



Employment Benefits

Peace River Electric Cooperative, Inc., offers a competitive and comprehensive benefits package. Full-time employees of Peace River Electric Cooperative may be eligible for the following:

Major Medical and Hospitalization

Peace River Electric Cooperative, Inc. participates in a Preferred Provider Network major medical and hospitalization plan. Employee premiums are paid for by the Cooperative at 100% and dependent coverage is paid for by the Cooperative at 50%, as determined and approved by the Board of Directors. Features of this plan include:

- \$15 Office services rendered by a PPO physician
- \$ 5 Allergy Injections
- 90% Coverage for in-network hospitalization
- 90% Emergency Room Visit

Other Coverage:

- Mental Health Coverage
- Durable Medical Equipment
- Chiropractic Coverage
- Low Protein Food Coverage
- Home Health Coverage
- Skilled Nursing Home Coverage
- Outpatient Services – Cardiac, Physical Therapy, Occupational Therapy, Speech Therapy, Massage Therapy
- Adult Wellness
- Well Child
- Hospice
- Substance Dependency Care & Treatment
- Transplant Services

In addition, this coverage includes **vision coverage discounts** as well as **reduced rates at specified fitness centers**

Peace River Electric Cooperative, Inc., utilizes the services of a Physician's Assistant to provide **in-house medical maintenance care and walk-in care for our employees**. We also provide the opportunity once a year for all employees and their spouses to participate in a **health fair, where screenings for high blood pressure, diabetes, cholesterol, orthopedic, depression, body fat/weight, skin cancer and hearing tests** are conducted. Participants in the health fair receive discounts for their health insurance premium.

Pharmacy Benefit

Peace River Electric Cooperative, Inc., through their Major Medical Plan, offers a Pharmacy Benefit to eligible full-time employees and their dependents as follows:

- \$ 7 Generic Drugs
- \$20 Brand Name Drugs
- \$35 Non-preferred Drugs

In addition, the Pharmacy Benefit includes a **mail-order maintenance program providing a 90-day supply of maintenance medications** (i.e. blood pressure, cholesterol, thyroid) **for two (2) times the co pay**. For instance, if you purchased through the mail a 90-day supply of Lipitor, you would pay \$40.00 or two months of the \$20 co-pay for a brand named drug.

Dental Benefit

Peace River Electric Cooperative, Inc. participates in an Indemnity Dental Plan, providing coverage for full-time employees and their dependents at no cost to the employee:

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| 100% | Routine examinations and x-rays |
| \$2000 | Lifetime benefit for orthodontic coverage |

Other Benefits

Peace River Electric Cooperative Inc. also provides the following benefits to eligible full-time employees:

- **Section 127 Tuition Reimbursement Plan** (from 50% - 70%)
- **Medical Supplement Plans**
 - Cancer
 - Hospitalization
 - Accident
- **Life Insurance** (Twice the annual salary)
- **Long Term Disability**
- **Short Term Disability**
- **Defined benefit retirement plan**
- **Defined contribution retirement plan** (401k) which includes a 1% employer match and a 2% discretionary contribution.
- **Section 125 Cafeteria Plan** (Medical Premium, Un-reimbursed Medical, Dependent Care)
- **Pre-paid Legal**
- **Credit Union** (share, share draft, loans (to include automobile loans, mortgages, 2nd mortgages, and signature loans), IRAs, Certificates of Deposit, Christmas Club)
- **Safety Incentive Program** (Includes possibility of earning an extra day off, and a monetary award at the discretion of the Board of Directors).
- **Service Anniversary Awards**
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Discounts:

Subject to availability Peace River Electric Cooperative, Inc is able to provide **discounted tickets** to the following attractions:

- Walt Disney Theme Parks
- Busch Gardens
- Sea World
- Universal Studios
- Islands of Adventure
- Various sporting events

Educational Opportunities

Peace River Electric Cooperative, Inc. is a learning organization. Eligible employees are encouraged to take advantage of the many educational opportunities present in this area. Through a generous tuition reimbursement program and a State of Florida Registered Apprenticeship Program, employees are able to pursue technical training as well as degree opportunities. Education is available through the following avenues:

- South Florida Community College
- Polk Community College
- Manatee Community College
- Barry University
- Bismark State Community College
- Florida Southern University
- USDA Graduate School
- Villanova University
- Warner Southern University
- Webber International University

In addition, Peace River Electric Cooperative, Inc. is registered as a State of Florida apprenticeship program sponsor. The Cooperative, in partnership with South Florida Community College offers a **registered four-year apprenticeship in electrical line technology. In addition, apprentices are offered the opportunity to obtain a two year Associates of Applied Technology Degree (AAS) in Electrical Distribution Technology.**

Employees are provided the opportunity to attend professional training and seminars related to their job and personal development.

Location

Peace River Electric Cooperative, Inc. is located in a 10 county territory serving residents of the Florida Heartland. Located conveniently adjacent to Tampa and Orlando, employment opportunities are readily available for working spouses. A short drive from shopping, restaurants and entertainment, you can enjoy the benefits of rural living with the access to city conveniences.

