

Xcel Energy Inc.
Disclosure Under U.S. GAAP
Retiree Medical and Life Insurance Plan
Measured as of December 31, 2018
(\$ in Thousands)

Weighted average assumptions

<i>Assumptions and dates used at disclosure</i>	<u>12/31/2018</u>	<u>12/31/2017</u>
Discount rate	4.32%	3.62%
Rate of compensation increase	N/A	N/A
Measurement date	December 31, 2018	December 31, 2017
Census date	January 1, 2018	January 1, 2017
Initial Trend Rate		
Pre-65	6.50%	7.00%
Post-65	5.30%	5.50%
Ultimate Trend Rate	4.50%	4.50%
Year Ultimate Reached	2023	2023
 <i>Assumptions used to determine net periodic benefit cost</i>		
Discount rate	3.62%	4.13%
Expected return on plan assets		
-Bargaining	5.80%	5.80%
-Non-Bargaining	5.80%	5.80%
Rate of compensation increase	N/A	N/A
Initial Trend Rate		
Pre-65	7.00%	5.50%
Post-65	5.50%	5.50%
Ultimate Trend Rate	4.50%	4.50%
Year Ultimate Reached	2023	2019

Footnotes

¹ Includes NRG, BMG, Viking, Natrogas, Cheyenne, Quixx and UE.

² Includes Eloigne and Seren.

³ Includes Executive Life Insurance benefits.

⁴ Includes impact of transfers between legal entities and adjustments to match values provided by Xcel Energy Inc.

⁵ Net loss (gain) amortized over average future working lifetime of 12.098 years.