



**Commonwealth  
Holdings, Inc.**



**Commonwealth  
Electric Company**  
of the Midwest



**RYDALCH  
ELECTRIC, INC.**  
a Commonwealth Company



# 2025 EMPLOYEE BENEFITS







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## Dear Employee,

Welcome to the 2025 Employee Benefits guide! While there are a few updates to our benefits, Commonwealth continues to offer you comprehensive benefits to support the health and well-being of you and your family, provide financial security in the event of your disability or death, and help you save and plan for your future retirement.

### What's Inside:

Inside this guide, 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 adjust your benefits, this guide will serve as your go-to resource.

Understanding your benefit options and making the right decisions are important steps for you and your family. Please review the content carefully and refer to our 2025 Employee Benefits webpage ([commonwealthelectric.com/benefits](https://commonwealthelectric.com/benefits)) for additional information. We encourage you to review your current selections and make any necessary adjustments to ensure your benefits align with your unique needs.

We are thrilled by the large number of employees participating in wellness activities offered through the Wellness Program. **Free or discounted health insurance** is now offered as a reward option to all employees who reach Tier 3 in our Wellness Program. The earned health insurance value is based on single coverage; however, the same earned benefit can be applied to other coverage levels as well! The details of the wellness program are outlined in this benefits guide and on the [2025 Employee Benefits webpage](#).

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

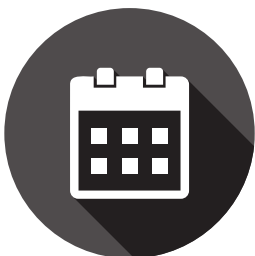
Thank you for being an invaluable member of Commonwealth. Your commitment and hard work are truly appreciated. We are excited to continue offering you a comprehensive benefits package that supports your well-being and success.

**Warm regards,**

Your HR Team



**Key Dates:** Open Enrollment begins **Monday, November 25, 2024** and ends **Friday, December 6, 2024**.



## ***Open Enrollment 2025 is November 25, 2024 - December 6, 2024.***

**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 2025 benefits contained in this guide or view full benefits at **[SharePoint>CECM Forms>Human Resources>2025 Benefits]** or online at [commonwealththelectric.com/benefits](http://commonwealththelectric.com/benefits).

**Current Employees:** Please see list of available webinars below for opportunities to learn more about your 2025 benefit offerings.

**New Hires:** You will receive a Teams benefit 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 guide (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):

- Monday, November 25 @ Noon (CT)
- Tuesday, December 3 @ Noon (CT)
- Wednesday, December 4 @ 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>2025 Benefits]**

# 2025 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 <sup>1</sup> per \$1,000

Age	Employee	Spouse <sup>2</sup>
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.

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

<sup>2</sup> Spouses are charged based upon their individual age (as of 1/1/2025).



# 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 2025 benefit plan year runs November 25 through December 6, 2024, with coverage changes effective January 1, 2025. 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. Enrollments can be completed on your desktop or mobile device.
  - 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.  
**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. Enrollments can be completed on your mobile device.
- 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.
    - **Note:** All dependents (spouse and children under age 26) must be listed to be eligible for the **free** term life insurance provided by Commonwealth.
  - **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 Google Chrome 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 2025: a Traditional/Copay plan and a qualified High Deductible plan (which is HSA eligible).

## Highlights:

- Continue to use your current BCBSNE ID card for 2025, unless making a change to your plan or are a new enrollee. Only new enrollees or plan changes will receive new ID cards for 2025.
- **Changes to ACA Preventative Services:** Starting January 1, 2025, there will be updates to ACA preventative services. Cost shares will apply to services outside of these preventative measures. View these services [here](#).
- **New** for 2025, members with Prediabetes as well as Type 2 Diabetes can enroll in Virta – a provider-led, research-based treatment program that can help reverse Prediabetes and Type 2 Diabetes at no cost to you. More information provided on page 8.
- 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)
<b>In-Network Preventative Services</b>	100% Covered	100% Covered
<b>Copay</b>	\$50 Copay/visit	None
<b>In-Network Deductible</b>	\$2,000 - Single \$4,000 - Family	\$3,300 - Single \$6,000 - Family
<b>In-Network Coinsurance</b>	20% (After deductible met)	20% (After deductible met)
<b>Maximum In-Network Out-of-Pocket Limit</b>	\$5,000 - Single \$10,000 - Family	\$5,950 - Single \$11,900 - Family
<b>In-Network Prescription</b>	\$10 Generic - Deductible waived \$35 Preferred - Deductible waived \$70 Non-preferred - deductible waived	20% Coinsurance
<b>In-Network Outpatient Mental/Behavioral Health or Substance Abuse Services</b>	Office Visit: No charge Other Outpatient Services: 20% Coinsurance	20% Coinsurance

## myNebraskaBlue

Quickly access the latest details about your coverage, view your member ID card, and keep tabs on your deductible and claims – all in one place. Download the myBlue Nebraska app for on-the-go access or visit [myNebraskaBlue.com](https://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 2024 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](https://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 2025 and complete the worksheet below.

	<b>Your 2024 Health Insurance Costs (Use your EOBs to complete this column)</b>	<b>Your Estimate on the 2025 High Deductible Plan</b>	<b>Your Estimate on the 2025 Traditional/Copay Plan</b>
<b>Annual Insurance Premiums (Weekly cost x 52 pay periods)</b>			
<b>Total of All Office Visit Copays</b>		Not Applicable	
<b>Total of All Office Visit Costs Subject to Deductible</b>			Not Applicable
<b>Total of All Other Deductible Costs</b>			
<b>Total Coinsurance Costs</b>			
<b>Total of All Prescription Copays</b>		Not Applicable	
<b>Total of All Deductible Costs for Prescriptions</b>			Not Applicable
<b>Possible Employer HSA Contribution</b>		-\$200 (single coverage) OR -\$400 (other coverage) <sup>1</sup> -\$476.32 (single coverage) <sup>2</sup>	Not Applicable
<b>Total Each Column for Comparison</b>			

<sup>1</sup> Available as Tier 2 Wellness Program Reward. <sup>2</sup> Available as Tier 3 Wellness Program Reward. See pages 10-11 for more details.

# HEALTH INSURANCE TOOLS



Did you know our health insurance goes beyond basic care? With Blue Cross and Blue Shield of Nebraska, you gain access to a wealth of additional tools and resources designed to enhance your well-being. Discover extras available to you on the SharePoint site or [benefits website](#).



## **Amwell: Telehealth Services**

Blue Cross and Blue Shield of Nebraska members have access to telehealth services through Amwell and can connect with healthcare and behavioral health services. Download the Amwell app to register or visit [NebraskaBlue.com/Telehealth](https://NebraskaBlue.com/Telehealth).



## **Wellframe: Health Services**

Free one-on-one, personalized support with our Blue Cross and Blue Shield health plans. With this care program, nurse care managers will support and guide you to better health. Whether that is to reduce your risk for illness, improve weight loss, or better manage a health condition or a complex health problem. Download the Wellframe app and enter your member ID when prompted (access code NEWELL will be prepopulated).



## **Virta: Type 2 Diabetes Reversal Program**

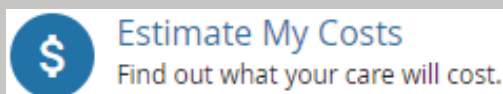
If you have prediabetes or type 2 diabetes, our Blue Cross and Blue Shield health plans fully cover the cost of Virta! Virta is a provider-led, research-backed treatment program. Patients can lower their blood sugar and A1C, all while reducing the need for diabetes medications and losing weight. Visit [NebraskaBlue.com/Diabetes](https://NebraskaBlue.com/Diabetes) to learn more.

## **ESTIMATE YOUR MEDICAL COSTS**

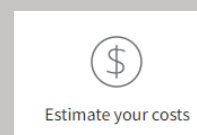
Did you know that different facilities can charge different prices for the same medical procedure? You can “shop” prices before your procedure and potentially save hundreds of dollars. Just follow these simple steps:

- Log on to [myNebraskaBlue.com](https://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. <sup>1</sup>
- Select “Estimate Your Costs.” <sup>2</sup>
- 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



2



Optum Financial (Optum) is our Health Savings Account (HSA) and Flex Spending Accounts (FSA) administrator. 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 90 days after the plan year ends to submit FSA claims on expenses incurred in that plan year.

	<b>Health Savings Account</b>	<b>Limited Scope Flexible Spending Account (FSA)</b>	<b>Medical Flexible Spending Account (FSA)</b>	<b>Dependent Care Flexible Spending Account (FSA)</b>
<b>Who Can Contribute?</b>	Employee and Employer <sup>1</sup>	Employee	Employee	Employee
<b>Annual Contribution Limits</b>	\$4,300 - Single \$8,550 - Family (\$1,000 - Catch-up) <sup>2</sup>	\$3,300	\$3,300	\$5,000 - Individuals or Married couples filing jointly \$2,500 - Married, filing separately
<b>Account Ownership</b>	Employee	Employer	Employer	Employer
<b>When Are Funds Available?</b>	As deposited into HSA account	The first day of the plan year	The first day of the plan year	As you contribute
<b>Options to Change Contribution</b>	Can change election amount weekly <sup>3</sup>	Can only change election amount if you experience qualifying life events. <sup>4</sup>	Can only change election amount if you experience qualifying life events. <sup>4</sup>	Can only change election amount if you experience qualifying life events. <sup>4</sup>
<b>Carry-Over Option?</b>	Yes - unlimited amount each year	\$660	\$660	No carry-over allowed
<b>Potential Uses</b>	IRS Qualified Medical Expenses <sup>5</sup>	Dental and Vision Associated Costs	IRS Qualified Medical Expenses <sup>5</sup>	Dependent Care Costs (Daycare, etc.)

<sup>1</sup> Potential Tier 2 Wellness reward up to \$200 for single and \$400 for any other health insurance tier in 2025. Potential Tier 3 Wellness reward for single coverage.

<sup>2</sup> For employees who are 55 and older in 2025, the payroll system is set up to allow you to make this contribution, should you so elect.

<sup>3</sup> 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.

<sup>4</sup> Examples: Marriage, divorce, childbirth, etc.

<sup>5</sup> 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, we believe our people are our greatest asset.** Our goal is to provide a safe and empowering work environment that fosters growth and well-being for our employees. To achieve this, we are committed to supporting our employees in maintaining a healthy lifestyle both inside and outside the workplace.

Our wellness program was designed to promote healthy habits and mindful living among Commonwealth employees. By participating in various wellness-related activities and tasks, you can earn points that lead to exciting rewards. One of our top rewards includes **free or discounted health insurance**, now available to all employees who reach Tier 3 in our wellness program. The value of the earned health insurance is based on single coverage, but it can also be applied to other coverage levels.

**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 2025.

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



## 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](https://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](#) and get started earning wellness points for wellness rewards.

Download the app by scanning the QR codes on the right, or continue to access the portal using the website [link](#).



## WELLNESS REPRESENTATIVES

*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 Spence  
Des Moines



Melanie Hamner  
Expo Services



Jennifer Olson  
Greater NE



TBD  
Lincoln



Brianna Ouedraogo  
Omaha



Steve Ercius  
Phoenix



Dave Smith  
Rydalch Electric



Sonya Delgado  
Tucson

# DENTAL INSURANCE



Dental insurance is provided by Principal.

## Highlights:

- Maximum benefit of \$1,500 per person per calendar year.
- Maximum accumulation: Some of your unused annual benefit maximum can be carried over to the next year if you have had a dental service performed within the calendar year and used less than the maximum threshold.
- Access your Dental account at [Login - Principal](#)
- Continue to use your current Principal Dental/Vision ID card for 2025, unless making a change to your plan or are a new enrollee. Only new enrollees or plan changes will receive new ID cards for 2025.

## Dental Insurance Summary

	In-Network Calendar Year Deductible	In-Network Coinsurance (Policy Pays)	In-Network Calendar Year Maximum
<b>Preventive</b>	\$0	100%	\$1,500
<b>Basic</b>	\$50	80%	\$1,500
<b>Major</b>	\$50	50%	\$1,500

**Family deductible** = 3 x 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](https://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](https://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 2025, unless making a change to your plan or are a new enrollee. Only new enrollees or plan changes will receive new ID cards for 2025.
- To create your VSP account, go to <https://www.vsp.com/> and click on **Create an Account**. Your Member ID # is listed on the top of your Principal Dental/Vision ID card.

### Vision Insurance Summary

Covered Charges	Benefit	Frequency
<b>Exams</b>	\$0 copay	1 per 12 months
<b>Prescription Glasses</b>	\$10 copay	
<b>Lenses</b>	Single vision, lined bifocal, lined trifocal, and lenticular lenses; polycarbonate lenses for dependent children under age 18.	1 pair per 12 months
<b>Frames <sup>1</sup></b>	Up to \$250 allowance for a wide selection of frames; 20% off amount over allowance.	1 set per 12 months
<b>Elective Contacts</b>	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
<b>Necessary Contacts <sup>2</sup></b>	\$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
<b>Lens Enhancements <sup>3</sup></b>	\$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
<b>Additional Savings <sup>3</sup></b>	Savings on laser vision correction and additional pairs of prescription glasses and non-prescription sunglasses.	

<sup>1</sup> 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.

<sup>2</sup> Prescribed to correct extreme visual problems that cannot be corrected with regular lenses.

<sup>3</sup> 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) is provided for employees, along with Dependent Term Life Insurance for spouse and dependent children, at **no cost to the employee**. To ensure coverage, spouses and dependent children under the age of 26 must be listed as dependents in the Ease system.
- 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.<sup>1</sup>

Group Term Life and AD&D Insurance	
<b>Group Life Benefit</b> (Covered for Full-Time Employees at no cost) and AD&D	1x Salary up to \$50,000
<b>Benefit Age Reduction</b>	35% reduction at age 70 and an additional 20% reduction at age 75

Dependent Term Life Insurance	
<b>Spouse Life Benefit</b>	\$5,000
<b>Child(ren) Life Benefit</b>	Less than 6 Months: \$1,000 6 Months up to Age 26: \$2,000

Voluntary Term Life and AD&D Insurance		
	Employee	Spouse <sup>2</sup>
<b>Voluntary Term Life and AD&amp;D Benefit (at the cost/discretion of the employee)</b>	Increments of \$10,000 Minimum amount: \$10,000 Maximum amount: \$500,000	Increments of \$5,000 Minimum amount: \$5,000 Maximum amount: \$200,000
<b>Guaranteed Coverage Amount (Only at time of initial enrollment)</b>	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.
<b>Benefit Age Reduction</b>	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
<b>Voluntary Child(ren) Life Benefit (At the cost/discretion of the employee)<sup>2</sup></b>	For eligible children 14 days of age up to age 26, employees may elect coverage in the amount of: <b>\$2,500, \$5,000, \$7,500, or \$10,000</b> . 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.	

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

<sup>2</sup> 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

<b>Percent of Salary</b>	60%
<b>Maximum Weekly Benefit</b>	Based on position. Up to \$1,000 Weekly <sup>1</sup>
<b>Maximum Benefit Duration</b>	Up to 12 Weeks
<b>Elimination/Waiting Period</b>	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

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

<sup>1</sup> 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 phone.

## **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)

John Hancock continues to be our 401(k) Plan provider and recordkeeper. You may vest 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 dollar limit set by the IRS. You are always 100% vested in your 401(k) contributions.

- 401(k) maximum annual elective deferral limit in 2025 is **\$23,500**.
- 401(k) plan catch-up contribution limit for individuals age 50 or over in 2025 other than those who attain age 60, 61, 62, or 63 in 2025 is **\$7,500**.
- 401(k) plan catch-up contribution limit for individuals who attain age 60, 61, 62, or 63 in 2025 is **\$11,250**.

## FREQUENTLY ASKED QUESTIONS

New Employees		Current Employees
<b>Who's eligible?</b> All employees, minimum 19 years of age.	<b>When am I eligible?</b> First day of the month following three months of employment.	<b>Who are our 401(k) providers?</b> <ul style="list-style-type: none"><li>• John Hancock is our Plan provider and recordkeeper.</li><li>• Benefit Management is our 401(k) advisor, providing <b>free</b> financial consultations.</li></ul>
<b>How do I sign up?</b> John Hancock will reach out approximately 40 days prior to your eligibility.	<b>How do I invest my elections?</b> You may choose your investment elections from a list of available options through your online John Hancock account.	<b>How do I make changes to my contributions and my investment elections/portfolio?</b> Log in to your John Hancock 401(k) account.
<b>What if I do not sign up?</b> You will automatically be enrolled at 3% Roth (but will be able to adjust/stop contributions when you elect to do so).	<b>Can I roll over/transfer funds from a previous employer's 401(k)?</b> Yes! Contact one of our 401(k) financial advisors at Benefit Management below.	<b>When can I make contribution changes?</b> Any time. Changes made prior to Thursday, 4:00 p.m. (ET) will be effective the following paycheck.
		<b>What if I have not set up my online access to my account?</b> Access your account/set up your account access <a href="#">here</a> .

Whether you're a new employee or seeking advice on growing your wealth through a 401(k), our advisors at Benefit Management are here to help. Reach out to any of our advisor listed below for a **free** consultation.



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



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



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



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

### **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 the Commonwealth Holdings, Inc. share price calculated?

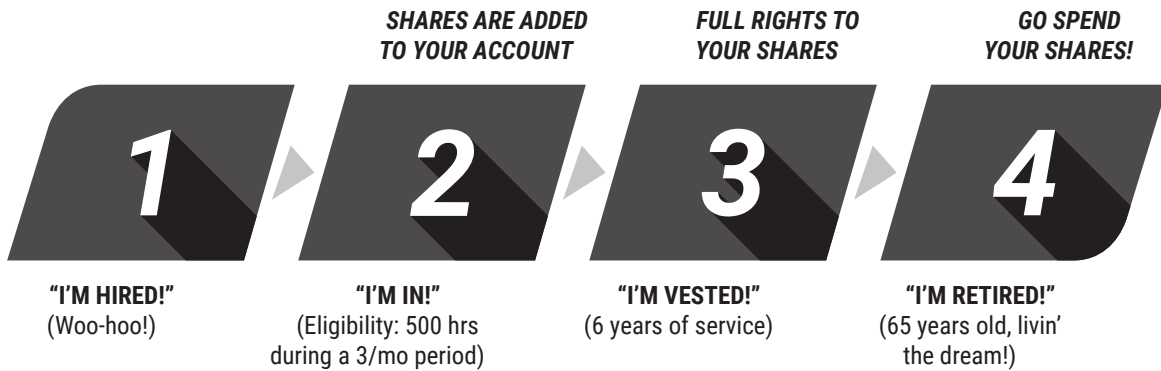
<i>Enterprise Value</i>	: What would a willing third party pay for the company?
<i>- Company Debt</i>	: How much of the value of the company do we owe to creditors?
<i>= Total Equity Value</i>	: How much of the value of the company is "free and clear" to the owners?

<i>Total Equity Value</i>	<i>= Price Per Share</i>
<i># of shares</i>	

# 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.*



Emily Schamber  
Corporate



Lindsay Selig  
Corporate



Ashley Huinker  
Des Moines



Mark Hollingworth  
Des Moines



Seth Richert  
Estimating



Andy Sueper  
Greater NE



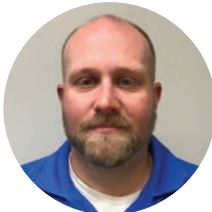
Hannah Masters  
Lincoln



Jamee (Gray) Strickland  
Omaha



Jody Boeckman  
Omaha



J.T. Holmes  
Omaha



Rich Scheuermann  
Phoenix



Robin Hancock  
Rydalch Electric



Terri Beilman  
Tucson



Jennifer Sutherland  
Tucson Expo



# MENTAL WELL-BEING



At Commonwealth, we recognize the importance of mental health and are committed to supporting the well-being of our employees. This page provides an overview of mental health resources and services available to you and your family, including therapy, counseling, and emergency response contacts. For more detailed information, please visit the Mental Well-Being resources on [our benefits website](#). Your mental health matters to us, and we are here to ensure you have the support you need to thrive both personally and professionally.

## Employee Assistance Program (EAP)

- **Free** and **confidential 24/7** access to mental well-being services and resources for you and your family.
- Connect with a professional; access tools and programs; and explore an extensive library of articles, videos, and webinar.
- In-person or virtual counseling – three **free** sessions per family per calendar year.



**(800) 450-1327**  
International: (800) 662-4504  
TTY: 711



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

## Mental Well-Being Resources



### Questions?

Scan the code or call the Member Services number on the back of your ID card.

- Wellframe: Mental and Behavioral Health Care Team. [Download the Wellframe app](#).
  - **Free** nurse support with our Blue Cross and Blue Shield health plans for you and your family's mental and behavioral health needs.
  - Video chat with a licensed therapist. *BCBSNE members will be responsible for their health plan copay or cost shares; non-members will be required to pay the standard cost for a visit.*
- Visit [NebraskaBlue.com/MentalHealth](https://NebraskaBlue.com/MentalHealth)
  - Detailed information to help you identify mental health issues and how to get help.

## Emergency response contacts and mental health resources

- **Suicide and Crises Lifeline:** Call/text 988. Free and confidential, 24/7.
- **Boys Town 24/7 Crisis Hotline:** 800-448-3000.
- **Support for veterans:** 988 option 1, text 838255, or chat [VeteransCrisisLine.net](https://VeteransCrisisLine.net)
- **National Domestic Violence Hotline:** Call, chat, or text. 800-799-SAFE (7233) or TTY: 711. Confidential, 24/7.

**Earn 50 wellness program points for visiting a mental health professional.**

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**

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

## Will & Legal Services

Protect your family, finances, and future by creating important documents with access to resources from Principal.

#### *Legal documents*

- Standard and living wills
- Power of attorney
- Authorization for a minor's medical treatment
- Estate planning education, tools, and resources
- And more

#### *Protect your identity*

- An identity theft victim kit
- Guidebooks and articles

Get started at:

**[aragwills.com/principal](https://aragwills.com/principal)**

## Travel Assistance Program

### NEAR OR FAR, YOU'RE COVERED

No matter where you're going, consider AXA your trusted travel companion. This program helps address the challenges of travel like:

- **Lost or stolen items**
- **Medical assistance**



**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](https://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, Wellness, and  
Employee Ownership:**

**Lindsay Selig**

[lselig@commonwealththelectric.com](mailto:lselig@commonwealththelectric.com)  
(402) 473-2293



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

**Barb Frank**

[bfrank@commonwealththelectric.com](mailto:bfrank@commonwealththelectric.com)  
(402) 473-2250

View full benefits at [Sharepoint>CECM Forms>Human Resources>2025 Benefits]  
or online at [www.commonwealththelectric.com/benefits](http://www.commonwealththelectric.com/benefits)