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Dear Alliant Energy Employees and Retirees,

We are replacing Your Spending Account (YSA) with ConnectYourCare (CYC) for our spending plan administration starting in 2020. CYC is an experienced spending account plan administrator.

We're excited about the improvements you'll see, including an easier verification process. We expect a number of claims will be automatically substantiated – meaning less of your time will be spent scanning and uploading documents and receipts. This will not happen with every claim so please continue saving your documents.

While we are changing to CYC in 2020, many other features of your benefits will stay the same:

- Anthem, Delta Dental and Navitus are still our health benefits providers.
- Depending on the tier of coverage you elected during annual enrollment, the HRA annual funding levels are again \$1,000, \$2,000 or \$3,000. The account contribution dates will continue to be around January 1 and July 1.
- Flexible spending accounts for healthcare and dependent care are available.
- IRS rules regarding what qualifies as an eligible expense, and the need to provide documentation, also known as substantiation, remains unchanged.

It is important that you read and understand what is changing with the transition to CYC. Depending on the benefits you've selected and how you use them, you may need to take some steps now to ensure a smooth transition into 2020.

The enclosed document gives you more details, plus a checklist to help you understand what actions, if any, you need to take. Consider sticking it to your fridge, bulletin board or information station at home. We also recommend sharing it with family members who also use these benefits.

Please note that these are simply changes in how these benefits are administered, not changes in your coverage.

If, after reading this packet, you have other questions regarding these changes, please contact the HR Service Center at (608) 458-8458.

Thank you,
Alliant Energy Benefits Team