrollment experience.
 - **Congratulations**, your enrollment is complete!



We recommend using either Google Chrome or Firefox as your browser for optimal experience.

HEALTH INSURANCE SUMMARY



Commonwealth offers two health insurance options through Blue Cross and Blue Shield of Nebraska (BCBSNE) for 2024: a Traditional/Copay plan and a qualified High Deductible plan (which is HSA-eligible).

Highlights:

- Continue to use your current BCBSNE ID card for 2024, unless making a change to your plan or are a new enrollee. Only new enrollees or plan changes will receive new ID cards for 2024.
- High Deductible Health Plan – IRS increased the single-only coverage minimum deductible to \$3,200 (up \$200 from 2023). Therefore, our plan was required to increase as well. Please note, however, that there was no change to family deductible.
- Treatment for Infertility (limitations may apply to these services).
- For questions on Medicare coverage, members may contact BCBSNE’s main toll-free number (844) 665-1121, option 1 that will direct callers to an individual agent for Medicare.

Health Insurance Options		
	Option 1: Traditional/ Copay Plan	Option 2: High Deductible Plan (HSA-Eligible)
In-Network Preventative Services	100% Covered	100% Covered
Copay	\$50 Copay/visit	None
In-Network Deductible	\$2,000 – Single \$4,000 – Family	\$3,200 – Single \$6,000 – Family
In-Network Coinsurance	20% (After deductible met)	20% (After deductible met)
Maximum In-Network Out-of-Pocket Limit	\$5,000 - Single \$10,000 - Family	\$5,950 – Single \$11,900 – Family
In-Network Prescription	\$10 Generic – Deductible waived \$35 Preferred – Deductible waived \$70 Non-preferred – deductible waived	20% Coinsurance
In-Network Outpatient Mental/Behavioral Health or Substance Abuse Services	Office Visit: No charge Other Outpatient Services: 20% Coinsurance	20% Coinsurance

myNebraskaBlue

Easily access up-to-date information about your coverage, view your member ID card, and track your deductible and claims. Download the myBlue Nebraska app for on-the-go access or visit myNebraskaBlue.com

To help you get the most from your health plan, you can:

- Set your communication preferences.
- Find in-network doctors and facilities.
- View your pharmacy benefits.
- Estimate costs for health care services.
- Get additional health care support.
- And more!

For more information, please call the Member Services number on the back of your ID card.

WHICH PLAN IS BEST FOR ME?

Have you ever wondered - should I be on a traditional/copay plan or would a high deductible and HSA plan make more sense for me and my family? This worksheet is intended to help with just that!

To start, gather all of your 2023 Explanation of Benefits (EOBs) from your insurance company. Don't have them? Don't worry! If you were enrolled through Blue Cross and Blue Shield of Nebraska, all of them are available on myNebraskaBlue.com. Simply log in and click on the "My Claims" tab at the top of the page. If you don't have a login, just click on the "Activate Now" button and follow the steps to register.

Evaluate any anticipated expenses coming in 2024 and complete the worksheet below.

	Your 2023 Health Insurance Costs (Use your EOBs to complete this column)	Your Estimate on the 2024 Traditional/Copay Plan	Your Estimate on the 2024 High Deductible Plan
Annual Insurance Premiums (Weekly cost x 52 pay periods)			
Total of All Office Visit Copays			Not Applicable
Total of All Office Visit Costs Subject to Deductible		Not Applicable	
Total of All Other Deductible Costs			
Total Coinsurance Costs			
Total of All Prescription Copays			Not Applicable
Total of All Deductible Costs for Prescriptions		Not Applicable	
Possible Employer HSA Contribution ¹		Not Applicable	-\$200 (single coverage) OR -\$400 (other coverage) ¹
Total Each Column for Comparison			

¹ Available as Tier 3 Wellness Program Reward. See pages 10–11 for more details.

HEALTH INSURANCE TOOLS



Did you know our health insurance offers more than just coverage for health care? Through Blue Cross and Blue Shield of Nebraska, members have many additional tools at their disposal. Find more information about these resources on the SharePoint site or benefits webpage.



Amwell: Telehealth Services

Blue Cross and Blue Shield of Nebraska members have access to telehealth services through Amwell and can connect with healthcare professionals virtually. Download the Amwell app to register, or visit NebraskaBlue.com/Telehealth



Wellframe

Blue Cross and Blue Shield of Nebraska members have access to free services, including Case Management, Health Coaching, Diabetes Education and Support, and Pregnancy Care. Signing up is easy! Download the free Wellframe app or call **(844) 201-1546**.



Virta

Virta is a provider-led, research-backed treatment program that can help reverse type 2 diabetes. Patients can lower their blood sugar and A1c, all while reducing the need for diabetes medications and losing weight.

If you have type 2 diabetes, visit NebraskaBlue.com/Diabetes to learn more.

ESTIMATE YOUR MEDICAL COSTS

Did you know that different facilities can charge different prices for the same medical procedure? You can “shop” prices before your procedure and potentially save hundreds of dollars. Just follow these simple steps:

- Log on to myNebraskaBlue.com
 - If you don't have a login, just click on the **Create Account** button and follow the steps to register.
- Select **Home** in the top tool bar.
- Select **Estimate My Costs** under the **Find Costs and Care** section. ¹
- Select **Estimate Your Costs**. ²
- Follow the outlined steps to search for the procedure.
 - Unless changed, the system will automatically search all options for the selected procedure within 100 miles of your home address on file.

1



Estimate My Costs

Find out what your care will cost.

2



Estimate your costs



HSA AND FSA

Optum Financial (Optum) is the administrator for our Health Savings Accounts (HSA) and Flex Spending Accounts (FSA). With Optum, employees are able to easily pay eligible HSA and FSA expenses with a payment card, virtual wallet, or directly through the portal or mobile app. Optum provides speedy and accurate FSA claims processing. Live customer service is available 24/7/365.

- Individuals must be enrolled in our qualified High Deductible plan (Option 2) to be eligible for an HSA and/or Limited Purpose FSA. *(Excluded if enrolled in Medicare, receiving Medicaid benefits, on Tricare, or received any Veterans Administration health benefits within the last three months.)*
- Individuals enrolled in the Traditional/Copay plan (Option 1) are eligible to participate in a Medical FSA. *(Individuals forfeit remaining funds in excess of the carry-over maximum at the end of the plan year, and elections cannot be changed during the plan year unless they experience a qualifying life event.)*
- All individuals, regardless of health insurance plan, are eligible for Dependent Care FSA. *(Individuals forfeit remaining funds at the end of the plan year and grace period, and elections cannot be changed during the plan year unless they experience a qualifying life event.)*
- Employees will have three months after the plan year ends to submit FSA claims on expenses incurred in that plan year.

	Health Savings Account	Limited Purpose Flexible Spending Account (FSA)	Medical Flexible Spending Account (FSA)	Dependent Care Flexible Spending Account (FSA)
Who Can Contribute?	Employee and Employer ¹	Employee	Employee	Employee
Annual Contribution Limits	\$4,150 – Single \$8,300 – Family (\$1,000 – Catch-up) ²	\$3,200	\$3,200	\$5,000 – Individuals or Married couples filing jointly \$2,500 – Married, filing separately
Account Ownership	Employee	Employer	Employer	Employer
When Are Funds Available?	As deposited into HSA account	The first day of the plan year	The first day of the plan year	The first day of the plan year
Options to Change Contribution	Can change election amount weekly ³	Can only change election amount if you experience qualifying life events. ⁴	Can only change election amount if you experience qualifying life events. ⁴	Can only change election amount if you experience qualifying life events. ⁴
Carry-Over Option?	Yes – unlimited amount each year	\$640	\$640	No carry-over allowed
Potential Uses	IRS Qualified Medical Expenses ⁵	Dental and Vision Associated Costs	IRS Qualified Medical Expenses ⁵	Dependent Care Costs (Daycare, etc.)

¹ Potential Tier 3 Wellness reward up to \$200 for single and \$400 for any other tier in 2024.

² For employees who are 55 and older in 2024, the payroll system is set up to allow you to make this contribution, should you so elect

³ You can change, provided IRS limits aren't exceeded and the amount is in proportion to the number of months you were covered under a high-deductible health plan.

⁴ Examples: Marriage, divorce, childbirth, etc.

⁵ Now includes some additional over-the-counter expenses. IRS Publication 969 for eligible expenses: [irs.gov/publications/p969](https://www.irs.gov/publications/p969)

WELLNESS PROGRAM



At Commonwealth, our people are our greatest asset. Our goal is to provide a safe working environment that fosters the empowerment and growth of great employees. To accomplish this, we will do everything possible to help our employees maintain a healthy lifestyle both inside and outside of the workplace.

This wellness program was designed to promote healthy habits and mindful living for Commonwealth employees. By completing different wellness-related activities or tasks, you can earn points and get rewards just for staying healthy!

Please reach out to your designated Wellness Representative if there are any questions.

POINTS SYSTEM

Points are tracked during 6-month periods: **January 1 to June 30, and July 1 to December 31.** We'll continue to offer a wide variety of point options, including (but not limited to) quarterly webinars, trainings, challenges, and activities.

REWARDS PROGRAM

A variety of rewards for points earned will once again be offered in 2024.

Points Tier	Reward Option
Tier 1 – 200 to 299 Points	<ul style="list-style-type: none">• \$50 to the Commonwealth Safety Store; OR• 2 Hours of Paid Time Off
Tier 2 – 300 to 399 Points	<ul style="list-style-type: none">• Tier 1 Reward; AND• Employer HSA Contribution (\$100 for single coverage; \$200 for other tiers of coverage); OR• 4 Hours of Paid Time Off
Tier 3 – 400+ Points	<ul style="list-style-type: none">• Tier 1 and 2 Rewards; AND• Medical Insurance Discount<ul style="list-style-type: none">◦ Option 1 (PPO) Single Coverage – \$10.84 off per week◦ Option 2 (HDHP) Single Coverage – \$10.84 off per week (makes this free medical); AND \$9.16 weekly Employer HSA Contribution◦ All other coverage levels – \$20 off per week;OR• \$100 Gift Card (choose from available options)



Online Tracking System

MediKeeper will continue to serve as our tracking system for all things wellness which can be accessed online at CECM.medikeeper.com or through the Alaveda mobile app after you have initially registered and created an account.

Haven't registered online with MediKeeper?

Simply follow the wellness portal registration [instructions](#) (on SharePoint) and get started earning wellness points for wellness rewards listed on page 10.

Then you can download the app by scanning the QR codes on the right, or continue to access the portal using the website link on page 10.



We have wellness program representatives from many of our locations and departments. These individuals are your go-to source for all questions regarding the wellness program:



Lindsay Selig
Corporate



Michelle Kaldenberg
Des Moines



Melanie Hamner
Expo Services



Jennifer Olson
Greater NE



Kylie Eitzmann
Lincoln



Brianna Ouedraogo
Omaha



Steve Ercius
Phoenix



Dave Smith
Rydalch Electric



Nick Hansen
Safety



Sonya Delgado
Tucson



DENTAL INSURANCE



Dental insurance is provided by Principal.

Highlights:

- Maximum benefit of \$1,500 per person per calendar year.
- Benefit for dependent children under age 19 to have flouride once per calendar year.
- No waiting period if enrolled during open enrollment or during initial eligibility period.
- Continue to use your current Principal Dental/Vision ID card for 2024, unless making a change to your plan or are a new enrollee. Only new enrollees or plan changes will receive new ID cards for 2024.

Dental Insurance Summary			
	In-Network Calendar Year Deductible	In-Network Coinsurance (Policy Pays)	In-Network Calendar Year Maximum
Preventive	\$0	100%	\$1,500
Basic	\$50	80%	\$1,500
Major	\$50	50%	\$1,500

Family deductible = 3x per person deductible.

Combined deductibles: deductibles for basic and major in-network and non-network services are combined.

Combined maximums: calendar year maximums for preventive, basic, and major services are combined.

Orthodontia for Children Under Age 19

- No deductible.
- 50% coinsurance (in-network and non-network).
- \$1,000 lifetime maximum (in-network or non-network).



Find an In-Network Dental Provider

1. Visit principal.com/find-dentist
2. Select **Search for a dentist**.
3. Begin your search by entering your ZIP code. Next, select the miles within your ZIP code to search, select **Specialty** (if applicable), and select dentist's name (optional).
4. Click **See results**.



Find an In-Network Vision Provider

1. Visit vsp.com
2. Click **Find a Doctor**.
3. Search by location, office, or doctor.
4. Complete all required fields.
5. Complete any optional fields to help refine your search results.
6. Click **Search**.



VISION INSURANCE

Vision insurance is provided by Principal – VSP Choice.

Highlights:

- Using a Principal – VSP Choice network provider maximizes your benefit.
- If using a VSP Choice network provider, you do not need to submit your own claims.
- If using a non-network provider you may receive a reduced benefit, which may also require you to submit your own claim.
- Continue to use your current Principal Dental/Vision ID card for 2024, unless making a change to your plan or are a new enrollee. Only new enrollees or plan changes will receive new ID cards for 2024.

Vision Insurance Summary

Covered Charges	Benefit	Frequency
Exams	\$0 copay	1 per 12 months
Prescription Glasses	\$10 copay	
Lenses	Single vision, lined bifocal, lined trifocal, and lenticular lenses; polycarbonate lenses for dependent children under age 18.	1 pair per 12 months
Frames ¹	Up to \$250 allowance for a wide selection of frames; 20% off amount over allowance.	1 set per 12 months
Elective Contacts	Up to \$60 copay for standard and premium elective contact exams (fitting and evaluation). Up to \$250 allowance for elective contacts.	1 per 12 months Instead of lens and frames benefit
Necessary Contacts ²	\$10 copay Covered in full for members who have specific conditions. Contact lenses can be chosen instead of glasses.	1 per 12 months Instead of lens and frames benefit
Lens Enhancements ³	\$0 copay for standard progressive lenses Most other popular options are covered after a copay, saving members an average of 30%. Members should see their doctor for special pricing on additional lens enhancements.	1 per 12 months
Additional Savings ³	Savings on laser vision correction and additional pairs of prescription glasses and non-prescription sunglasses.	

¹ VSP has agreements established with some participating retail chain providers that may also provide benefits for this covered service. Up to a \$135 allowance is given for a wide selection of frames from Costco or Walmart/Sam's Club. Not all providers at participating retail chains are in-network for exam services. Please talk to your provider or contact VSP customer care for further details.

² Prescribed to correct extreme visual problems that cannot be corrected with regular lenses.

³ Based on applicable laws; benefit may vary by doctor location. Savings may not apply at participating retail chains.

LIFE INSURANCE



Life insurance is provided by Principal.

Highlights:

- 100% Employer-paid Group Term Life and Accidental Death and Dismemberment (AD&D) Insurance (employee) and Dependent Term Life Insurance (spouse and dependent children). **No cost to employee.**
- Voluntary Term Life Insurance maximum amounts: Employees \$500,000, Spouse \$200,000, and Child(ren) \$10,000.
- Voluntary Term Life Insurance can increase/enroll up to two increments without proof of good health. Any election over the two increments will require a statement of good health.¹

Group Term Life and AD&D Insurance		Dependent Term Life Insurance	
Group Life Benefit (Covered for Full-Time Employees at no cost) and AD&D	1x Salary up to \$50,000	Spouse Life Benefit	\$5,000
Benefit Age Reduction	35% reduction at age 70 and an additional 20% reduction at age 75	Child(ren) Life Benefit	Less than 6 Months: \$1,000 6 Months up to Age 26: \$2,000

Voluntary Term Life and AD&D Insurance		
	Employee	Spouse ²
Voluntary Term Life and AD&D Benefit (At the cost/discretion of the employee)	Increments of \$10,000 Minimum amount: \$10,000 Maximum amount: \$500,000	Increments of \$5,000 Minimum amount: \$5,000 Maximum amount: \$200,000
Guaranteed Coverage Amount (Only at time of initial enrollment)	Under age 70: \$150,000 Age 70 and over: \$10,000 Proof of good health is required for amounts greater than Guaranteed Amount.	Under age 70: \$30,000 Age 70 and over: \$10,000 Proof of good health is required for amounts greater than Guaranteed Amount.
Benefit Age Reduction	35% reduction at age 70 and an additional 20% reduction at age 75	35% reduction at age 70 and an additional 20% reduction at age 75
Voluntary Child(ren) Life Benefit (At the cost/discretion of the employee)²	For eligible children 14 days of age up to age 26, employees may elect coverage in the amount of: \$2,500, \$5,000, \$7,500, or \$10,000. For eligible children under 14 days of age, employees who elect child coverages receive \$1,000 of coverage. Child benefits cannot exceed 50% of the employee's coverage.	

¹ For more information on increasing coverage or new enrollment, see the **Voluntary Term Life – Open Enrollment** handout, located in SharePoint.

² Employee coverage is required to elect spouse/child(ren) coverages, which cannot exceed 50% of the employee's coverage.

Disability insurance is provided by Principal.

Highlights:

- Short-Term Disability (STD) insurance is **100% Employer-paid**.
- Long-Term Disability (LTD) insurance is **100% Employer-paid**.
- STD maximum weekly benefit up to \$1,000 weekly.
- LTD maximum monthly benefit up to between \$6,000 and \$10,000 a month.

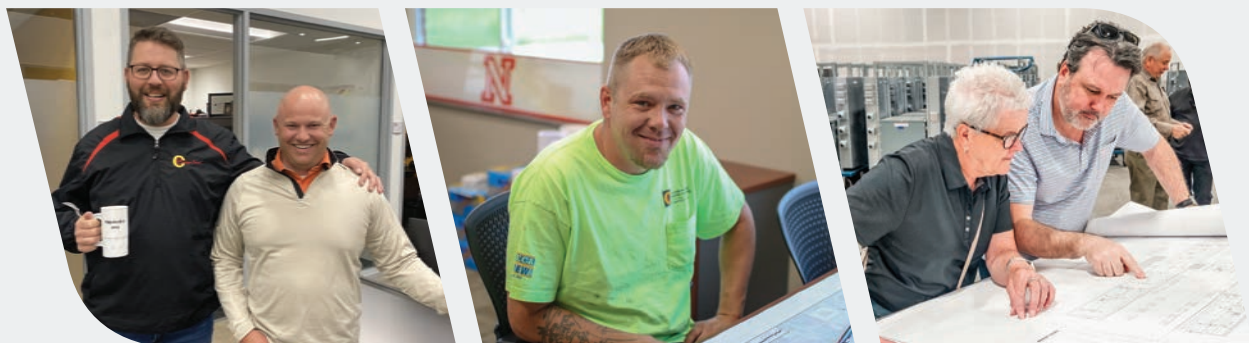
Short-Term Disability (STD) – 100% Employer-Paid

Percent of Salary	60%
Maximum Weekly Benefit	Up to \$1,000 Weekly ¹
Maximum Benefit Duration	Up to 12 Weeks
Elimination/Waiting Period	7 calendar days due to accident 7 calendar days due to sickness (Benefits begin on day 8 for disability due to accident or sickness)

Long-Term Disability (LTD) – 100% Employer-Paid

Percent of Salary	60%
Maximum Monthly Benefit	Based on position. Maximum amounts vary between (up to) \$6,000 and \$10,000 a month. ¹
Elimination/Waiting Period	90 calendar days

¹ Payment dates are subject to claim submission and approval, and payment of benefit may not align specifically with benefit beginning date.



VOLUNTARY BENEFITS



Call the Benefits Center at
1-833-703-1967
employer code 7617004

8 AM - 5 PM CST
(excluding weekends and holidays)

If all Benefits Center lines are busy, please LEAVE a message stating 1) Your Name, 2) Your Employer, and 3) a Phone Number to call you back at.

Before you call:

- Gather any information you may need to enroll, such as dependents' names, birthdates, Social Security numbers, and addresses.
- This call will be recorded and a benefit counselor will answer any questions you have and complete your enrollment over the telephone.

With most Colonial Life Insurance products:

- Benefits are paid CASH directly to you, unless you specify otherwise.
- You can KEEP coverage with the SAME cost and SAME benefits when you retire or change jobs.
- You're paid regardless of any other insurance you may have with other insurance companies.
- The ability to protect your income and assets if an injury, illness, or disability occurs.
- The convenience of premium payment through payroll.
- Coverage is available for your spouse and dependent children.

Whole Life Insurance (After-Tax) GUARANTEED ISSUE available!

- Permanent insurance for the insured's whole life (to age 100) with no health questions for Guaranteed Issue face values and only two health questions (no height or weight questions) for face values above GI amounts.
- NEW – Guaranteed Issue for Juvenile policies.
- Guaranteed level death benefit amount and guaranteed cash value.
- Stand-alone policies for children and grandchildren.
- Chronic Care Benefit Rider available.

Group Accident Insurance (Pre-Tax)

- Helps pay unexpected medical expenses from lacerations, fractures, and other injuries.
- Helps pay major medical deductibles and copayments if you're confined to a hospital from a covered accident.
- Covers you 24/7 on and off the job.
- Covers children in all their school-sponsored sports, club sports, and school activities through the collegiate level.
- Wellness benefit included for screening exams.

Cancer Insurance (Pre-Tax)

- Helps pay out-of-pocket expenses not covered by major medical plans.
- A benefit is triggered for some treatments and services on a daily basis. Other benefits are paid in lump sums. It generates money paid directly to you. These benefits are to be used by you to offset your direct and indirect expenses.
- This plan is to give you the peace of mind when you go to centers of excellence and give you peace of mind to get well while we provide benefits for you to help pay the bills.
- Coverage includes, but is not limited to, initial diagnosis, treatment, inpatient care, transportation and lodging, and experimental treatment.
- Wellness benefit included for screening exams.
- Initial Diagnosis Rider can now provide a benefit up to \$10,000.

Hospital Confinement Insurance (Pre-Tax)

- Helps offset the gaps caused by copayments and deductibles that are not covered by most major medical plans.
- Provides benefits for hospital admission (including delivery of a child), rehabilitation units, and wellness tests, and includes a waiver of premium benefit.
- Wellness benefit included for screening exams.



401(K)

We are excited to announce that our 401(k) Plan, previously with Nationwide, will move to John Hancock effective January 1, 2024. John Hancock will be our 401(k) Plan provider and recordkeeper. You may invest up to 100% of your eligible earnings in a 401(k) tax-deferred saving plan or a Roth 401(k) saving plan to the maximum annual dollar limit set by the IRS, which is \$23,000 for 2024. If you are 50 years of age or older, you may also contribute a catch-up contribution of \$7,500 for 2024. You are always 100% vested in your 401(k) contributions.

FREQUENTLY ASKED QUESTIONS

New Employees	
Who's eligible? All employees, minimum 21 years of age.	When am I eligible? First day of the month following three months of employment.
How do I sign up? HR will reach out to you the month prior to your eligibility, or you can reach out to HR sooner.	How do I invest my elections? You may choose your investment elections from a list of available options. Contact one of our advisors for help.
What if I do not sign up? You will automatically be enrolled at 3% (but will be able to adjust/stop contributions when you elect to do so).	Can I roll over/transfer funds from a previous employer's 401(k)? Yes! Notify HR, then complete the Inbound Rollover Form.

Current Employees
Who are our 401(k) providers? <ul style="list-style-type: none"> John Hancock is our Plan provider and recordkeeper. Benefit Management is our 401(k) advisor, providing free financial consultations.
How do I make changes to my contributions? Contact HR.
When can I make contribution changes? Any time. Changes made prior to the 401(k) change cutoff timeline will reflect on your next paycheck.
How do I make changes to my investment elections/portfolio? Through online access to your account, you can review and make changes to your investment selections.
What if I have not set up my online access to my account? Contact HR.

Whether you're a new employee, or just need advice about growing your wealth in a 401(k), reach out to any of our advisors at Benefit Management below for a **free** consultation.



Troy Shreve, CLU
President
(402) 420-7776 Ext. 13
tshreve@benefit-management.com



Brian Boesiger, LUTCF
Financial Representative
(402) 420-7776 Ext. 21
brian@benefit-management.com



Dan Duren, CLU, ChFC, ChHC, LUTCF
Financial Representative
(402) 420-7776 Ext. 14
dand@benefit-management.com



Dustin Will, ChFC
Financial Representative
(402) 420-7776 Ext. 11
dustin@benefit-management.com

EMPLOYEE OWNERSHIP

INS AND OUTS OF ESOP

Whether you're new or just need a refresher, here's an overview of our Employee Stock Ownership Plan, or ESOP for short.

WHAT is employee ownership?

An Employee Stock Ownership Plan (ESOP) is a long-term employee retirement plan which makes [you] the employees of Commonwealth beneficial owners of stock. It creates a direct link between Commonwealth and employee interests.

WHY employee ownership?

The previous owners believed that sharing ownership was the right thing to do. They wanted the employees to benefit from and share in the value they create by doing their jobs well while making their careers at Commonwealth.

HOW does employee ownership benefit me?

The ESOP provides a way to build wealth WITHOUT investing your own money. You DO NOT pay into the ESOP; the company funds it on your behalf! The ESOP provides a chance to own part of your company—share in the rewards of ownership!

HOW do I sign up?

Trick question—you don't! No action is required to join and there is no cost to you, whatsoever. You will automatically become a member of the ESOP once you have worked for the company for three consecutive months and logged at least 500 hours.

HOW do I get shares?

Each participant in the plan has an account, and each year shares are allocated among the eligible participants based on relative pay.

Relative Pay = Your % of the total "eligible" pay of ESOP participants

HOW is Commonwealth Electric's share price calculated?

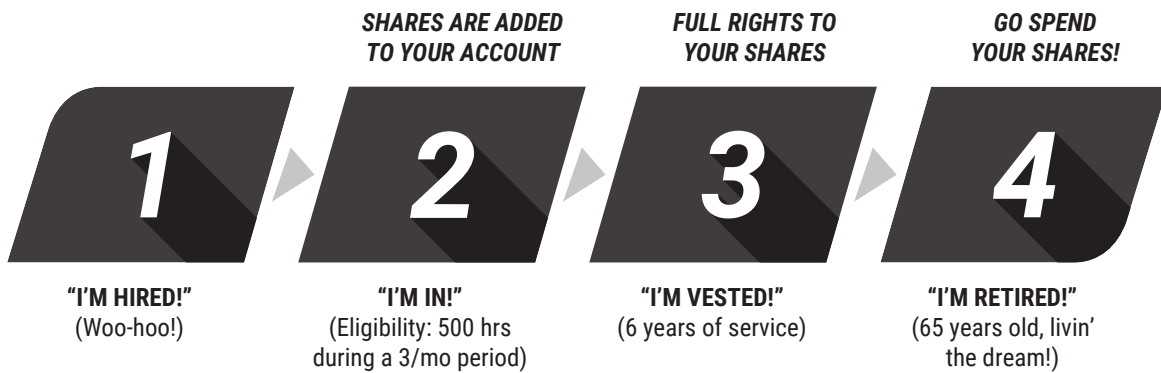
Enterprise Value : What would a willing third party pay for the company?
- Company Debt : How much of the value of the company do we owe to creditors?
= Total Equity Value : How much of the value of the company is "free and clear" to the owners?

$$\frac{\text{Total Equity Value}}{\text{\# of shares}} = \text{Price Per Share}$$

EMPLOYEE OWNERSHIP

ESOP MILESTONES

From Hired to Retired, here's how your plan will look over the years.



HAVE QUESTIONS?

For more information, ask any member of our Employee Ownership Committee, or contact Cathy Maddox at cmaddox@commonwealthelectric.com.



Cathy Maddox
Corporate



Emily Schamber
Corporate



Lindsay Selig
Corporate



Ashley Huinker
Des Moines



Mark Hollingworth
Des Moines



Seth Richert
Estimating



LeAnn Whitehead
Phoenix Expo



Jennifer Sutherland
Tucson Expo



Andy Sueper
Greater NE



Hannah Masters
Lincoln



Jamee (Gray) Strickland
Omaha



Jody Boeckman
Omaha



J.T. Holmes
Omaha



Rich Scheuermann
Phoenix



Robin Hancock
Rydalch Electric



Terri Beilman
Tucson

ADDITIONAL SERVICES



These services are available to full-time employees working a minimum of 30 hours per week who are not already covered by a Collective Bargaining Agreement.

Employee Assistance Program (EAP)

With an Employee Assistance Program, or EAP, you and your family have access to **free, confidential** resources to help handle life's everyday—and not so everyday—challenges. You might use your EAP to help manage stress, handle relationship issues, balance work and life, work through grief, cope with anxiety, and more. Plus, your EAP gives you access to discounts on major brands and everyday needs.

SERVICES FOR YOU AND YOUR FAMILY

Your EAP offers these services to help you and your family deal with the big and little things.

In-person or virtual counseling

One valuable way to work through personal or work issues is by talking with a professional. You and your family can meet with a licensed, EAP professional in person, via text message, or by live chat, video, or phone sessions. **Three counseling sessions per year** are included.

Work-life web services

You and your family can access webinars, live talks, and articles on topics such as child and elder care, education, parenting, and more.

Legal, financial, and identity theft services

You and your family have access to these services:

- **Legal services.** Receive a free 60-minute consultation to help deal with issues such as car accidents or family law.
- **Financial wellness.** Receive three free 30-minute consultations. This may include help with budget planning, debt consolidation, or retirement planning.
- **Identity theft resources.** Receive a free 60-minute consultation to help restore your identity if stolen.

HELP WHEN AND WHERE YOU NEED IT—DAY OR NIGHT

Life's challenges don't always happen during regular business hours. That's why you and your family have 24/7 access to your EAP.



(800) 450-1327

International: (800) 662-4504
TTY: 711



[Member.MagellanHealthcare.com](https://www.membermagellanhealthcare.com)

When you create an account, enter **Principal Core** as the program name.

Travel Assistance Program

NEAR OR FAR, YOU'RE COVERED

No matter where you're going—on a cross-country flight, a short road trip, or a destination requiring a passport—consider AXA your trusted travel companion. This program helps address the challenges of travel like:

Lost or stolen items

We all hope it won't happen to us, but it could. Lost items are a travel reality. AXA can help you recover or replace lost or stolen items (including cash and credit cards) so you don't miss a beat.

Medical assistance

Getting sick or hurt while traveling is no picnic. AXA is there when you need it most to assist with finding medical and dental care when you're away from home.

Call AXA when you're traveling and need assistance.



(888) 647-2611 in the US
(630) 766-7696 call collect outside the US

Learn more and plan for your trip with AXA's website: principal.com/travelassistance



Commonwealth Holdings, Inc.



**Commonwealth
Electric Company**
of the Midwest



**RYDALCH
ELECTRIC, INC**
a Commonwealth Company

QUESTIONS?

Contact our HR team for more information.

General HR and Wellness:

Lindsay Selig

lselig@commonwealthelectric.com
(402) 473-2293

Insurance, HSA/FSAs, and 401(k):

Barb Frank

bfrank@commonwealthelectric.com
(402) 473-2250

Employee Ownership:

Cathy Maddox

cmaddox@commonwealthelectric.com
(402) 473-2225

View full benefits at [[SharePoint>CECM Forms>Human Resources>2024 Benefits](#)]
or online at commonwealthelectric.com/benefits