



Incentives

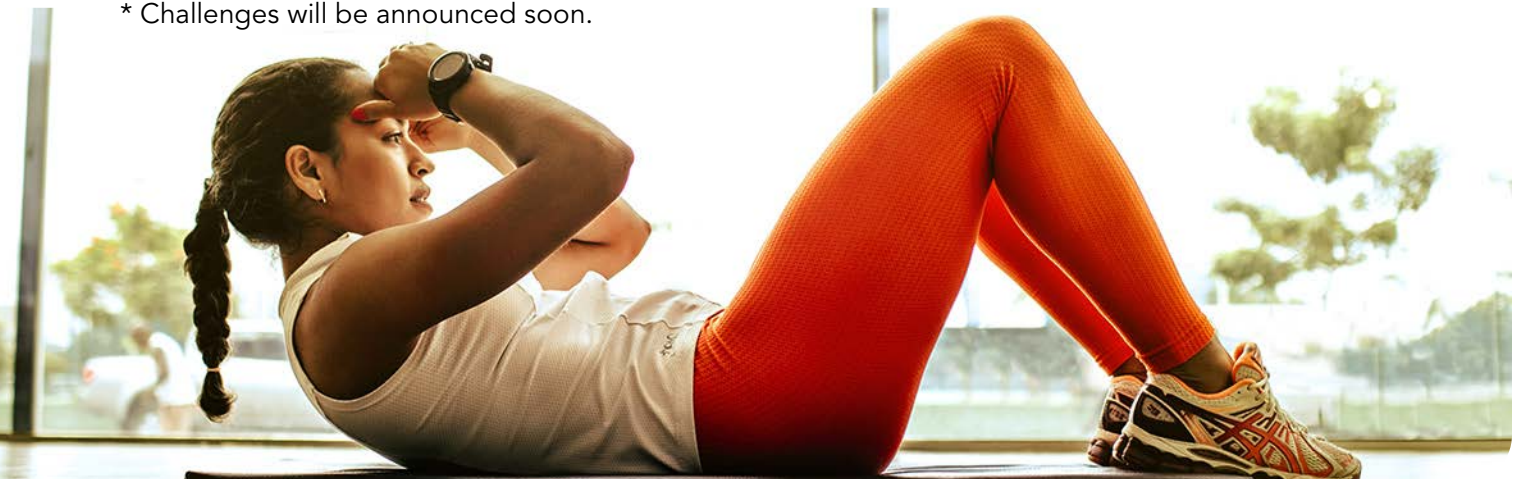
This chart highlights the Live Well Incentives for 2021.

Note:

- Those participants in the HSA Medical Option who are 65 or will reach age 65 in 2021 will receive their incentives as taxable cash in their paychecks.
- Scott & White Health Plan participants will receive – in their paychecks – the Amp It Up Incentive upon completing the challenges and/or the Live Well Personal Challenge Incentive upon completing the Live Well challenges.

2021 INCENTIVE OPPORTUNITIES	Who Can Do It	What You Get
Annual Physical with Biometric Screening Incentive	HSA and HRA Participants	<ul style="list-style-type: none"> → \$100 for You → \$50 for Your Spouse
Healthy Incentive (Biometric Results or Health Coaching)	HSA and HRA Participants	<ul style="list-style-type: none"> → \$500 for You → \$250 for Your Spouse
Live Well Incentives* → Four Live Well Incentives: \$100 each	All Employees	\$400 for You in Your HSA, HRA, or Paycheck When You Complete All Live Well Challenges
Amp It Up Incentives* → Four Amp It Up Incentives: \$250 each	HSA and HRA Participants	\$1,000 for You in Your HSA or HRA When You Complete All Amp It Up Challenges
Automatic Oncor Medical Contributions	HSA and HRA Participants	<ul style="list-style-type: none"> → \$250 for You → \$500 If You Elect Coverage for: <ul style="list-style-type: none"> • You + Spouse • You + Child(ren) • You + Family

* Challenges will be announced soon.



Incentives *continued*

Incentive Schedule

Take a *Physician Results Form* to your doctor's office when you have your annual physical with biometric screening. To receive your incentive, you or your doctor must submit the completed form by fax to **1.817.416.2300** or by email to southlake@cover-tek.com.

Cover-Tek validates your biometric results, and you meet the Healthy Incentive requirements if you:

- Have less than three health risk factors, OR
- Complete a health coaching program if you have three or more health risk factors. If you are unable to participate in a coaching program due to medical reasons as certified by your doctor, Oncor will consider a reasonable alternative recommended by your doctor.

For more information, review the **Live Well/Incentive Opportunities** posted on the Oncor Intranet, the Navigate Live Well site at oncorlivewell.com, and on oncorbenefits.com/ee.

Incentive and Funding Timing

If you complete your annual physical with biometric screening and/or Healthy Incentive in 2021, you will receive incentive funding in 2022. If you are unable to participate in a coaching program due to medical reasons as certified by your doctor, Oncor will consider a reasonable alternative recommended by your doctor.

Any action you take in 2021 counts toward your 2022 medical option incentive. This does not apply to the Live Well and Amp It Up Incentive Programs.

Need a *Physician Results Form*?

- Check this envelope.
- Download a form from oncorbenefits.com/ee, the Oncor Intranet at *Live Well/Benefits*, or the Navigate Live Well site at oncorlivewell.com.
- Call Cover-Tek at 1.817.329.6900 and request a form.

2021 Incentive Opportunities

There are no changes in the incentive amounts for 2021. Details of the four new 2021 Amp It Up Challenges and requirements for the four Live Well incentives will be coming soon! You will receive more information about these opportunities shortly. Details will also be available on oncorlivewell.com.