

# MOUNTAIN PARKS ELECTRIC, INC.

## EMPLOYEE POLICIES AND PROCEDURES

SUBJECT: DEFERRED COMPENSATION PLAN	POLICY NO. E 4
EFFECTIVE DATE: MAY 1, 2001	PAGE 1 OF 1
REVISED DATE: 01/01/03, 6/11/09, 10/10/13, 9/16/2021	

### I. OBJECTIVE

To hereby adopt and maintain Deferred Compensation Plans for the General Manager, Department Managers and for the MPEI Board Members.

### II. POLICY

The General Manager, each Department Manager and MPEI Board Members, now serving or who may serve in the future, shall be entitled to become a participant in the NRECA deferred compensation plans as they are presently proposed or as they maybe hereafter amended. Cost to administer the Deferred Compensation Plans will be paid for out of the MPEI general fund.

### III. RESPONSIBILITY

The General Manager will be responsible for the administration and compliance of this policy.

 , PRESIDENT      DATE: 9/16/2021