

NRECA GROUP BENEFIT PROGRAMS



NRECA's Group Benefit Programs are designed to allow your co-op to offer the highest quality benefit plans possible to your employees, while helping manage its costs. Each NRECA program is an employee benefit unique to the electric cooperative community. There are many advantages your co-op and its employees can benefit from, such as:

- We leverage our "strength in numbers" to negotiate with best-in-class partners
- Integrated benefit solutions can simplify your benefits administration
- We serve only cooperatives, so our focus is you and your needs
- We are managed by a board of trustees from co-ops, elected by you
- Co-ops participate in shaping our programs
- Service is provided by NRECA and Cooperative Benefit Administrators (CBA), a subsidiary of NRECA
- Unique pooling formula helps sustainability in a volatile market
- We exist as a voluntary employees' beneficiary association (VEBA) trust
- We are self-insured, providing more flexibility and eliminating costly features of some local plans

GREATER SAVINGS THROUGH OUR NATIONAL PROVIDER NETWORK

Increased access and discount levels

Over **\$100 million** in savings each year since inception in 2014

In many areas of the U.S., cost increases have been less than **1/2** of those in local markets

99%

ACCURACY RATE IN CLAIMS PROCESSING BY COOPERATIVE BENEFITS ADMINISTRATORS (CBA)

94%

CUSTOMER SATISFACTION RATES FOR CBA SERVICE



NRECA offers integrated program solutions beyond medical, sometimes partnering with industry leaders to bring our member co-ops the best value.

Dental—Co-ops have access to network discounts, although no network is required.

Vision—Plan design choices are available through VSP, an industry leader in vision care with their Signature national network of providers.

Disability—Short- and long-term disability coverage is administered by CBA, which has a record of providing exceptional service for disability claims.

Life Insurance—Our partner, MetLife, offers competitive pricing and extensive services.

Wellness Programs—A core part of all our medical programs, POWER Wellness offers tools to help manage health at your co-op, with WebMD Health Services as our partner.

Tax-Advantaged Accounts—We offer a variety of flexible spending accounts (health and dependent care) and HRA plans to meet your needs. Our health plan claim information is integrated with these programs, and a debit card option is available, resulting in a seamless reimbursement experience for your employees.

ALL-INCLUSIVE SERVICE, AT NO ADDED COST

- Funding options to help make costs sustainable and predictable
- Access to NRECA's team of seasoned professionals for ongoing support and consultation
- Expertise to assist with legal and regulatory requirements
- Ongoing monitoring of legislation and regulations for impact on NRECA plans
- Cost management resources such as disease management and Centers of Excellence
- Access to the Retiree Insurance Solutions program for post-65 Medicare-eligible retirees
- COBRA administration
- Standard and customized reports
- Website self-service for both participants and benefits administrators
- And much more

