

VALLEY ELECTRIC ASSOCIATION, INC.

Board Policy #105

Subject: DIRECTOR MEDICAL AND INSURANCE BENEFITS

Dated: August 27, 2014

Supersedes Date: March 30, 2012

Former Corporate Policy #: 107

I. PURPOSE

The purpose of this policy is to establish an appropriate medical and insurance benefit program for Directors.

II. POLICY

The Association will offer to each Director, upon taking office, the following benefits through the Group Plan of NRECA on such terms and conditions as the Association shall determine.

- A. Major Medical, Dental, and Vision Insurance to Directors, former Directors, and their qualified dependents through the Group Plan of NRECA, in such amounts and on such terms and conditions as the Association shall determine at the Director's sole expense.
- B. Decreasing Term Life Insurance to each Director and former Director in the amount of Fifteen Thousand Dollars (\$15,000) at the Director's sole expense.
- C. Twenty-four (24) Hour Accidental Death Insurance in the amount of Fifty Thousand Dollars (\$50,000) at the Director's sole expense.
- D. Travel Insurance in the amount of One Hundred Thousand Dollars (\$100,000) at the Director's sole expense.

III. RESPONSIBILITY

The Board of Directors is responsible for the administration of this policy.