



ELECTRIC RELIABILITY COUNCIL OF TEXAS, INC.
HEALTH & WELFARE ACTIVITIES
As of December 31, 2022

This report is provided to inform the Board of Directors of the activities of the Health & Welfare Benefits Committee ("Committee") during the 12-month period ending December 31, 2022.

The Committee met five times during 2022 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 Benefits provided detailed monthly reports and financial summaries to the Committee pertaining to the company's welfare plans.
2. Deep View conducted a third-party audit of the United Healthcare prescription drug plan for the 2021 Plan Year. The audit resulted in recovering approximately \$10,300 to ERCOT's medical plan.
3. ERCOT continued to provide medical coverage at 100% for all COVID-19 services related to testing. This is in accordance with Health & Human Services' (HHS) national public health emergency status. The national public health emergency status will end May 11, 2023.
4. ERCOT renewed medical coverage with United Healthcare for the 2023 Plan Year. The Plan's administrative fee increased from \$48.54 to \$49.99 per employee per month.
5. Alliant Benefits conducted a market RFP for ERCOT's medical stop loss insurance. United Healthcare's stop loss policy was selected to renew for Plan Year 2023 with a negotiated increase of 16%. The increase was deemed fair because United Healthcare paid out more in stop loss claims reimbursement than they received in annual stop loss premium for Plan Year 2022. There was no change to the individual medical stop loss amount of \$225,000.
6. Alliant Benefits conducted a market RFP for Dental, Life/AD&D, Short-Term, and Long-Term Disability:
 - a. Dental insurance was transitioned to a fully insured dental contract with MetLife. Annual savings are estimated to be \$173,000. Savings are calculated by comparing MetLife's fully insured premium to previously budgeted self-funded 2023 dental expenses.
 - b. Life/AD&D, Short-Term, and Long-Term Disability insurance were transitioned to MetLife. As a result of this change, estimated premium savings for 2023, are approximately \$27,000. The contracts include a three-year rate guarantee.
7. There were no plan design changes to the Base Medical Plan in 2023. The HSA Medical Plan deductibles increased from \$2,800 to \$3,000 for individual coverage, and from \$5,600 to \$3,000 for family coverage. The HSA deductibles increased in accordance with the IRS HSA minimum deductible requirements.