

**NRECA GROUP BENEFITS PROGRAM
SUMMARY OF MATERIAL MODIFICATIONS**

For

NRECA Short Term Disability Plan

EFFECTIVE: JANUARY 1, 2014

System name: COLES-MOULTRIE ELECTRIC COOPERATIVE

RUS/Subgroup Number: 01-14008-003

Employer Tax Identification Number: 37-0223453

This Summary of Material Modifications (SMM) describes changes to the National Rural Electric Cooperative Association (NRECA) Short Term Disability Plan (Plan) and supplements the Summary Plan Description (SPD) –also known as the Benefits Booklet. The effective date of each of these changes is noted above. You should read this SMM very carefully and retain this SMM with your SPD for future reference. If you have any questions regarding these changes and clarifications, please see your Benefits Administrator.

Summary of Changes for Chapter 3, Chapter 4, Chapter 5 and Chapter 10 of your Short Term Disability Plan SPD:

Chapter 3 – Eligibility and Participation Information

“Additional Eligibility Requirements” section is replaced in its entirety as follows:

In addition to meeting the eligibility requirements noted above as a full-time employee, you must also:

- Be expected to work at least 1,000 hours for your employer as an active employee during your first 12 months of employment;
- Have worked at least 1,000 hours for your employer each subsequent calendar year; or
- Have worked at another co-op within the past six months and met the other criteria noted in the bullets above.

A co-op means for purposes of the 3rd bullet above:

- Your employer
- Any member co-op of NRECA (even if the co-op doesn't participate in NRECA plans)
- An employer that is an affiliate of a member co-op
- An employer that has since become a member co-op of NRECA
- An employer that has since merged with, been consolidated with or been liquidated into a current member co-op of NRECA

Part-time employees must work 1,000 hours before they are eligible to participate in the Plan.

You must also satisfy the Active Work Requirement (see “Definitions”).

For more information about Additional Eligibility Requirements, please see Chapter 3 of your Short Term Disability Plan SPD. No further changes have been made to Chapter 3 of your SPD.

Chapter 4 – Short Term Disability Benefits

“Definition of Disability” section is revised as follows:

To be considered “Disabled” due to Sickness (see “Definitions”) or Injury (see “Definitions”), you must not be able to perform some or all of the Material and Substantial Duties (see “Definitions”) of your Own Occupation (see “Definitions”) with your employer. The Injury must also have occurred while you were covered under this Plan (see “Chapter 3”).

“Disability Benefit Amounts” section is revised as follows:

Benefits are based on a seven (7) calendar day week, and will be prorated accordingly for a partial week.

For more information about the Definition of Disability and Disability Benefit Amounts, please see Chapter 4 of your Short Term Disability Plan SPD. No further changes have been made to Chapter 4 of your SPD.

Chapter 5 – Applying for Short Term Disability Benefits

No claim for disability shall in any event be approved by CBA if notification of Disability and application are not provided to CBA within 12 months of the onset of the Disability.

For more information about Applying for Short Term Disability Benefits, please see Chapter 5 of your NRECA Short Term Disability Plan SPD. No further changes have been made to Chapter 5 of your SPD.

Chapter 10 – Definitions

Own Occupation - Any similar job that involves Material and Substantial duties of the same general nature as your regular job at your Employer when your Disability begins.

For more information about Definitions, please see Chapter 10 of your NRECA Short Term Disability Plan SPD. No further changes have been made to Chapter 10 of your SPD.

All other rules, provisions, definitions and benefit amounts of the SPD and Plan remain the same.

Plan Sponsor: National Rural Electric Cooperative Association
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