



ELECTRIC RELIABILITY COUNCIL OF TEXAS, INC.

HEALTH & WELFARE ACTIVITIES

As of December 31, 2019

This report is provided to inform the Board of Directors of the activities of the Health & Welfare Committee ("Committee") during the 12-month period ending December 31, 2019.

The Committee met three times during 2019 to discuss ERCOT's health and welfare benefit plans.

The Committee actively performed its duties during this period, as highlighted herein:

Employee Health & Welfare Plans

1. Alliant Insurance Services (Alliant) provided periodic updates on the activities of the Employee Health & Wellness Committee.
2. Alliant provided monthly reports and expanded financial summaries to provide employee welfare plan cost information.
3. Deep View conducted a third party independent audit of the United Healthcare Prescription Drug plan for the 2018 Plan Year. This audit resulted in a total recovery of approximately \$8,500 back to the medical plan.
4. Sagebrush Analytics conducted an audit of the United Healthcare medical plan for the 2018 Plan Year. No significant issues were found.
5. Onsite biometric screenings were offered to employees in Taylor and Austin during May 2019.
6. Alliant conducted a RFP for the administration of the company's medical plan resulting in ERCOT renewing with United Healthcare.
7. Alliant conducted an RFP for the company's medical stop loss insurance resulting in ERCOT transitioning from Sun Life to United Healthcare effective January 1, 2020.
8. The following changes were made for the 2020 Plan Year and announced during Open Enrollment:
 - a. HSA Medical Plan: Individual deductible increased from \$2,700 to \$2,800 and family deductible increased from \$5,400 to \$5,600. This change was required to ensure ERCOT's HSA Medical Plan remained in compliance with IRS guidelines.
 - b. To offset the increase to deductibles, ERCOT increased the annual HSA contributions from \$1,000 to \$1,100 for individual and \$2,000 to \$2,200 for family plans.
 - c. Base Medical Plan: Employee contributions increased 10% per pay period.
9. Enrollment in the HSA & Base Plans did not significantly change from 2019 to 2020. Overall enrollment was split with 63% enrolled in the Base Medical Plan and 37% enrolled in the HSA Medical Plan.