

NRECA Nation Directors Benefits Survey Results Comparison

| | 2005 DATA | HILCO TOTAL | HILCO TOTAL | DISTRICT 1 | | DISTRICT 2 | | DISTRICT 3 | | DISTRICT 4 | | DISTRICT 5 | | DISTRICT 6 | | DISTRICT 7 | |
|--|-----------------------------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| DIRECTOR FEES: | NRECA | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET |
| Regular Board Meeting - national average | \$276.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 |
| Regular Board Meeting - Region X average | \$303.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 | \$600.00 |
| Committee Meeting - national average | \$178.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 |
| Committee Meeting - Region X average | \$161.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 |
| All Day Training - national average | \$189.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 |
| All Day Training - Region X average | \$190.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 | \$300.00 |
| FLAT FEE/RETAINER: | NRECA | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET |
| Flat Fee/Retainer Budget - 2005 national average | \$59,013.00 | \$108,000.00 | \$117,600.00 | \$15,000.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 | \$15,000.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 |
| Flat Fee/Retainer Budget - 2005 Region X average | \$60,992.00 | \$108,000.00 | \$117,600.00 | \$15,000.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 | \$15,000.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 | \$15,600.00 | \$16,800.00 |
| Monthly Flat Fee/Retainer Budget Per Director - 2005 national average | \$565.00 | \$1,186.00 | \$1,400.00 | \$1,150.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 | \$1,150.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 |
| Monthly Flat Fee/Retainer Budget Per Director - 2005 Region X average | \$563.00 | \$1,186.00 | \$1,400.00 | \$1,150.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 | \$1,150.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 | \$1,200.00 | \$1,400.00 |
| | | | | | | | | | | | | | | | | | |
| DIRECTOR TRAINING/TERMS: | NRECA | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET |
| Budgeted for training/conferences per Director - 2005 national average | \$3,777.00 | \$8,336.14 | \$13,385.71 | \$7,341.00 | \$10,900.00 | \$10,579.00 | \$10,800.00 | \$108.00 | \$9,200.00 | \$2,776.00 | \$10,900.00 | \$13,990.00 | \$18,900.00 | \$9,125.00 | \$16,500.00 | \$14,434.00 | \$16,500.00 |
| Budgeted for training/conferences per Director - 2005 Region X average | \$4,293.00 | \$8,336.14 | \$13,385.71 | \$7,341.00 | \$10,900.00 | \$10,579.00 | \$10,800.00 | \$108.00 | \$9,200.00 | \$2,776.00 | \$10,900.00 | \$13,990.00 | \$18,900.00 | \$9,125.00 | \$16,500.00 | \$14,434.00 | \$16,500.00 |
| DIRECTOR BENEFITS: | NRECA | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET | ACTUAL | BUDGET |
| Cost paid - nationally | 51% do not cover cost | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Insurance through Co-op - nationally | 50% opted to participate in Co-op | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Medical Insurance - nationally | 60% offer | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |

NRECA Nation Directors Benefits Survey Results Comparison

| | | | | | | | | | | | | | | | | | |
|---|---|-----------------|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Dental Insurance - nationally | 37% offer | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Directors & Officers Liability Insurance - nationally | Most provide; 56% offer 5M or less coverage | \$10,000,000.00 | \$10,000,000.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |

* Per diem allowed for HILCO committee meetings and/or training is \$410, which includes \$300 director fee, \$100 meals, and \$10 for incidental expenses

** Directors may participate in the Co-op medical and vision insurance at their own cost

*** HILCO provides 24 hour accident coverage with a \$25,000 limit for each Director

HILCO is located in Region X

HILCO provides directors \$25 monthly internet fee

HILCO provides unlimited travel reimbursement for directors' spouses

HILCO provides up to \$8,400 in Christmas bonuses to directors

HILCO provides standard IRS mileage rate reimbursement

HILCO provides directors with free fax machines

HILCO provides directors with a discount on propane

HILCO provides a \$250 annual clothing allowance to directors

HILCO provides 100% reimbursement for all commercial transportation costs, all hotel costs, all training fees