



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