

Eligibility for coverage is 1<sup>st</sup> day of the sixth month following employment date



## What Benefits Can I Receive?

Vectren is proud to offer you a very competitive benefits package. Here's a quick look at the benefits available to you:

Company Pays (receive automatically)	You and the Company Pay	You Pay
<ul style="list-style-type: none"> <li>■ Life Insurance Plan</li> <li>■ Sick Leave</li> <li>■ Vacation Days</li> <li>■ Holidays</li> </ul>	<ul style="list-style-type: none"> <li>■ Medical Plan</li> <li>■ Long-Term Disability (LTD) Plan (60% coverage)</li> <li>■ Prescription Plan</li> </ul>	<ul style="list-style-type: none"> <li>■ Additional Life Insurance</li> <li>■ Dental Plan</li> <li>■ Flexible Health Care Spending Account</li> <li>■ Buy-Sell Vacation Hours</li> </ul>

## HOW DO I ACCESS THE NETWORK PROVIDER DIRECTORIES?

Provider	Phone Number	Web Address
Anthem PPO	1-800-295-4119	<a href="https://www.anthem.com">https://www.anthem.com</a>
Welborn HMO	1-800-521-0265 opt. 2 or Local 426-6600	<a href="http://www.welbornhealthplans.com">www.welbornhealthplans.com</a>
Meritain Company	1-800-455-1938 Flexible Spending Account	<a href="https://www.mbicard.com">https://www.mbicard.com</a>
Caremark	1-866-601-9770	<a href="https://www.caremark.com">https://www.caremark.com</a>
Vectren Benefits Dept.	1-866-200-5652	<a href="mailto:humanresources@vectren.com">humanresources@vectren.com</a>
T. Rowe Price	1-800-922-9945	<a href="http://www.troweprice.com">www.troweprice.com</a>

# Reviewing Your Medical Options

Below are brief highlights of the features of the medical options available to you:

<b>ANTHEM</b>						
	<b>PPO PLAN</b>		<b>PREMIUM PLAN</b>		<b>PREMIUM PLUS PLAN</b>	
COVERED BENEFITS	NETWORK	NON-NETWORK	NETWORK	NON-NETWORK	NETWORK	NON-NETWORK
Plan Type	PPO	PPO	PPO	PPO	PPO	PPO
Deductible	\$100/\$200	\$250/\$500	\$500/\$1,000	\$1,000/\$2,000	\$250/\$500	\$500/\$1,000
Co-insurance	90%	70%	80%	60%	90%	70%
Out-of-Pocket	\$1,000/\$2,000	\$2,000/4,000	\$2,000/\$4,000	\$4,000/\$8,000	\$1,500/\$3,000	\$3,000/\$6,000
Inpatient Hospital	Covers 90% after deductible	Covers 70% after deductible	Covers 80% after deductible	Covers 60% after deductible	Covers 90% after deductible	Covers 70% after deductible
Outpatient Hospital	Covers 90% after deductible	Covers 70% after deductible	Covers 80% after deductible	Covers 60% after deductible	Covers 90% after deductible	Covers 70% after deductible
Professional Services	Covers 90% after deductible	Covers 70% after deductible	Covers 80% after deductible	Covers 60% after deductible	Covers 90% after deductible	Covers 70% after deductible
Office Visits	\$10 Copay	Covers 70% after deductible	\$15 Copay	Covers 60% after deductible	\$15 Copay	Covers 70% after deductible
Well Baby	\$10 Copay	Covers 70% after deductible	\$15 Copay	Covers 60% after deductible	\$15 Copay	Covers 70% after deductible
Routine Physicals	\$10 copay	Covers 70% after deductible	\$15 Copay	Covers 60% after deductible	\$15 Copay	Covers 70% after deductible
Prescription Drugs Caremark	Retail-30 day: \$7/\$12/\$25 Mail 90 days \$14/\$24/\$50	Covers 50% after deductible  Mail-90 day: Not Covered	Retail-30 day: \$10/\$30/\$50 Mail-90 day: \$20/\$60/\$100	Covers 50% after deductible  Mail-90 day: Not Covered	Retail-30 day: \$10/\$15/\$25 Mail-90 day: \$20/\$30/\$50	Covers 50% after deductible  Mail-90 day: Not Covered
Urgent Care	\$35 Copay	\$35 Copay	\$35 Copay	\$35 Copay	\$35 Copay	\$35 Copay
Emergency Room	\$50 Copay	\$50 Copay	\$75 Copay	\$75 Copay	\$75 Copay	\$75 Copay
Lifetime Maximum	\$2 Million	\$2 Million	\$2 Million	\$2 Million	\$2 Million	\$2 Million
<b>WELBORN</b>						
	<b>HMO</b>		<b>OPTION</b>			
	NETWORK		NETWORK			
Plan Type	HMO	HMO	HMO	HMO		
Deductible	\$0.00		\$100/\$300			
Co-insurance	Plan Pays 100%		90%			
Out-of-Pocket	\$1,000/\$2,000		\$1,500/3,000			
Inpatient Hospital	\$100 Copay		\$250 Copay			
Outpatient Hospital	0% Copay		\$100 Copay			
Professional Services	0% Copay		10% Copay			
Office Visits	\$10 Copay		\$15 Copay			
Well Baby	\$10 Copay		\$15 Copay			
Routine Physicals	\$10 Copay		\$15 Copay			
Prescription Drugs Caremark	Retail-30 day: \$7/\$12/\$25 Mail 90 days \$14/\$24/\$50		Retail-30 day: \$10/\$30/\$50 Mail 90 days \$30/\$90/\$150			
Urgent Care	\$25 Copay		\$35 Copay			
Emergency Room	\$50 Copay		\$75 Copay			
Lifetime Maximum	\$2 Million		\$2 Million			

# Smoking Cessation

Health management / wellness incentive

Vectren will pay 80 percent for smoking cessation products such as nicotine patches (e.g. Nicoderm), gum (e.g. Nicorette) and prescription-related medication (e.g. Zyban) up to a lifetime maximum of \$400.

Employees will need to show their Caremark card to the pharmacist to get smoking cessation products for 20 percent of the retail cost. Those under HDHP or those who do not elect medical coverage Vectren will continue to reimburse full-time employees up to \$100 annually for smoking cessation products. The reimbursement form can be found on the Vantagepoint under Company Forms.

# Reviewing Your Dental Plan

Below is a quick glance at the features of the dental plan:

Plan Feature	Delta Dental
Annual deductible	\$50/person \$150/family
Maximum benefit paid	
■ Annual plan maximum	\$1,000/person
■ Lifetime orthodontia maximum	\$1,500/dependent
Diagnostic and preventive (oral exams, cleanings, X-rays)	100%
Basic (fillings and root canal therapy)	80% <sup>1</sup>
Major (crowns and dentures)	50% <sup>1</sup>
Orthodontia (for those up to age 19)	50% <sup>1</sup>

<sup>1</sup> The Dental Plan pays this percentage of the cost of care that is considered reasonable and customary (R&C) after you satisfy the annual deductible.

## Reviewing Your Health Care Reimbursement Account

Flexible Spending Accounts are a great way for you to get more out of your paycheck. If you think you'll have health care or dependent care expenses for 2007, you should consider participating to save money! The Meritain Company will be the administrator of this plan.

### ***Important Rules About Participation***

- **Use it or lose it.** Estimate conservatively. Whatever you elect to contribute to the Health Care Reimbursement Account must be used, or it will be forfeited.
- **Reimbursement.** For the Health Care Spending Account, you are reimbursed as you incur expenses.
- **The account has a maximum contribution.** You may contribute up to \$3,000 per year to the Health Care Spending Account.

### **What Expenses Qualify for Reimbursement?**

Here are some examples of expenses that qualify for reimbursement through the Flexible Spending Accounts:

- **Health Care Spending Account:** Co-pays paid at the doctor or dentist, prescription eyeglasses, over the counter medicines, and contact lenses expenses, orthodontic expenses above the maximum paid by your plan.

For a complete listing of eligible and ineligible expenses, go to [www.irs.gov](http://www.irs.gov) Publication 502, *Medical and Dental Care* and Publication 503.

### ***Example of How the Account Works***

Here's an example to show how the Health Care Spending Account works.

- Sue estimates she and her family will spend approximately \$650 in health care expenses for 2007, so she decides to participate in the Health Care Spending Account at enrollment. Sue indicates that she would like \$25 withheld out of her pay each pay period ( $\$650 \div 26 \text{ pay periods} = \$25$ ).
- Every pay period, \$25 that would normally be part of Sue's paycheck will be set aside, so that it is not subject to taxation. When Sue or a family member incurs a health care expense in 2007, she will pay for the expense either by using her Health Care Spending debit card or out of her pocket. If Sue pays out of pocket then, she'll send a copy of the receipt to the claims administrator, and the administrator will send her a reimbursement check for her health care expense. It's as simple as that!
- Vectren Health Care Spending Debit Card. This card, set with your predetermined amount can be used to pay for over the counter medicines, prescriptions, doctor visits, etc. (Please retain all receipts when using this card as Meritain will audit this account by requesting proof of purchase.) One card will be issued per family. Additional cards are available upon request from Meritain for \$5.

## Life Insurance

- SIGECO Bargaining Employees are provided company paid Life Insurance of \$5,000.
- Employees can purchase additional Life Insurance of \$38,500.

## Long-term Disability

- SIGECO Bargaining Employee can purchase 60% Long-term Disability coverage.
- Benefit payments begins at 6 months of disability.
- Employees are required to call MetLife to file a Long-term Disability claim in order to be paid.
- To file a Long-term Disability claim call the MetLife Disability Customer Center at **1-800-858-6506**.

## Sick Pay

- Sick Pay for SIGECO Bargaining Employees will be governed by the applicable labor agreement.

## Retirement Program

### ***401(k) Employee Savings Plan***

- Contributions will be invested in the T Rowe Price Retirement Fund with a target date closest to the year you turn 65.
- Employees may defer up to 50% of pay, subject to IRS limitations.
- Vectren matches 50% of the first 5% of total pay, including bonus payments.
- Vectren contributions vest 20% per year – fully vested after 5 years of employment.

### ***Account-based Retirement Plan***

- 2.5% of total pay plus \$310 per year credited to the employee's pension account, credited with interest at the ten-year treasury bill rate plus 1%.
- The employee vests after 5 years of employment.

## Education Reimbursement

- Vectren values continuous learning. The Company reimburses employees for the cost of tuition and required textbooks.
- Employees are rewarded for their level of effort based on the grades they attain.
  - ✓ 100% of costs if the employee receives an "A" in the course.
  - ✓ 75% if a "B" is received.
  - ✓ 50% if a "C" is received.

## Paid Time Off

### ***Holidays***

Holiday pay for SIGECO Bargaining Employees will be governed by the applicable labor agreement.

## Interest-free Loan for Personal Computers

Vectren offers interest-free loans for the purchase of a personal computer for home use. The loans are paid back over two years through payroll deduction.

## Service Recognition

Vectren values employees who dedicate long portions of their work careers to our Company.

In order to support supervisors in the recognition of service, Vectren provides **Performance Plus**.

**Performance Plus** is an online system which recognizes employees for years of service.

Employees earn points for their years of service which can be used toward gifts and merchandise. Employees can redeem the points for merchandise immediately upon receipt or save them to qualify for more valuable gifts.

A link to the **Performance Plus** website can be found on the Intranet Homepage.

## Retirement Recognition

Vectren believes it is important to honor those employees who have dedicated their careers to the Company and provides the following guidelines for recognition.

Each retiree will receive a retirement gift upon his/her retirement.

The supervisor is responsible to plan an event, at which the retiree can be honored by fellow employees and friends. The type, location and time of the event should be mutually planned by the supervisor and employee.

The supervisor is responsible to use reasonable judgment in determining the cost associated with such an event.

### **About This Guide**

Every attempt has been made to make this guide as accurate as possible. However, if a discrepancy should arise between this guide and the official plan documents, the documents will govern.