



ELECTRIC RELIABILITY COUNCIL OF TEXAS, INC.

**ANNUAL STATUS REPORT TO THE HUMAN RESOURCES & GOVERNANCE COMMITTEE
CONCERNING ACTIVITIES OF THE HEALTH & WELFARE BENEFIT PROGRAMS**

As of December 31, 2023

This report is provided to inform the Human Resources & Governance Committee of the activities of the Health & Welfare Benefit Plans during the 12-month period ending December 31, 2023.

The Committee met four times during 2023 to discuss ERCOT's health and welfare benefit plans.

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

ERCOT Employee Health & Welfare Plans

1. Alliant Benefits provided detailed monthly reports and financial summaries pertaining to the company's health and welfare plans.
2. Deep View conducted a third-party audit of the United Healthcare prescription drug plan for Plan Year 2022. The audit resulted in recovering approximately \$4,098 to ERCOT's medical/Rx plan.
3. Sagebrush Analytics conducted an audit of the United Healthcare Plan Year 2022 medical plans. The audit resulted in recovering approximately \$1,626 to ERCOT's medical plan.
4. ERCOT renewed medical coverage with United Healthcare for Plan Year 2024. The Plan's administrative fee increased from \$49.99 to \$51.49 per employee per month.
5. Alliant Benefits negotiated a 5% increase for ERCOT's medical stop loss insurance. The increase was extremely competitive since United Healthcare paid out significantly more in stop loss claims reimbursement than they received in annual stop loss premium for Plan Year 2023. There was no change to the Plan's individual medical stop loss deductible of \$225,000.
6. There were no plan design changes to the Base Medical Plan in 2024. The HSA Medical Plan deductibles increased from \$3,000 to \$3,200 for individual coverage, and from \$6,000 to \$6,400 for family coverage. The HSA deductibles increased in accordance with new IRS HSA minimum deductible requirements.
7. Employee pay period contributions increased 5% for most of the company's medical and dental plans; employee only coverage for the HSA medical plan remained 100% employer paid.
8. Annual Retireewise financial planning/retirement workshop continued to be offered in Fall, 2023 for employees planning for future retirement.
9. Enhanced ERCOT's volunteer policy to offer employees up to 16 hours of paid volunteer time per calendar year (subject to approval) at any 501(c)(3) organization.