



BENEFIT SUMMARY

EC Electric offers an excellent and comprehensive benefit plan, covering employees and eligible dependents. These plans provide an employee with a wide range of selections to fit their medical needs if they elect to enroll. Each plan has generous coverage, low co-pays, and excellent benefits. Here is a general summary of the coverage options:

Health Insurance

HMO Option:

Kaiser Permanente

Preferred Provider Options:

Harrison Trust (Cigna Network) or Multi-Plan Network is outside of OR or Southwest WA.

Providence Health Plan (Providence Option Advantages)

EC Electric pays the majority of the monthly health insurance premium; the employee share ranges between \$225 to \$275 (based on the selected health plan) per month. These premium amounts will be deducted from your payroll check.

Dental and Vision

Dental coverage is provided by Harrison Trust and Willamette Dental. If desired, you may choose the Kaiser Dental Plan regardless of the plan you select for medical insurance. Vision coverage for Trust and Providence is provided by Vision Service Plan (VSP).

When Health Insurance Begins

Medical insurance for full-time employees, not subject to collective bargaining agreements, begins after approximately 60-90 days depending on start date.

For example: if you start on January 1st, your medical coverage would begin on April 1st.

Another example: if you start work on June 25th, your medical coverage would begin on September 1st.

Office Location	Medical	Prescription	Dental	Vision
<u>Oregon</u>	Trust	Providence	Trust or Willamette	VSP
	Providence			
	Kaiser	Kaiser	Kaiser	Kaiser
<u>Washington</u>	Trust	Providence	Trust or Willamette	VSP
<u>Idaho/Montana</u>	Trust	Providence	Trust or Willamette	VSP
<u>Utah</u>	Trust	Providence	Trust or Willamette	VSP
<u>Colorado</u>	Trust	Providence	Trust or Willamette	VSP



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Life and Long-Term Disability

EC Electric partners with Unum to offer Group Life and Long-Term Disability benefits. We provide Group Life coverage equivalent to two times the employee's annual salary with a maximum benefit of \$500,000. Spouses are covered for \$1,000 and dependent children for \$1,000. Our Long-Term Disability Insurance Policy is no cost to employees and provides a monthly benefit of 66 2/3% of monthly earnings to a maximum of \$11,000.

Accidental Death & Dismemberment

EC Electric pays for employees to have coverage of four times their annual salary. Employees may purchase additional coverage for themselves and their family.

401(k) Plan

We offer a 401(k) plan with several mutual fund options and the resource of a financial advisor to assist employees. Enrollment is effective the first day of the month following hire. EC Electric matches employee contributions at a percentage determined annually. For the fiscal year, that match is 40%.

2023 contribution limits have been raised to \$22,500 with a \$7,500 catch up contribution for participants 50 and older.

100% vesting of employer contribution is attained upon completion of six years of employment; vesting grows incrementally between hire and completion of six years of employment.

This is an automatic enrollment program and contributions of 4% of salary begin after 30 days of employment. An employee has the ability to voluntarily decline in participation once enrolled.

Voluntary Life Insurance

Employees may elect to purchase additional life insurance through Unum in increments of \$10,000 for themselves, \$5,000 for their spouse or eligible domestic partner and \$10,000 for child / children at a nominal monthly charge.

Premium payments are made through regular payroll deductions. This is portable coverage and more information on plan coverage, eligibility and exclusions will be provided to you. Please contact Unum with any questions, (866) 679-3054).

Flex Plan

To help offset medical and dependent care expenses, we offer a flex plan benefit that enables payment for qualified expenses pre-tax. This benefit is approved by the Internal Revenue Service and is often referred to as a 'Section 125' plan.

Employees are eligible to participate in the dependent care reimbursement portion of the plan the first of the month following the date of hire. Employees may also utilize the medical reimbursement portion of the plan, on the date they become eligible for medical coverage.

Bonuses and Time-Off

Bonus:

Bonuses are given out yearly on a discretionary basis based on company performance.

Paid Time Off:

During your first year of employment, you are entitled to begin using your PTO only after successful completion of your 90-day probationary period. PTO is calculated according to your anniversary date as follows:

- Beginning your 1st day of employment: 5 hrs/pay period, totaling 3 weeks
- Beginning your 3rd year of employment: 6.66 hrs/ pay period, totaling 4 weeks
- Beginning your 6th year of employment: 8.33 hrs/ pay period, totaling 5 weeks
- Beginning your 15th year of employment: 10 hrs/pay period, totaling 6 weeks

Volunteer Time:

Employees are encouraged to participate in community volunteer activities. To support this goal, eligible employees will have access to 40 hours of paid volunteer time off (VTO) each year for volunteer service. Employees are eligible for this benefit after completing their probationary period. Employees using volunteer time off may only volunteer at non-profit organizations that hold 501(c)(3) tax status.

The volunteer opportunity must occur during a normally scheduled workday.