

MDR_22 D.26 Miscellaneous Information.

Employee Costs – Benefits. A listing of health and other benefits received by employees during the Base Year. Provide a detailed description of changes to employee benefits occurring subsequent to the Base Year To Date and anticipated future changes through the end of the Test Period that are reflected in the filing.

Answer: Please see below:

Summary of Benefits

Your benefits depend on your status as full-time (regularly scheduled to work 30 hours or more per week) or weekly part-time and also may vary based on the company for which you work. Please review the employee handbook for specific benefits information.

Absent From Work

Paid Time Off (PTO): Questar offers PTO to employees who are regularly scheduled to work at least 20 hours a week. Full-time employees earn PTO hours with each full month of service. Part-time employees earn PTO with each hour worked during each full month of service. New employees earn a prorated portion of the normal PTO hours during the first calendar month of their employment based on the number of days worked during their first month of employment. The number of PTO hours earned are based on years of service and the number of hours worked. You accrue PTO hours each month, and the accrued PTO hours roll over from month to month.

Bereavement Leave: Questar provides time off for employees regularly scheduled to work at least 30 hours a week (excluding QPEC) to attend funerals or make funeral arrangements. You can take up to three consecutive days off regularly scheduled duty with regular pay in the event of the death of your spouse, child, father, father-in-law, mother, mother-in-law, son-in-law, daughter-in-law, brother, sister, stepfather, stepmother, stepbrother, stepsister, stepson, stepdaughter or grandchild. You can take up to one day off from regularly scheduled duty with regular pay in the event of the death of your grandparent or spouse's grandparent. To be eligible for paid bereavement leave, you generally must attend the funeral of the deceased relative. You can take up to four hours of bereavement leave to attend the funeral of a current co-worker with supervisor approval, which is based on business needs.

Military Leave: Questar provides paid time off for military leave other than active duty or annual encampment.

Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Pioneer Day (or a floating holiday for non-Utah employees hired before Aug. 1), Labor Day, Thanksgiving, the Day after Thanksgiving and Christmas Day.

Family and Medical Leave Act: Eligible employees can take up to 12 weeks of job-protected leave (unpaid leave if paid leave is not available) in a 12-month period in connection with the birth or adoption of a child, a personal serious health condition, or a serious health condition of a parent, dependent child or spouse. You are eligible if you have worked for at least one year, for 1,250 hours during the previous 12 months, and if there are at least 50 employees within a 75-mile radius of your employer's work site.

Short-Term Disability: This plan provides paid time off to cover qualified absences that extend beyond three working days, but don't exceed four months per calendar year. Time off is paid for specific medical conditions if you are unable to safely and effectively perform your normal work assignments because of personal health reasons not including injuries from work-related accidents. You are eligible if you have six months of service and work at least 30 hours per week.

Long-Term Disability: This plan provides financial assistance to eligible employees who are unable to work at any job because of illness or injury. To be eligible, you must be regularly scheduled to work at least 30 hours per week and must be credited with one year of service.

Industrial Injury Benefit: Questar provides certain benefits if you sustain an injury in the course and scope of your employment. Benefits include non-taxable compensation for lost wages and payment of hospital and medical bills.

Accident Insurance

Business Accident Insurance: This plan provides death and total disability insurance if you travel on business for Questar. Questar pays the full cost of the plan.

Catastrophe Accident Insurance: This optional coverage provides insurance benefits for accidental death and dismemberment. Participants pay the full cost of coverage. Questar makes no representation concerning the competitive value of the rates offered. You can enroll for employee-only coverage or for family coverage if you have eligible dependents.

Assistance Programs

Employee Assistance Program (EAP): The EAP provides confidential counseling and referral services to you and your eligible dependents at no cost to you. You are eligible if classified as working at least 20 hours per week. All employees are eligible for the EAP regardless of whether they participate in Questar's medical plan.

Position Announcement Program: Questar offers a job-posting system designed to encourage career development and growth.

Educational Assistance Program: Questar reimburses eligible employees for certain educational expenses. You may be reimbursed up to \$5,250 in any calendar year. If you pursue an advanced degree (such as M.B.A. or certain master's degree programs), you are eligible for up to \$12,000 per calendar year.

Health Promotion/FitQuest: To encourage healthy lifestyles, the company provides wellness information and offers optional health promotion programs.

Cafeteria Plan

Premium Payment Plan: You can reduce your salary by the amount of your monthly health care contributions – pay less Social Security and federal and state income taxes. You are automatically enrolled unless you opt out.

Health Flexible Spending Account: You can elect to reduce your salary for out-of-pocket medical, vision, prescription drug and dental expenses for the year – pay less Social Security, Medicare and federal and state income taxes. The maximum contribution is **\$2,550** per year. Consumer Plan participants are not eligible for the Health FSA.

Limited Purpose Flexible Spending Account: You can elect to reduce your salary for out-of-pocket vision and dental expenses for the year if you are enrolled in the Consumer Plan. By enrolling, you pay less Social Security, Medicare and federal and state income taxes. The maximum contribution is **\$2,550** per year. PPO Plan participants are not eligible for the Limited Purpose FSA.

Health Savings Account: This is a personal savings account that allows tax-deferred contributions if used for qualified medical expenses. HSA funds belong to you and you have the flexibility to spend the funds now or save them for future health care expenses. The IRS sets the rules for who can contribute to an HSA, as well as the annual maximum contributions. You must enroll in the Aetna Consumer Plan to contribute to an HSA. The IRS sets the maximum annual contribution based on your level of medical plan coverage.

Dependent Care Assistance Program: You can elect to reduce your salary for dependent care costs and pay less Social Security and federal and state income taxes. The IRS sets the maximum contribution at **\$5,000** per year.

401(k) Retirement Income Plan

This plan provides you with an opportunity to build retirement income through 401(k) pre-tax contributions or Roth after-tax contributions (and catch-up contributions if you are age 50 or older) Employees are automatically enrolled at 6% in the default age appropriate JP Target Date Fund unless they elect otherwise. Questar provides a 100% match on the first 6% employees contribute in each pay period. Employee contributions vest immediately; as of Nov. 1, 2014 employer contributions also vest immediately. The plan record keeper is Prudential.

Employees who are not eligible for the Questar pension plan will receive 4% of their base compensation as an annual non-elective employer contribution to their account at the first of the year beginning Jan. 2015 as long as they worked at least 1,000 hours the prior year and were employed with an eligible company on the last working day of the prior year.

Health Care

Medical and Dental Insurance: All medical options are administered by AmeriBen and use the Aetna network of providers and facilities. You can select from two medical options: Aetna PPO (Preferred Provider Organization) Plan or the Aetna Consumer Plan (consumer-directed health plan -- CDHP). Coverage is effective on the first day of the month following hire date. There are two levels of rates for both medical plans. Medical plan contributions are based on tobacco-use status. Wellness rates apply to non-tobacco users and are \$50 per month less than the Basic rates.

Monthly medical costs are:

	Aetna PPO		Aetna Consumer Plan	
	Wellness	Basic	Wellness	Basic
Employee only	\$106	\$156	\$61	\$111
Employee and spouse	\$258	\$208	\$153	\$203
Employee and children	\$237	\$287	\$139	\$189
Employee, spouse and child	\$389	\$439	\$231	\$281

The Dental Plan is administered by Delta Dental and offers coverage through PPO dentists, Premier dentists or non-Delta dentists.

Dental **monthly** expenses are:

- Employee only is \$12;
- Employee and spouse is \$25;
- Employee and children is \$26;
- Employee, spouse and child is \$39.

Life Insurance

Basic Life: Questar pays the entire cost of the basic group life coverage on your life and on the lives of your eligible dependents. The coverage amount on your life is equal to your annual base pay at the time of your death as entered in the payroll system (rounded up to the next highest \$1,000). The insurance amount provided to employees who are actively employed at age 65 is reduced to two-thirds of their annual base pay. Each of your eligible dependents, including a spouse, has \$5,000 coverage.

Supplemental Life Insurance

This optional plan provides financial protection to your spouse, children or other beneficiary in the event of your death. Participants pay the full cost of coverage. Questar makes no representation concerning the competitive value of the rates offered. If you work at least 30 hours a week, you may select a benefit amount from one to four times your annual base salary, up to a \$750,000 maximum. You also can elect to purchase spouse and/or child(ren) coverage. Spouse coverage is available in the amount of \$25,000, \$50,000, \$75,000 or \$100,000. Each eligible child can have \$15,000 coverage.

Employee Incentive Plan

Incentive compensation is tied to financial and operating goals of the Questar affiliates. Payouts for each goal are based on an incremental or sliding scale. Higher payouts are earned for reaching higher levels of performance, even if these levels of performance fall between the minimum and target goal or between the target and the maximum goals. Incentive pay is calculated as a percentage of your gross earnings, including overtime, on-call and shift-differential pay. Incentive pay is included as compensation for purposes of Questar's Employee Investment Plan. Incentive pay also is subject to regular tax-withholding requirements. An eligible employee who completes six months of service following the payment distribution date receives a payout in the first regular paycheck following six months of service.

Legal Service Plan

The optional Legal Service Plan was established to provide personal legal services for eligible employees, retirees, their spouses and dependent children. Hyatt Legal Plans Inc. provides these legal plan benefits. The services are provided through a panel of carefully selected participating law firms. This summary (by clicking on the above link) provides general information about: the plan; eligibility for benefits; description of the benefits; how to obtain benefits; and your rights under ERISA.

MetPay Group Auto/Home Owners Insurance –

<http://mybenefits.metlife.com/MyBenefits/home/overview.do>

MetPay is an optional personal insurance program that allows you to insure your automobile(s), home and other personal property at special group rates available in most states. Coverage is available through either MetLife or Safeco. There are several options for premium payment, including payroll deduction and Expressit sm checking account deduction. In addition, home billing is always available for homeowners insurance. There are no interest fees or service charges. You can enroll in MetPay Group Auto/Home Insurance at any time. To learn more about this program, call 1-800-438-6388.

Retirement Plan

The Questar Corporation Retirement Plan is a defined benefit plan. The purpose of the plan is to provide income to eligible employees after they retire. However, it also may provide benefits to employees if you do not work until reaching normal or early retirement age or to a surviving spouse if the employee dies. The entire plan cost is paid by participating Questar employers. Employees are eligible to participate and accrue benefits under the plan if they were hired or rehired prior to July 1, 2010 or were transferred from a non-participating employer to a participating employer prior to June 16, 2010. Employees rehired on or after July 1, 2010 are not eligible.

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