

HUMAN RESOURCES 100 SUMMIT LAKE DRIVE VALHALLA, NY 10595

To: Qualified Retirees, Long-Term Disabled (LTD) Faculty and Staff, Surviving Spouses, and Post-Retirement Eligible (Active) Employees

From: Matt Renna, Vice President, Human Resources

Date: October 23, 2019

Re: Post-Retirement Plan Modification

On June 17, 2015, the University sent notification to all qualified retirees, LTD participants, surviving spouses and active employees who were hired, full-time, prior to October 2, 2000, that the plan was being integrated with Medicare Part D (prescription coverage) effective January 1, 2020.

Why was this decision made?

The University is constantly looking for ways to continue to provide retiree health benefits at a cost that is financially sustainable. The marketplace is ever-evolving and this alternative to the Medicare Part D integration was more favorable to current and future participants, as well as to the University.

Why was Aetna selected over other carriers?

The University underwent a significant bidding and vetting process to review all available options from several carriers. Aetna was ultimately selected because it met our plan design needs, quality standards (both in plan operation and customer service), and cost. Retired employees, representing both faculty and staff, were involved in the process.

Enrollment in the P lan

currently covers over 90% of the same prescription drugs that Agna covers and offers coverage for some prescription drugs that Agna currently does not cover.

The Aetna Medicare Advantage Plan provides similar coverage, including Medicare Part A and Part B, as well as prescription drug coverage, but also offers new features, such as:

Hearing aid allowance (up to \$500), every 36 months SIver Sneakers® gym membership NurseLine registered nurses answer calls 24 hours per day/7 days per week Geriatric podiatry services Healthy Home visit Compassionate Care program Only 1 card (the Aetna ID card) is needed for services

Copayments will also remain the same as they were under the current (Cigna) post-retirement medical plan. However, there will no longer be healthcare-related deductibles (except on the prescription plan for non-generic drugs, which is currently \$125 per person, per year). Referrals are not needed to see a specialist.

The network will be the Aetna Medicare network. Participants are not limited to a specific network of doctors and can see any provider that is eligible to receive Medicare payment. An Aetna Medicare participating provider will submit the claims directly to Aetna. In this case, the participant will not

Monthly Premiums for Current Retirees, LTD Participants, and Surviving Spouses

	Category	Monthly Premium	Provider
1	Retiree under age 65 and hired before January 1, 1996:	No change to individual premium.	Ourrent Active Plan
2	Retiree age 65+ and hired before January 1, 1996:	The lesser of current individual premium or Aetna Medicare Advantage Plan rate (\$253.11/mo. for 2020*).	Aetna Medicare Advantage Plan
3	Retiree under age 65 and hired between January 1, 1996 and October 1, 2000:	A percentage of the active individual premium based on your Years of Service refer to your retirement letter.	Ourrent Active Plan
4	Retiree age 65+ and hired between January 1, 1996 and October 1, 2000:	The lesser of a percentage of the active individual premium based on your Years of Service refer to your retirement letter - or Aetna Medicare Advantage Plan rate (\$253.11/mo. for 2020*).	Aetna Medicare Advantage Plan
5	Spouse or Surviving Spouse under age 65:	Premium based on (100%) monthly active plan rate until age 65.	Ourrent Active Plan
6	Spouse or Surviving Spouse age 65+:	Aetna Medicare Advantage Plan rate (\$253.11/mo. for 2020*).	Aetna Medicare Advantage Plan
7	LTD (<u>not</u> Medicare Parts A & B primary):	No change to current individual premium.	Ourrent Active Plan
8	LTD (Medicare Parts A & B primary):	The lesser of current individual premium or Aetna Medicare Advantage Plan rate (\$253.11/mo. for 2020*).	Aetna Medicare Advantage Plan

* The Aetna Medicare Advantage Plan monthly rate for 2020 is \$253.11 and is subject to annual change each January 1st.

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Please contact the University Benefits office if you are Medicare-primary (Parts A and B) and are not currently covered under the current (Qgna) post-retirement medical plan, but are interested in enrolling in the Aetna Medicare Advantage Plan.

We hope this document provides enough information to give you a strong overview of the new Aetna Medicare Advantage Plan. More information will be mailed to you, by Aetna, shortly. Although Aetna has an excellent reputation for customer service, the University Benefits office will continue to assist you, especially during this transition period, if needed.

Sincerely yours,

Matt Renna Vice President, Human Resources

This letter is intended to provide information only. If there are any discrepancies between the information in this letter and the Plan documents, the Plan documents will always govern.

Aetna Medicare is a HMO, PPO plan with a Medicare contract. Enrollment in our plans depends on contract renewal. For accommodation of persons with special needs at meetings, call 1-800-307-4830 (TTY: 711). Out-of-network/non-contracted providers are under no obligation to treat Aetna members, except in emergency situations. Please call our customer service number or see your Evidence of Coverage for more information, including the cost-sharing that applies to out-of-network services. The formulary, provider and/or pharmacy network may change at any time. You will receive notice when necessary. Participating physicians, hospitals and other health care providers are independent contractors and are neither agents nor employees of Aetna. The availability of any particular provider cannot be guaranteed, and provider network composition is subject to change. See Evidence of Coverage for a complete description of plan benefits, exclusions, limitations and conditions of coverage. Plan features and availability may vary by service area.