

Otter Tail Power Company – Retirement Benefits Eligibility

Employee Group	Eligible for Pension	Eligible for 401(k) Enhanced Contribution – 5%	Eligible for 401(k) Enhanced Contribution – 7%	Eligible for 401(k) Match; 50% of the First 6% (max – 3.0%)	Eligible for 401(k) Match; 50% of the First 8% (max – 4.0%)	Eligible for Retiree Medical
Non-union hired prior to 9/1/2006	X			X <i>Effective 1/1/2024</i>		X
Non-union hired 9/1/2006 or after		X <i>Effective 1/1/2024</i>			X <i>Effective 1/1/2024</i>	
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 <i>Effective 11/1/2023</i>		X
Other Union hired 11/1/2013 or after		X			X <i>Effective 11/1/2023</i>	

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

Other Notes

Prior to 1/1/2024:

- Non-union, pension employees 401(k) match was 50% of the first 5% (max – 2.5%)
- Non-union, non-pension employees enhanced was 4% and 401(k) match was 50% of the first 5% (max – 2.5%)

Prior to 11/1/23:

- Other union, pension employees 401(k) match was 50% of the first 5% (max – 2.5%)
- Other union, non-pension employees 401(k) match was 50% of the first 6% (max – 3%)