



ERCOT 401(k) Savings Plan

ERCOT values its employees and the need to save for retirement. By providing above average company contributions, employees are eligible to receive up to 14.5% of eligible wages in company contributions.

Employees receive each pay period:

- **10%** company contribution (fixed, non-matching), **plus**
- **75% of the first 6%** contributed in company match

How do you vest in the company contributions?

- Fixed Company Contribution is **100% vested after 3 years** of service.
- Company Match vests **20% for each year of service**.

The ERCOT plan provides a balanced array of investment options, competitive plan features, as well as quality tools and information provided through Fidelity Retirement Services.

ERCOT 401(k) Plan features include:

- Immediate eligibility
- 18 core Mutual Funds, 11 Life-Cycle Funds, Mutual Fund Brokerage Window
- Pretax and Roth contributions, 1% to 99% of eligible compensation
- Qualified rollovers into the Plan
- Automatic Enrollment at 3% pretax after 30 days of employment
- Two active loans at one time; General Purpose loans and Residential loans available
- Hardship Withdrawals that meet the IRS Safe Harbor rules
- Age 59 ½ In-Service withdrawals, up to 100% of vested balance