

### Otter Tail Power Company – Retirement Benefits Eligibility

Employee Group	Eligible for Pension	Eligible for 401(k) Contribution – 4%	Eligible for 401(k) Contribution – 5%	Eligible for 401(k) Contribution – 7%	Eligible for 401(k) Match; 50% of the First 5% (max – 2.5%)	Eligible for 401(k) Match; 50% of the First 6% (max – 3.0%)	Eligible for Retiree Medical
Non-union hired prior to 9/1/2006	X				X		X
Non-union hired 9/1/2006 or after		X			X		
Coyote Union hired prior to 1/1/2009	X					X	X
Coyote Union hired 1/1/2009 or after				X		X	
Other Union hired prior to 11/1/2013*	X				X		X
Other Union hired 11/1/2013 or after			X			X	

\*Employees in this group, hired after 10/31/2010, are not eligible for Retiree Medical