

Other incentive programs for education (industry related):

LOMA - \$200 bonus per exam passed. \$1,000 pay raise upon successful attainment of full LOMA designation.

CEBS - \$500 bonus per exam passed. \$1,000 pay raise upon successful attainment of full CEBS designation.

Insurance License (life/health/variable annuity) - \$200 bonus for exam passed. \$1,000 pay raise upon attainment of life/health/variable annuity insurance license.

Securities Licenses (series 6 & 63) - \$200 bonus per exam passed. \$1,000 pay raise upon attainment of Series 6 & 63 licenses (must acquire both to get \$1,000 raise).

We reimburse all fees (including books) upon successful completion of a course. All courses must be completed on the employees' own time (not during paid working hours).

**Employees must be employed with MidAmerica for a minimum of 6 months before eligible to participate in this incentive program.*

College tuition reimbursement program:

Employees are eligible to participate after one year of full-time service. All courses must be pre-approved by management. Tuition and book fees are reimbursed up to \$2,400 per calendar year, for all pre-approved courses where the employee has earned a grade of C or better (grade report & receipts required for reimbursement).