

WELLS RURAL ELECTRIC COMPANY

Adopted: March 20, 1987

Reviewed: January 15, 2019

Revised: October 23, 2015

POLICY NO. 1-11

PREVENTITIVE BENEFIT

I. OBJECTIVE

To provide a physical for all board of directors and their spouses on a scheduled basis.

II. POLICY PROVISIONS

1. The company provides at its expense a voluntary physical examination with related tests for directors and their spouses (participant). If a participant avails him or her-self of this benefit, it shall be pursuant to the terms below.
2. The participant will notify the company of their intent to have an examination. The company will arrange payment to the provider.
3. A director is eligible for an examination under this policy every two (2) years. A director's spouse is eligible for an examination, under this policy every three (3) years.
4. The company will pay only actual costs of the examination, but under no circumstance will the maximum cost paid by the company for this benefit exceed \$600.00 per exam.
5. The director and spouse are eligible for health screening on an annual basis. The participant can choose any Physician. The Physician can either bill WREC or WREC will reimburse the participant for the cost of the health screening
6. The Company will pay for one preventative procedure per year for a director and their spouse.

III. RESPONSIBILITY

The board of directors will be responsible for administering this policy.