

## KCP&L Benefits Summary (Local 1613)

This chart provides a brief description of your KCP&L benefit plans. For full Plan details, please refer to the applicable sections of this book.

Medical	Dental	Vision	Reimbursement Accounts	Life Insurance	Accidental Death & Dismemberment Insurance	Business Travel Accident	Survivor Benefit Plan	Disability	Pension Plan	401(k) Savings Plan	Other Benefits
<p>You may enroll in one of three PPO deductible options) or a Co-Pay Plan.</p> <p>The Major Medical Plan options typically pays 90% of covered expenses received from an in-network provider and 60% of covered expenses received from an out-of-network provider after you pay a required deductible.</p> <p>The Co-Pay Plan pays 100% of expenses for most services after a co-pay. Only services from network providers are covered unless you receive prior authorization.</p> <p>The Prescription Drug Program is administered through SavRx. You pay a co-pay to a participating retail or mail-order pharmacy based on whether the prescription is generic or brand (Major Medical Plan options) or generic, preferred brand or non-preferred brand (Co-Pay Plan)</p>	<p>You may enroll in the Preferred Provider Organization (PPO) dental Plan that offers you a choice of using dentists who are part of the Plan's network or dentists outside the network.</p> <p>Preventive (Type 1) services are covered at 100% with no deductible. Other services (Types II and III) require you to pay a deductible with the Plan covering a percentage of the cost.</p>	<p>You may enroll in the Vision Plan that offers you a choice of using providers who are part of the Plan's network or providers outside the network.</p> <p>You pay co-pays for eye exams and eyewear (lenses, frames and contact lenses) from in-network and out-of-network providers.</p> <p>After the co-pay, the Plan pays 100% for exams from an in-network provider and up to \$45 for an out-of-network provider.</p> <p>After the co-pay, the Plan pays 100% for eyewear from an in-network provider (up to an allowance in some cases) and a set dollar amount for eyewear from an out-of-network provider.</p>	<p><b>Medical Reimbursement Account:</b> You may enroll in the Medical Reimbursement Account as a way to pay for eligible health care expenses (not paid by your medical, dental or vision plan) by using pre-tax dollars you contribute through payroll deduction.</p> <p>You may contribute up to \$5,000 per calendar year on a pre-tax basis.</p> <p>Any dollars remaining in your account at the end of the grace period that follows the end of each Plan Year will be forfeited.</p> <p><b>Dependent Care Reimbursement Account:</b> You may enroll in the Dependent Care Reimbursement Account as a way to pay for eligible dependent care expenses by using pre-tax dollars you contribute through payroll deduction.</p> <p>Eligible dependents typically include children under age 13 claimed as a dependent on your income tax return and other dependents age 13 or older, if they meet certain requirements.</p> <p>You may contribute up to \$5,000 per calendar year on a pre-tax basis.</p> <p>Any dollars remaining in your account at the end of the grace period that follows the end of each Plan Year will be forfeited.</p>	<p><b>Basic Life Insurance*:</b> KCP&amp;L provides you with Basic Life Insurance as follows:</p> <ul style="list-style-type: none"> <li>• Under age 55: 2.5 times your annual earnings, up to \$60,000</li> <li>• Age 55 to 64: 2 times your annual earnings, up to \$50,000</li> <li>• Age 65 and older: 1.33 times your annual earnings, up to \$50,000</li> </ul> <p><b>Supplemental Life Insurance*:</b> You may purchase Supplemental Life Insurance coverage for yourself. This insurance is in addition to your Basic Life Insurance coverage amount.</p> <p>You may purchase additional coverage of 1, 2, 3 or 4 times your annual earnings, up to a maximum of \$250,000.</p> <p><b>Dependent Life Insurance:</b> You may purchase Dependent Life Insurance coverage (through payroll deduction with after tax dollars) for your spouse/domestic partner and eligible children.</p> <p>You have three options for coverage:</p> <ul style="list-style-type: none"> <li>• Option 1: \$10,000 spouse/ domestic partner and \$4,000 each child</li> <li>• Option 2: \$20,000 spouse/ domestic partner and \$8,000 each child</li> <li>• Option 3: \$30,000 spouse/ domestic partner and \$10,000 each child</li> </ul>	<p><b>Supplemental Accidental Death &amp; Dismemberment (AD&amp;D):</b> You may purchase Supplemental AD&amp;D Insurance coverage for yourself.</p> <p>You may purchase coverage in the following amounts: \$25,000, \$50,000, \$100,000, \$150,000, \$200,000 or \$250,000.</p> <p><b>Dependent Accidental Death and Dismemberment (AD&amp;D):</b> You may purchase Dependent AD&amp;D Insurance coverage for your dependents in the following amounts: \$25,000, \$50,000, \$100,000, \$150,000, \$200,000 or \$250,000.</p>	<p>KCP&amp;L provides you with Business Travel Accident Insurance coverage that protects you and your family from financial loss resulting from a covered accident occurring while you travel on Company business.</p>	<p>KCP&amp;L provides a \$10,000 survivor benefit to your beneficiary upon your death.</p>	<p><b>Long-Term Disability:</b> KCP&amp;L provides you with Long-Term Disability benefits to replace lost income while you are unable to work beyond 130 working days (180 calendar days).</p> <p>If approved, you receive a monthly Basic Long-Term Disability benefit equal to 50% of your covered earnings up to a maximum of \$2,000 per month.</p> <p><b>Supplemental Long-Term Disability:</b> You have the option to purchase Supplemental Long-Term Disability coverage that is 50% (90 day elimination period) or 66<sup>2</sup>/<sub>3</sub>% (90 or 180 day elimination period) of your covered earnings.</p> <p>The maximum benefit payable for 66<sup>2</sup>/<sub>3</sub>% coverage is \$2,667 per month.</p>	<p>KCP&amp;L provides you with a Pension Plan based on a formula that uses your age, years of service and final average monthly pay.</p> <p>You become vested (are entitled to the Plan benefit) after five years of credited service or when you reach age 55.</p> <p>Early retirement benefits are available as early as age 55 with at least five years of service.***</p> <p>Normal retirement benefits are payable as early as age 62.</p> <p>A vested deferred pension benefit is payable if your employment with KCP&amp;L ends before you reach age 55 if you have five or more years of credited service on your termination date.</p> <p>A variety of payment options are available.</p>	<p>Your contributions to the 401(k) Savings Plan are made each pay period with pre-tax contributions.</p> <p>After your first anniversary of employment, KCP&amp;L provides a matching contribution equal to 50% of your contributions to your account (up to a maximum of 3% of your base pay).</p> <p>A variety of investment options are available.</p>	<p><b>Employee Assistance Program:</b> The EAP provides confidential assessment, referrals and up to six paid counseling sessions per calendar year for you and your dependents for assistance with a number of problems.</p> <p><b>Vacation Purchase:</b> Vacation Purchase allows you to purchase additional vacation each year during the annual open enrollment.</p> <p><b>Wellness Program:</b> This program provides reimbursement if you purchase a membership through a qualifying local fitness facility.</p> <p><b>Education Assistance Program:</b> Reimbursement for your tuition costs and class-specific fees for certain degree programs and individual courses is available from KCP&amp;L.</p> <p><b>Dollars to Scholars Program:</b> This program is a college scholarship program for your children.</p>

\* The Basic Life Insurance and Supplemental Life Insurance benefits include an accelerated death benefit if you have a life expectancy of less than six months and meet other requirements. The accelerated death benefit pays a portion of your Basic Life and Supplemental Life Insurance coverage amount to help with terminal illness expenses. However, you may use the proceeds as you desire.

\*\* This is the maximum amount the insurer pays per accident. For example, if the coverage level is \$2,500,000 and 20 employees are eligible for Business Travel Accident Insurance claims under one accident, each person would receive \$125,000 rather than \$200,000 because of the maximum.

\*\*\* Varying Plan provisions apply to early retirement reduction, depending on a number of factors. See the Pension SPD for details.