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May 6, 2024

Russell DuBose
Vice President of Human Resources
Phifer Inc.
4400 Reese Phifer Ave.
Tuscaloosa, AL 35403

Dear Mr. DuBose:

Enclosed are additional questions submitted by Committee Members following the April 16 Subcommittee on Health, Employment, Labor, and Pensions hearing on "ERISA's 50th Anniversary: the Path to Higher Quality, Lower Cost Health Care." Please provide written responses no later than May 27, 2024, for inclusion in the hearing record. Responses should be sent to Alexander Knorr (Alexander.Knorr@mail.house.gov) of the Committee staff, who can be contacted at (202) 225-7101.

Sincerely,

A handwritten signature in blue ink that reads "Bob Good".

Bob Good
Chairman
Subcommittee on Health, Employment, Labor, and Pensions

Enclosure

Questions for the Record for Russell DuBose

Subcommittee on Health, Employment, Labor, and Pensions Hearing “ERISA’s 50th Anniversary: the Path to Higher Quality, Lower Cost Health Care”

April 16, 2024

10:15 a.m.

Rep. Tim Walberg (R-MI)

1. In 2020, the DOL issued a rule enabling default e-delivery of member disclosures in ERISA pension plans. The DOL stated that they would explore extending default e-delivery to ERISA health plans. Would members of self-insured plans support default e-delivery?
2. How would default e-delivery of member disclosures impact self-insured plans and the health benefits they provide?

Rep. Aaron Bean (R-FL)

1. In my opinion, one of the most important things about ERISA is that it has enabled employers to develop initiatives and interventions to help their employees stay healthy and active participants in the workforce. I know employers spend a lot of time, energy, and resources to develop their workforce and so keeping them healthy is of critical importance. Can you discuss how ERISA has helped employers keep a healthy workforce, specifically as it relates to employees with chronic diseases or ongoing health care challenges?
2. Too often some of my friends on the other side of the aisle see government programs as the best possible solution. However, in my opinion, actively engaging individuals in their health care and keeping them active in the workforce is the most ideal outcome. Can you comment on the benefits of engaging individuals in their own health care, as well as the benefits of keeping employees active in the workforce?