

## Legacy SBC Retirees – Annual Enrollment CLARIFICATION (11/13/09)

### Enrollment Kit Mistakes:

Retirees ARE NOT eligible for Flexible Savings Accounts.

Retirees ARE NOT eligible for Health SAVINGS Accounts (HSAs).

Retirees ARE automatically eligible for HRAs (Health Reimbursement Accounts); as long as: Retired on or after 1/1/1993, and are not Medicare eligible, and Are enrolled in a company sponsored medical plan (not an HMO). If eligible; after enrollment you will receive a “Welcome Kit” that will explain how to access HRAs.

PPO/Non PPO Does have an Out of Pocket Limit

\$500/Single and \$1,000 Family + deductible.

### Clarifications:

New Preventative Care changes apply to the current HCN Network, PPO, ONA & new Alternative Plan (Network, PPO, ONA), but if Non-Network or Non-PPO is either not covered at all or is the old disease detection plan or is cut 50%.

Choice Plus is what United Healthcare Company calls their Network of providers.

Medicare Eligible has Non-PPO benefit levels on their secondary Company coverage (which is not new), but will have the opportunity to enroll in either United or BC/BS.

### CURRENT Company sponsored plans are:

-PPO/Non thru BC/BS which in 2010 will have a monthly premium, or

-United Healthcare’s “Health Care Network” which will have a monthly premium.

### NEW Company sponsored plans are:

-Alternative Plan with no premium, but much higher out of pocket costs...administered by United Healthcare or BC/BS, and

-ONA (Out of Network Area) which is designated only if you live in a non-mandatory zip code. This designation allows you to go to any provider and claims are paid in-network and is offered through BC/BS. (however it may be listed HCN-ONA)

### IF you do nothing:

The general rule is to default to what you have listed for coverage in 2009.

For those of you in a “current” company sponsored plan (my opinion only) what you had in 2009 will be ok although you will have a monthly premium. **The problem with saying do nothing... Is that if you had an HMO or waived off coverage to zero in 2009... you will NOT get your HRA.**

### Premiums:

If you get a monthly pension check from the company; you can arrange to have premiums withheld after tax. If not; you will receive a bill on the fifteenth of each month to be paid by the first of the next month. **IT MUST BE PAID or you will lose your medical and any other coverage you pay for.** You can pay by check for the year or set up auto debit plans. Your first bill should let you know how you can pay.