



BENEFITS AT A GLANCE

July 1, 2010 - June 30, 2011



ERCOT is committed to assisting employees maintain a healthy, productive lifestyle for themselves and their families. We are proud to offer employees various comprehensive Health & Welfare Plans. Our Health & Welfare Plans focuses on preventive health care services that protect employees and their families from the catastrophic financial loss that can result from injury or illness. Our 401(k) Plan offers pre-tax and Roth after-tax deferrals. Our plan also offers institutional share class mutual funds, Fidelity Freedom Funds and a Self-Directed Brokerage Account Option.

Benefit Programs

Health & Prescription Drug Insurance
Dental Insurance
Vision Insurance
401(k) Retirement Savings Plan
Paid Time Off, Holidays, and Buy Vacation Option

Basic Term Life & AD&D Insurance
Voluntary Life & AD&D Insurance
Short & Long Term Disability Insurance
Long Term Care Insurance
Flexible Spending Accounts
Employee Assistance Program
Tuition Reimbursement Program

Eligibility

An eligible employee is an employee who is regularly scheduled to work on a full-time basis for at least 30 hours per week and is not a limited assignment or contract worker. ERCOT, Inc. benefits begin the 1st of the month following date of hire. If you are hired on the 1st of the month, eligibility is that same day.

Dependents eligible to enroll in our Employee Health & Welfare Plans include spouses, qualifying same sex Domestic Partners and unmarried dependent children up to the age of 25.

Our Plan Year

With the exception of the 401K plan, the plan year for our benefits is from July 1st - June 30th of each year. An open enrollment period for benefits will be announced annually in May. The open enrollment period is your only opportunity to enroll or make changes to certain Benefit Programs unless you experience a permitted change event in your family.

The 401(k) plan year is from January 1st - December 31st of each year. However, with this plan, deferral and investment changes can be accepted at any time.

Health & Prescription Drug Insurance

ERCOT offers **two health plans** through the CIGNA Open Access Plus network of providers. Neither plan requires a primary care physician or referrals to specialists. Both plans also offer disease management programs, lifestyle management programs and wellness opportunities.

Benefit	Basic Plan		Buy Up Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible (Calendar Year)	\$750 per person \$2,250 per family	\$2,000 per person \$6,000 per family	\$500 per person \$1,500 per family	\$1,000 per person \$3,000 per family
Out-of-Pocket Maximum (Calendar Year)	\$2,500 per person \$7,500 per family	\$5,000 per person \$15,000 per family	\$1,500 per person \$4,500 per family	\$4,000 per person \$12,000 per family
Coinsurance & Hospital Services Inpatient and Outpatient	80% after deductible	50% after deductible	90% after deductible	60% after deductible
Physician Office Visit Primary Care Physician Specialist	\$30 copay \$40 copay	50% after deductible	\$20 copay \$30 copay	60% after deductible
Preventative Care	100% no deductible, no copay	50% after deductible	100% no deductible, no copay	50% after deductible
Prescription Drugs Retail - up to a 30 day supply Mail Order - up to a 90 day supply	\$15/\$30/\$50 copay \$30/\$60/\$100 copay		\$10/\$20/\$40 copay \$20/\$40/\$80 copay	
	Employee Contribution (Per Pay Period) *		Employee Contribution (Per Pay Period) *	
Employee Only	\$ 11.00		\$ 50.00	
Employee + Sp / Dom Ptr.	\$ 27.00		\$ 110.00	
Employee + Child(ren)	\$ 23.00		\$ 93.00	
Employee + Family	\$ 37.00		\$ 151.00	

* Semi-Monthly

Dental Insurance

ERCOT offers a single Dental Choice (DPPO) plan through CIGNA.

Through this plan you are not required to have a Primary Care Dentist and have access to In and Out-of-Network dental providers.

Benefit	Preventive	Basic	Major	Orthodontia (Adults & Children)
Deductible (Calendar Year)	None	\$25 per person \$75 per family		None
Plan Pays	100%	80%	50%	50%
Plan Maximums	\$1,500 per person per calendar year			\$1,500 per person per lifetime
Employee Cost	Employee Contribution (Per Pay Period)			
Employee Only	\$ 0.00			
Employee + Spouse	\$ 3.00			
Employee + Child(ren)	\$ 2.50			
Employee + Family	\$ 4.00			

Vision Insurance

ERCOT offers a vision care program through Vision Savings Plan (VSP). **ERCOT pays 100% of the premium cost for Employee and Dependent coverage.**

Benefit	Your coverage from a VSP Provider
Exam	\$20 copay, once every 12 months
Lenses	\$25 copay, once every 12 months
Frames	Up to \$120 allowance every 12 months
Contacts (in lieu of prescription glasses)	Up to \$120 allowance every 12 months

401(k) Retirement Savings Plan

ERCOT offers a 401(k) Plan through Fidelity to help employees set aside pre-tax and post-tax dollars for their retirement. Eligible employees may enroll in the 401(k) plan at any time.

Employee Contributions

Employees may elect in whole percentages to defer pre-tax and/or post-tax contributions. Auto-enrollment after 30 days of employment will be selected for you at a 3% deferral if you have not made a deferral election.

Company Contributions

Employees may contribute up to 99% of their salary each pay period subject to IRS deferral maximums. ERCOT will match 75% of the employee's contribution up to 6%. **ERCOT will also contribute a fixed non-elective contribution at 10% of salary for all employees (regardless of employee contribution).**

Vesting Schedule

The Company Match Vesting Schedule is based upon years of employment with ERCOT.

Vesting Schedule for Company Match	
Upon completion of 1 year of employment	20%
Upon completion of 2 years of employment	40%
Upon completion of 3 years of employment	60%
Upon completion of 4 years of employment	80%
Upon completion of 5 years of employment	100%

Vesting Schedule for Fixed Non-Elective Contribution	
Upon completion of 1 year of employment	0%
Upon completion of 2 years of employment	0%
Upon completion of 3 years of employment	100%

Investments Options

15 Mutual Funds

11 Freedom Funds

Self-Directed Brokerage Account (SDBA)

Paid Time Off and Holidays

Vacation

Paid vacation time is based upon years of service with ERCOT and is accrued on a per pay period basis.

Paid Vacation Accrual Schedule	
1-5 years of continuous service	2 weeks (80 hours)
6-10 years of continuous service	3 weeks (120 hours)
11+ years of continuous service	4 weeks (160 hours)

Sick Leave

Employees may receive up to 10 sick days per year. Sick leave is accumulated on a per pay period basis.

Buy Vacation

Employees can elect to buy up to forty (40) hours of vacation (increments of 8hrs) upon hire and during open enrollment periods.

Holidays

ERCOT employees receive up to 10 paid holidays per year, including 8 regularly scheduled holidays and up to 2 floating holidays.

ERCOT Recognized Holidays
New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday Following Thanksgiving
Christmas Eve
Christmas Day
Floating Holidays - Pro-rated based on date of hire for first year.
1/1 - 6/30 - 2
7/1 - 10/31 - 1
10/31 - 12/31 - 0

Life and AD&D Insurance

ERCOT provides Group Term Life and Accidental Death & Dismemberment Insurance through CIGNA in the amount of 1x annual salary to all benefit eligible employees at **no cost to employees**.

Employees may also apply for Additional Life and AD&D Insurance for themselves and their families to supplement the coverage provided by ERCOT. Additional Life and AD&D Insurance is also provided by CIGNA and may be purchased through payroll deductions.

Disability Benefits

Short and Long Term Disability benefits are provided to you for your income protection in the event you become disabled and unable to work. ERCOT provides all benefits eligible employees with Short and Long Term Disability coverage through Fort Dearborn Life at **no cost to employees**.

Short Term Disability may begin on the 8th day of absence and can provide up to 60% of your income. The Short Term Disability maximum benefits duration is up to 12 weeks. Long Term Disability may begin after 90 days of absence and provides up to 60% of your income to a maximum of \$10,000 per month.

Long Term Care Insurance

ERCOT provides Basic Long Term Care Insurance through UNUM at **no cost to employees**. Basic Long Term Care benefits may begin after a 90 day Elimination Period and can provide either a \$1,000 per month Facility benefit, 60% Assisted Living Facility benefit or 50% Professional Home Care benefit. The Lifetime Benefit Maximum is \$36,000.

Employees may also apply for Additional Long Term Care Insurance for themselves and their families to supplement the coverage provided by ERCOT. Additional Long Term Care Insurance is also provided by Unum and employee and spouse coverage may be purchased through payroll deduction.

Flexible Spending Accounts

Flexible Spending Accounts (FSA's) are specifically designed to help you with health care and dependent daycare expenses and after school care. By participating, you may see a tax savings of 20% - 30% on eligible expenses by reducing the taxes you pay. You may use your FSA to cover eligible expenses for any eligible dependent even if that dependent is not covered on the ERCOT Health, Dental and/or Vision plan(s). ERCOT offers Health Care and Dependent Care Flexible Spending plans through Conexus. You may set aside **up to \$2,500 or \$5,000 per plan year (depending on your tax filing)** in your Health Care and Dependent Care Flexible Spending Accounts. Health Care participants will automatically receive one (1) debit card at no charge.

Employee Assistance Program

ERCOT provides an Employee Assistance Plan with Alliance Work Partners to all employees and their dependents at **no cost to employees**. The EAP provides professional counseling and confidential assistance for a variety of personal and workplace issues. There are four different programs that are accessible to you through the EAP; Counseling, Work/Life Services, Help Net and Wellness Coach.

Tuition Reimbursement Program

Traditionally, employees take advantage of tuition reimbursement to earn their undergraduate and graduate degrees; however, this benefit can also be used for all career-enhancing coursework within established guidelines that promote professional development. All active full-time ERCOT employees who have completed six months of service are eligible to receive \$2,500 per calendar year to use toward educational enrichment. Management approval is required before the start of coursework and proof of successful completion is required prior to receiving reimbursement.