

## RESOLUTION

### Health Reimbursement Arrangement Adoption

WHEREAS, the existing employer sponsored HSA plan is not able to be extended to all non-represented employees due to restrictions defined by the Internal Revenue Service;

WHEREAS, Chugach Electric Association, Inc. (Chugach) has identified an additional employer sponsored plan option to expand access to all non-represented employees;

WHEREAS, the Health Reimbursement Arrangement (“HRA Plan”), which is intended to qualify as an employer-provided reimbursement arrangement under Sections 105 and 106 of the Internal Revenue Code of 1986, as amended (“Code”), and the regulations thereunder, and as a health reimbursement arrangement as defined under IRS Notice 2002-45, that reimburses eligible employees and retirees on a nontaxable basis for eligible health expenses incurred by them and their covered dependents;

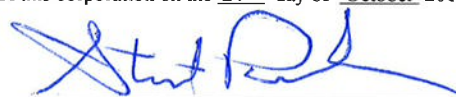
WHEREAS, the HRA Plan is administered by Cooperative Benefit Administrators, Inc. (“CBA”), a subsidiary of National Rural Electric Cooperative Association (“NRECA”);

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of Chugach Electric Association Inc, that the Chief Executive Officer is authorized to proceed to take any and all actions required to implement and administer the HRA Plan, including but not limited to, execution of a plan document or plan amendment, as applicable, the submission of reimbursement requests beginning 01/01/2020.

### CERTIFICATION

I, Stuart Parks, do hereby certify that I am the Secretary of Chugach Electric Association, Inc., an electric non-profit cooperative membership corporation organized and existing under the laws of the State of Alaska: that the foregoing is a complete and correct copy of a resolution adopted at a meeting of the Board of Directors of this corporation, duly and properly called and held on the 24<sup>th</sup> day of October 2019; that a quorum was present at the meeting; that the resolution is set forth in the minutes of the meeting and has not been rescinded or modified.

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed the seal of this corporation on the 24<sup>th</sup> day of October 2019.



Secretary