

2024 DIRECTORS' BENEFITS SURVEY RESULTS

Released to co-ops May 2024

*All data from December 2023

Confidential Information - not to be shared outside of the co-op.

CO-OP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
DIRECTOR LIABILITY	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	—	Yes
How Much	\$15M	\$5M	\$20M	\$20M	\$3M	\$10M	\$10M	\$8M	\$35M	\$5M	\$5M	\$20M	\$5M	\$5M	\$5M	\$2M	—	\$5M
Co. Providing Coverage	Federated	Federated	Federated	Federated	Federated	Federated	Federated	Federated	AEGIS	Federated	Federated	Federated	Federated	Brown & Brown	Federated	Federated	—	Federated
MEDICAL INSURANCE	No	Yes	Yes	Yes	Yes	No	Yes	No if appointed after 4/2019	Yes	Yes	Yes	No	Yes	No	Yes	Yes	—	No
Director Contribution	—	100%	100%	up to 20%	5%	—	10%	100%	50%	0%	100%	—	100%	—	100%	100%	—	—
Co-op Contribution	—	0%	0%	80 to 100%	95%	—	90%	0%	50%	100%	0%	—	0%	—	0%	0%	—	—
Dependent Coverage	No	Yes	Yes	Yes	Yes	No	Yes	No if appointed after 4/2019	Yes	Yes	Yes	No	Yes	No	Yes	Yes	—	No
Director Contribution	—	100%	100%	50%	34%	—	20%	100%	50%	40%	100%	—	100%	—	100%	100%	—	—
Co-op Contribution	—	0%	0%	50%	66%	—	80%	0%	50%	60%	0%	—	0%	—	0%	0%	—	—
Co. Providing Coverage	—	NRECA	Apta	BCBS	NRECA	—	BCBS	BCBS	BCBS	NRECA	BCBS	—	BCBS	—	BCBS	BCBS	—	—
DENTAL INSURANCE	No	Yes	Yes	Yes	No	No	Yes	No if appointed after 4/2019	No	Yes	No	No	Yes	No	Yes	Yes	—	Yes
Director Contribution	—	100%	100%	0%	—	—	10%	100%	—	0%	—	—	100%	—	100%	100%	—	0%
Co-op Contribution	—	0%	0%	100%	—	—	90%	0%	—	100%	—	—	0%	—	0%	0%	—	100%
Dependent Coverage	No	Yes	Yes	Yes	No	No	Yes	No if appointed after 4/2019	No	Yes	No	No	Yes	No	Yes	Yes	—	Yes
Director Contribution	—	100%	100%	50%	—	—	20%	100%	—	100%	—	—	100%	—	100%	100%	—	0%
Co-op Contribution	—	0%	0%	50%	—	—	80%	0%	—	0%	—	—	0%	—	0%	0%	—	100%
Co. Providing Coverage	—	NRECA	Guardian	Guardian	—	—	MetLife	Guardian	—	MetLife	—	—	NRECA	—	MetLife	Principal	—	Mutual of Omaha
VISION INSURANCE	No	Yes	Yes	Yes	No	No	Yes	No if appointed after 4/2019	No	Yes	No	No	Yes	No	Yes	Yes	—	No
Director Contribution	—	100%	100%	100%	—	—	100%	100%	—	0%	—	—	100%	—	100%	100%	—	—
Co-op Contribution	—	0%	0%	0%	—	—	0%	0%	—	100%	—	—	0%	—	0%	0%	—	—
Dependent Coverage	No	Yes	Yes	Yes	No	No	Yes	No if appointed after 4/2019	No	Yes	No	No	Yes	No	Yes	Yes	—	No

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CO-OP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Director Contribution	—	100%	100%	100%	—	—	100%	100%	—	100%	—	—	100%	—	100%	100%	—	—
Co-op Contribution	—	0%	0%	0%	—	—	0%	0%	—	0%	—	—	0%	—	0%	0%	—	—
Co. Providing Coverage	—	NRECA	EyeMed	VSP	–	–	EyeMed	Guardian	—	VSP or EyeMed	—	—	NRECA	—	VSP	Principal	—	—
SUPPLEMENTAL AD&D INS.	No	No	No	Yes	No	Yes	Yes	Yes	Yes	No	No	No	No	Yes	Yes	Yes	—	No
Director Contribution	—	—	—	0%	—	0%	0%	100%	100% Prem \$20K-\$100K	—	—	—	—	0%	100%	0%	—	—
Co-op Contribution	—	—	—	100%	—	100%	100%	0%	100% Prem for \$10K	—	—	—	—	100%	0%	100%	—	—
Co. Providing Coverage	—	—	—	Guardian	—	National Union Fire Ins. Co.	NRECA	NRECA	NRECA	—	—	—	—	NRECA	NRECA	NRECA	—	—
GROUP LIFE INS.	No	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes	No	Yes	Yes	No	Yes	Yes	—	No
How Much	—	\$10K decreasing term	\$10K	\$15K	\$10K	—	\$25K	—	—	\$10K	—	\$15K	\$20K	—	\$10K	\$10K	—	—
Director Contribution	—	0%	100%	0%	0%	—	0%	—	—	0%	—	100%	0%	—	100%	0%	—	—
Co-op Contribution	—	100%	0%	100%	100%	—	100%	—	—	100%	—	0%	100%	—	0%	100%	—	—
Co. Providing Coverage	—	NRECA	Mutual of Omaha	Guardian	NRECA	—	NRECA	—	—	NRECA	—	NRECA	NRECA	—	NRECA	NRECA	—	—
HIGH-LIMIT BUSINESS TRAVEL INS.	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	—	Yes
How Much	—	\$100K	—	\$100K	\$100K	\$100K	\$100K	\$100K	\$100K Business Travel Accident Insurance Only (not high-limit)	\$100K	\$100K	\$100K	\$100K	\$100K	\$100K	\$100K	—	\$100K
Director Contribution	—	0%	—	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	—	0%
Co-op Contribution	—	100%	—	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	—	100%
Co. Providing Coverage	—	NRECA	—	NRECA	NRECA	NRECA	NRECA	NRECA	NRECA	NRECA	NRECA	NRECA	NRECA	NRECA	NRECA	NRECA	—	NRECA
OTHER INS. COVERAGE	No	NA	No	NA	NA	NA	NA	NA	NA	NA	No	NA	NA	NA	NA	NA	—	Reimbursement for Part D coverage as well as Medi-Gap coverage for directors and spouses that are grandfathered in
HOW OFTEN DOES BOARD MEET	2x a month	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Montly	Monthly	Monthly	Monthly	—	Monthly

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CO-OP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
DIRECTORS FEE FOR ATTENDING BOARD MTG	\$650	\$250	\$2,350	\$950	\$600	\$250	\$500	\$500	\$1,100 per diem for attendance in-person at the 1st mtg ea calendar month of the Board of Trutees or for attendance either inperson or by electronic means at a Committee mtg (whether a mbr or nonmbr of committee). A per diem of \$450 ea subsequent mtg of the Board or a Committee mtg (whether the Trustee is a mbr or nonmbr of the Committee) attended either inperson or by electronic means during the same calendar month.	\$450	\$950	\$1,600 monthly fee	\$750	\$1,500 for Directors; \$1,600 for Officers	\$200	\$750	—	\$400
DIRECTORS FEE FOR ATTENDING COMMITTEE MTG	\$350	\$250	No	\$450	\$200 per mtg.	No	\$500	NA	See Above	\$275 per mtg.	\$475	Chairman \$400; Committee mbrs \$350 ea mtg; non-committee mbrs \$150 ea mtg	\$350	No	No	NA	—	No
DIRECTORS FEE TO ATTEND OUT OF TOWN MEETINGS	\$350 per diem	\$250	\$250 per diem	\$450 per diem	\$450 per diem	\$250 per diem	\$500 per diem	\$250 per diem	See Above	\$275	\$475 per diem	\$350/day + per diem of \$15 breakfast, \$20 lunch, \$30 dinner	\$350 per diem	\$750	\$200	\$350 per diem	—	\$400 per diem
MILEAGE ALLOWANCE	IRS rate	IRS rate	IRS rate	IRS rate	IRS rate	IRS rate	IRS rate	IRS rate, but reimbursed by least expensive method of transportation	IRS rate	IRS rate	IRS rate	IRS rate	IRS Rate	IRS rate	IRS rate	IRS rate	—	IRS rate

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OTHER BENEFITS	Board Chairman \$350 per month extra; Treasurer \$350 extra for signing checks	NA	NA	NA	NA	Monthly retainer \$750; meal per diem \$75/day when traveling; per diem of \$25 as a rep. of co-op for mtgs. held within territory; reimbursement of all travel related expenses; annual executive physical at local clinic.	NA	meal per diem when traveling overnight - \$76 per diem and have a certain amount allotted for breakfast, lunch and dinner	Non-Employee Business Travel through CHUBB - \$500K for the following: The Active Chairman, Vice Chairman, General Council, Sec/Treasurer and all Mbrs of the Board of Trustees.	Conference calls or webinars are compensated at \$100	None	Purchase of seat upgrade in coach class, not to exceed \$50/seat; First-class accommodations only in an extreme emergency; use of public local transportation for business-related purposes (bus, taxi, etc.)	NA	One physical exam anually	None	NA	—	NA