

Emeriti Retirement Health 2019 Benefits



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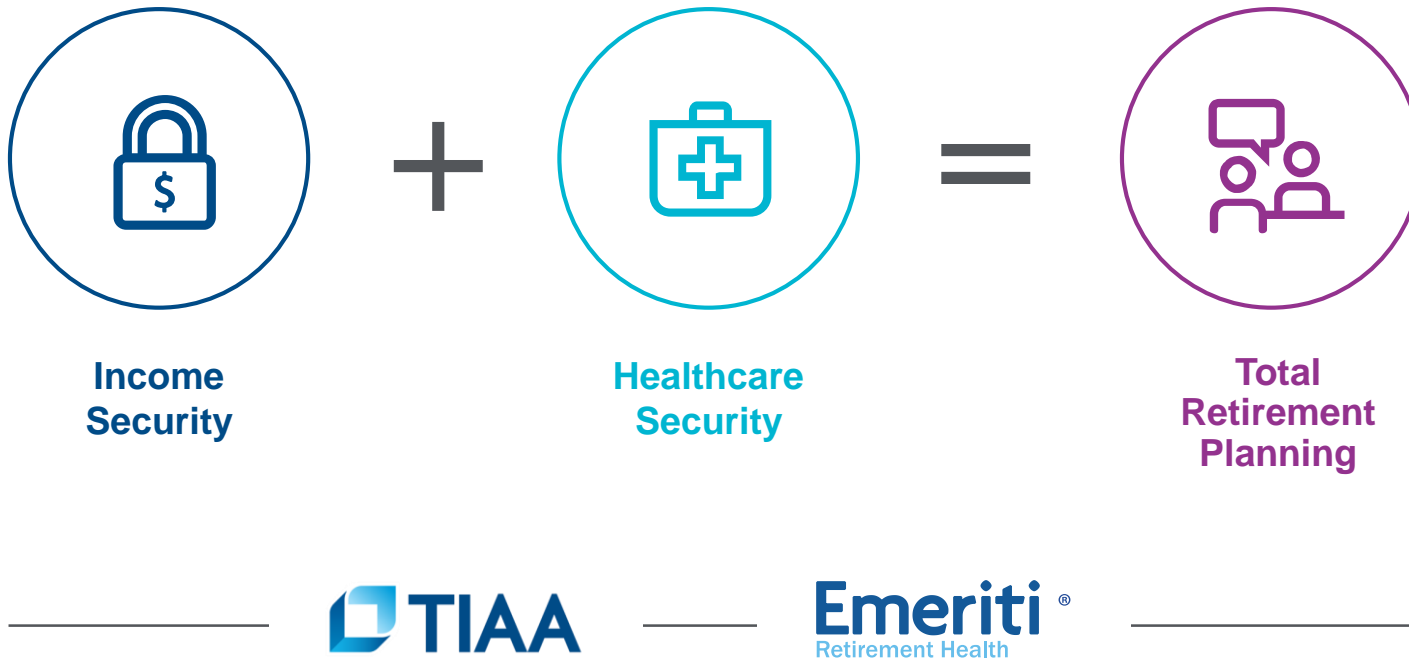
SENIOR ACCOUNT EXECUTIVE | AETNA

Today's agenda

① **What's new in 2019?**

② **Aetna health plan options**

③ **Open enrollment timeline**



Aetna has reached an agreement to sell its Medicare Part D drug plan business to WellCare Health Plans.

This development will not affect Emeriti retiree health plans in 2019.

Aetna remains 100% responsible for operations and financial results of the divested insured prescription drug (PDP) plans.

The pricing, benefits, costs, and administration of the Group PDP Plan will not change for 2019.

Aetna will offer a standalone Group PDP plan for the 2020 benefit plan year effective January 1, 2020.

Aetna 2019 retiree health plans



Medicare Advantage Plans	Rx Plans	Dental Plan
<p>Three plans; same plan design</p> <ul style="list-style-type: none"> All plans receive a rate decrease of 16.36% 	<p>Three Medicare-approved prescription drug plans; same plan design</p> <ul style="list-style-type: none"> Rx Premium +8.5% Rx Plus +3.9% Rx Standard -6.0% Rx Mid-High* 0% 	<p>One plan; same plan design</p> <ul style="list-style-type: none"> No premium rate change

*Closed to new entrants

How Medicare Advantage Plans Work

Simple: Medicare Advantage is an all-in-one plan

- Easy to use
- One ID card for medical and pharmacy needs
- More benefits than Original Medicare Parts A and B
- Care advocacy programs
- Wellness benefits
- One monthly Explanation of Benefits for each medical and pharmacy



Benefits available to retiree, spouse and eligible dependents

How Medicare Advantage Plans Work

Flexible: Customized plans support access to providers



Covering your retirees in or out of network:

Customized group plan

Access to providers nationwide

Providers do not have to be in our network

Same benefits in or out of network for Premium Plan

No referrals needed

Covers retirees nationally

Benefits available to retiree, spouse and eligible dependents

How Medicare Advantage Plans Work

Holistic: Supporting retirees' health journeys

Working with retirees and their providers to meet the range of health needs

Preventive	Wellness	At-risk	Advanced
<ul style="list-style-type: none"> • Fall Prevention Program • Flu Shot Reminder • Women's Annual Health Reminder • Colon Cancer Screening Reminder 	<ul style="list-style-type: none"> • Healthy Home Visits • Silver Sneakers Program • 24/7 Information Line • Personal Health Record • Resources for Living® 	<ul style="list-style-type: none"> • Diabetes Program • Coronary Artery Disease Program • Cerebrovascular Disease Program • Congestive Heart Failure Program • Home Health Aid 	<ul style="list-style-type: none"> • Comorbid Condition Management Program • Readmission Avoidance Program • Compassionate Care Program

Benefits available to retiree, spouse and eligible dependents

2019 Medical Plans



PARTICIPANTS CHOOSE ONE MEDICAL PLAN

	Medicare Advantage PPO Premium Plan	Medicare Advantage PPO Plus Plan	Medicare Advantage PPO Standard Plan
Plan Deductible	\$0*	\$0*	\$0*
Medicare Deductible	\$0	\$0	\$0
Primary Care	\$15 copay *	15% coinsurance (in-network) 25% coinsurance (out-of-network)	\$15 copay (in-network) 30% coinsurance (out-of-network)
Specialist	\$15 copay*	15% coinsurance (in-network) 25% coinsurance (out-of-network)	\$40 copay (in-network) 30% coinsurance (out-of-network)
Hospital	Covered 100%	\$500 per admission. No day limit. (in-network) 25% per admission. No day limit. (out-of-network)	\$200 per day (1-7). No day limit. (in-network) 30% per admission. No day limit. (out-of-network)
Preventive Care	Covered 100%	Covered 100%	Covered 100%
Out-of-Pocket Limit	\$2,000*	\$2,750 (in-network) \$5,500 (out-of-network)	\$6,700 (in-network) \$10,000 (out-of-network)

*In- and out-of-network

2019 Medicare Part D Drug Plans



PARTICIPANTS CHOOSE ONE RX PLAN

Rx Premium Plan Retiree pays:	Rx Plus Plan Retiree pays:	Rx Standard Plan Retiree pays:
Open 2 Plus Formulary	Open 2 Plus Formulary	GRP B2 Formulary
Deductible: \$100	Deductible: \$200	Deductible: \$415
Initial Coverage Limit: 15% generic, 25% preferred brand, 40% non-preferred brand	Initial Coverage Limit: 15% generic, 25% preferred brand, 50% non-preferred brand	Initial Coverage Limit: 15% generic, 25% preferred brand
Coverage Gap: 15% generic, 25% brand	Coverage Gap:* 15% copay for generic drugs, 25% brand	Coverage Gap:* 37% generic, 25% brand
Catastrophic Coverage: 100% coverage, you pay nothing	Catastrophic Coverage: 95% coverage, you pay 5%	Catastrophic Coverage: 95% coverage, you pay 5%

**The Medicare Coverage Gap Discount Program will continue to provide manufacturer discounts on brand name drugs to Part D beneficiaries who reach the Coverage Gap and are not already receiving "Extra Help." A 70% discount on the negotiated price of preferred and non-preferred brand drugs (excluding the dispensing fee) will be available from manufacturers that have agreed to provide the discount.*

2019 Dental Plan – Optional



Preventive Service	100% coverage
Annual Deductible (basic and major services)	\$100
Basic Services Coverage (fillings, standard crowns, extractions)	50%
Major Services Coverage (root canal therapy, surgical removals, dentures)	50%
Annual Benefit Maximum	\$1,500

NOTES:

1. Twelve month waiting period applies for major services, but may be waived with evidence **of continuing** coverage.
2. One-time only opt-in opportunity.
3. Dental is only available when you enroll in a combination Medical/Rx coverage, or elect the stand-alone Rx Standard Plan
4. Please note: in the states of CA, OR, WA, the stand-alone Dental plan may be elected if the participant is enrolled in a Kaiser Permanente MAPD Plan, and with evidence of existing coverage.
5. Dental not available in MD.



Retirees have some important decisions to make

WE'RE HERE TO HELP THEM EVERY STEP OF THE WAY

**RETIRES MAY DO NOTHING &
BE DEFAULTED INTO THE SAME PLAN**

- OR -

**THEY MAY ENROLL
IN THE PLAN OF THEIR CHOICE**

Personalized counseling

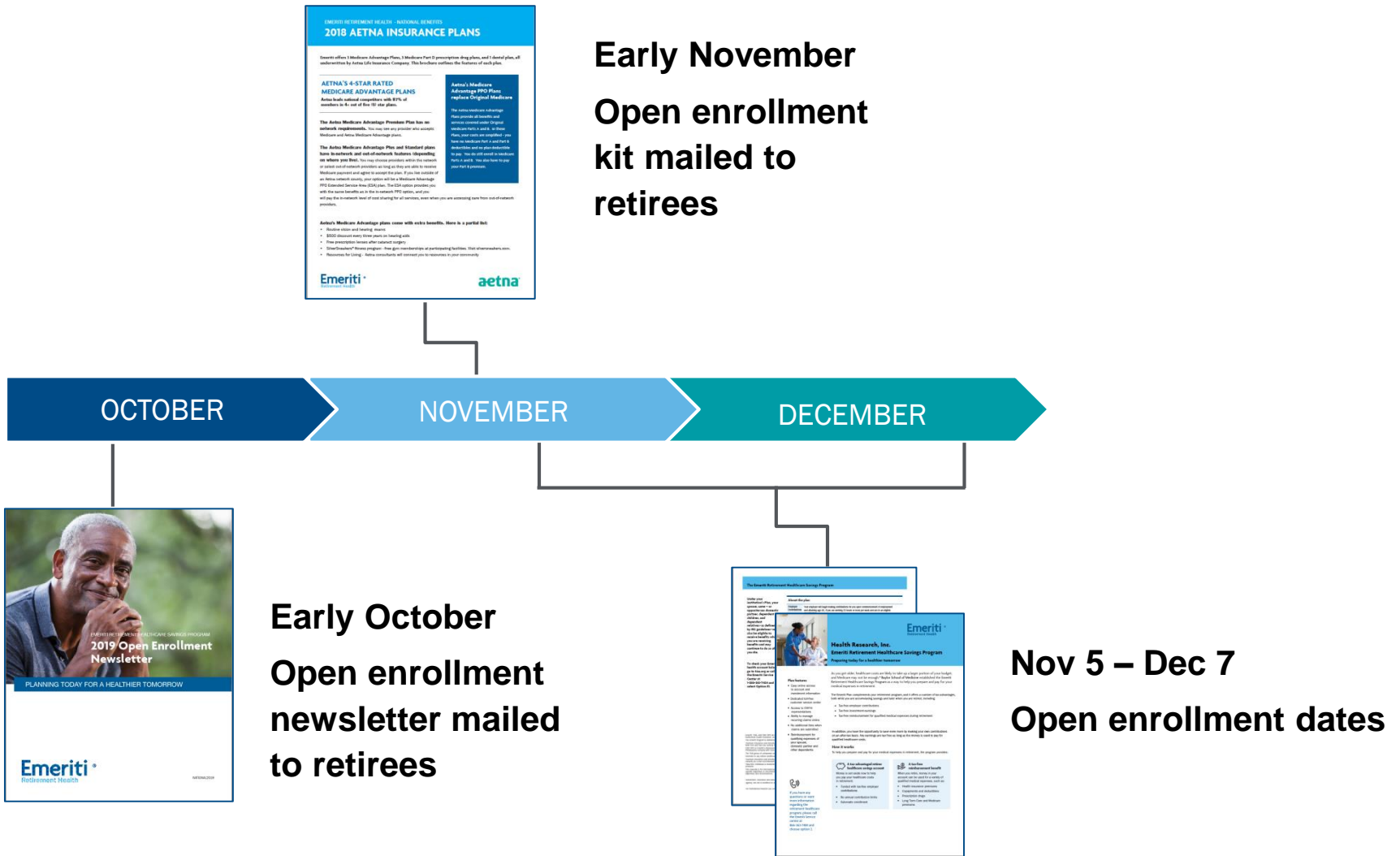
RETIREES MAY CALL AETNA
SPECIALISTS FOR SUPPORT



1-855-212-5666



Emeriti's Open Enrollment Timeline



Thank You

QUESTIONS?

Emeriti, TIAA, CBIZ RPS, Aetna Life Insurance Company, and HealthPartners are independent corporations and are not legally affiliated. The full name of Emeriti Retirement Health Solutions is The Emeriti Consortium for Retirement Health Solutions, an Illinois Nonprofit Corporation.

Emeriti Retirement Health Solutions is not an insurance company, insurance broker or insurance provider.

The Emeriti Program is delivered in collaboration with TIAA, CBIZ RPS, Aetna Life Insurance Company, and Health Partners. CBIZ RPS is Emeriti's disbursement record keeper for Emeriti group insurance administration and Emeriti medical expense reimbursement processing.

CBIZ RPS is a Philadelphia company with more than forty years of experience in full-service benefits services supporting employees and retirees in organizations nationwide.

Teachers Insurance and Annuity Association of America (TIAA) is Emeriti's accumulation record keeper, trust services provider, and investment manager. TIAA is based in New York and has nearly one century of distinguished service to the non-profit community for financial services supporting retirement income security.

Aetna Life Insurance Company is the primary health insurer for the Emeriti Program, providing fully insured medical insurance and health-related products. For over 150 years, Aetna has been an innovator in the delivery of insurance solutions and is a nationwide provider of Medicare-approved Part D prescription drug services. For Minnesota institutions and their Minnesota-resident retirees, HealthPartners provides participants with medical insurance and health-related products. HealthPartners is the largest consumer-governed nonprofit health care organization in the nation.

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For Minnesota institutions and their Minnesota-resident retirees, HealthPartners provides participants with medical insurance and health-related products. HealthPartners is the largest consumer-governed nonprofit health care organization in the nation. Interests in any retiree healthcare plan discussed herein are offered solely by the employer.

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TIAA group of companies cannot and does not provide tax or legal advice and recommends that plan sponsors consult their own legal and tax advisors for such advice.

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