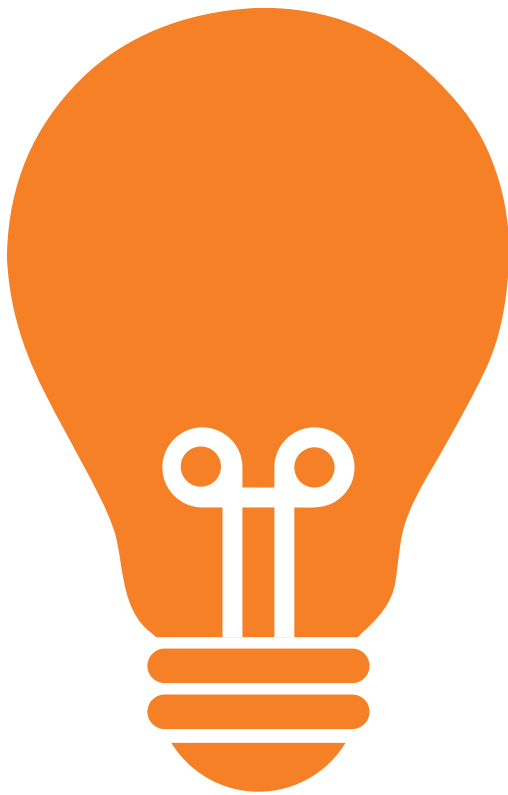


Tobacco Surcharge

An Important Step in Our Wellness Journey



Using tobacco? If the answer is “yes” for you and/or your spouse covered by an Oncor medical option, you’ll pay a tobacco surcharge of **\$200 per year per person (\$8.34 per person per paycheck)**. Read on for details about how to avoid the surcharge.

If my message only changes one person’s life and they decide to quit, then it’s worth it to me ... *Just try ...*

**do it for yourself,
do it for your family.**

— **Debbie Dennis**, *Senior Vice President, Chief Customer Officer and Chief HR Officer*

Why a Tobacco Surcharge?

Oncor is dedicated to helping our employees and their families achieve physical and financial health. Tobacco use hurts both of these. Tobacco has been unquestionably shown to contribute to many illnesses and early deaths, and is an expensive habit.

Oncor works to keep medical costs as low as possible to be able to offer affordable health care coverage to you and your family. The tobacco surcharge is an important step in the effort to control costs and promote healthy living. Oncor’s population has over 800 employees and spouses who still use tobacco. We care about you and we believe encouraging you to stop tobacco use is the right thing to do!

Oncor Considers These Tobacco Products

Tobacco products include, but are not limited to:

- Cigarettes
- Cigars
- e-Cigarettes/Vaping
- Cigarillos
- Pipes
- Chewing Tobacco
- Snuff
- Dip
- Loose Tobacco Smoked via Pipe or Hookah



How Does the Tobacco Surcharge Work?

IF NOT ENROLLED IN AN ONCOR MEDICAL OPTION

The tobacco surcharge does not apply.

IF ENROLLED IN AN ONCOR MEDICAL OPTION

Employee/Spouse Tobacco Status	Action	Surcharge
Has not used tobacco products during the last 24 months	No action is required.	The surcharge does not apply.
Is a tobacco-product user	Choice 1	
	Complete the <i>Tobacco Cessation/Physician Affidavit</i> and submit with appropriate documentation of tobacco cessation completion to Cover-Tek.*	The surcharge will be waived.
	Choice 2	
	Do nothing.	The surcharge will apply.
Has been tobacco free for the last 6 months	Choice 1	
	Complete the <i>Tobacco Cessation/Physician Affidavit</i> and submit with physician signature to Cover-Tek.*	The surcharge will be waived.
	Choice 2	
	Do nothing.	The surcharge will apply.

* The *Tobacco Cessation/Physician Affidavit* is available on the Oncor Intranet at *LiveWell/Benefits/Health Care Resources* under *Tobacco Cessation and Weight Management Programs*. In addition, you can find it posted on oncorbenefits.com/ee.

If You Submit an Affidavit

The surcharge will stop as soon as administratively possible (up to three pay periods). The surcharge will not be retroactively refunded.

What Are Your Tobacco Cessation Options?

If you and/or your spouse has stopped using tobacco, ask your physician to attest that you have been tobacco-free for six months. Then, the Tobacco Cessation Program requirement will be waived and the surcharge will not apply.

If you and/or your spouse use tobacco products and are enrolled in an Oncor medical option, you may complete one of the following Tobacco Cessation Programs – free of charge – to waive the tobacco surcharge. Choose the option that best fits your needs.*

If you are a Blue Cross and Blue Shield of Texas (BCBSTX) participant and choose this option



Call **1.877.213.6898**.
Go to bcbstx.com.

Personal coaching
Online motivational and educational resource tools through the Personal Health Manager

If you are a Scott & White Health Plan (SWHP) participant and choose this option



Call **1.800.321.7947**.
Go to MyBSWHealth.com.

Take the Digital Health Coaching Assessment which includes the *Live Tobacco Free* module designed to give you the skills to help conquer your cravings and say goodbye to tobacco for good.

Regardless of which Oncor medical option you are enrolled in, you can choose one of these support programs:

Curb Tobacco Now through Ultimate Health Matters (UHM), a phone-based program



Call **1.214.377.4037**.
Email Wellness@UltimateHealthMatters.com.

Quit For Life® through the American Cancer Society



Call **1.866.784.8454**.
Go to quitnow.net.

Clickotine through the Magellan/EAP Program



Use the **Clickotine app**.
See more on the next page.

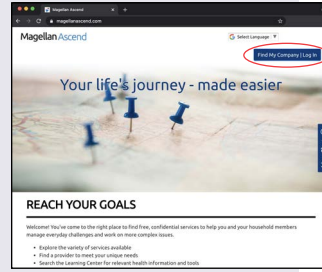
* Note: If you are unable to participate in one of the Tobacco Cessation Programs, you can use a reasonable alternative standard, including one recommended by your doctor, in order to waive the surcharge. Contact Cover-Tek at **1.817.329.6900** or email southlake@cover-tek.com for more information about obtaining a reasonable alternative standard.



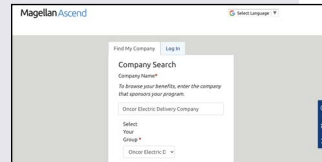
USING CLICKOTINE

Step 1 Go to MagellanAscend.com.

Step 2 Click the blue **Find my Company | Log In** button in the upper-right corner.



Step 3 Search for **ONCOR** or log in to your account.



Step 4 In the *Explore* section, click the **Clickotine Smoking Cessation Program** icon. Or, in the *Your Apps* section, click the blue **Explore the App** button.



Step 5 Follow the instructions to access the Tobacco Cessation Program.

MORE ABOUT CLICKOTINE

Clickotine is a new technology – designed and developed by doctors and scientists – using a smartphone app.

This technology learns from your behavior, and helps you create and stick to a quit plan so you can overcome nicotine cravings.

The Tobacco Cessation Program, powered by Clickotine, takes a confidential, comprehensive approach using the clinically-validated Clickotine mobile app, nicotine replacement therapy (NRT) and coaching by licensed tobacco cessation specialists.

Questions?

If you have questions or want more information about any of the Tobacco Cessation Program options, email HR Advocacy at oncres1@oncor.com.

Options and programs described in this communication, as well as other communication materials, are intended only to be summaries of certain provisions of the programs. This *Tobacco Surcharge* brochure updates and modifies certain provisions of the Plan and, as such, constitutes a summary of material modifications under ERISA. The programs are governed by formal plan documents and, in the event of a discrepancy, the formal plan documents will prevail. Oncor reserves the right to amend and/or terminate all of its benefit programs, in whole or in part, from time to time.

Participation in benefit programs under the terms of the plan document for employees in collective bargaining units is subject to the applicable collective bargaining agreement.

