

EMPLOYEE TOTAL WELLBEING STATEMENT

Central Iowa Power Cooperative offers employees a comprehensive benefits package focused on the personal and professional wellbeing of our employees.

 HEALTH CARE	 PAID TIME OFF	 RETIREMENT	 INSURED INCOME PROTECTION	 WELLNESS	 RECOGNITION AND EVENTS
<ul style="list-style-type: none"> ■ Health Insurance ■ Dental Insurance ■ Vision Insurance ■ Cancer Insurance ■ Flexible Spending Account / Health Savings Account ■ Biometric Screenings ■ Flu Shot Clinic (CR) 	<ul style="list-style-type: none"> ■ Paid Time Off (PTO) ■ 10 Holidays <ul style="list-style-type: none"> New Years Day Good Friday Memorial Day 4th of July Labor Day Thanksgiving Day After Thanksgiving Christmas Eve (1/2 day) Christmas Day New Years Eve (1/2 day) ■ Bereavement 	<ul style="list-style-type: none"> ■ Defined Benefit Plan: Pension Plan ■ Defined Contribution Plan: 401(k) Plan ■ Annual CIPCO Retirement Plan Educational Meeting ■ Free Individual Retirement Planning with CAPTRUST 	<ul style="list-style-type: none"> ■ Short-Term Disability ■ Long-Term Disability ■ Group Life Insurance ■ Dependent Life Insurance ■ Accidental Death & Dismemberment Insurance Provided ■ Business Travel Accident Insurance ■ Voluntary Accident Insurance ■ LifeLock Identity Theft Protection ■ Supplemental Life Insurance 	<ul style="list-style-type: none"> ■ Employee Assistance Program ■ Wellness Program & Events ■ CPR Certification Classes 	<ul style="list-style-type: none"> ■ Annual Employee Celebration Event ■ Service Anniversary Recognition ■ Group Outings ■ Life Events Recognition ■ Holiday Celebrations ■ Year-End Gift ■ Annual Trainings ■ Professional Development Opportunities ■ Frequent Safety Meetings, Trainings & Communications ■ Annual Employee Engagement Survey