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# Let's do Medicare. Together – Alight Retiree Meeting

**alight**



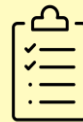
# Why are we here today?

## The goals of our meeting today are to provide you with:

- A summary of health coverage changes in 2024 for Medicare-eligible retirees and spouses
- An overview of upcoming communications, resources and key next steps
- A forum to answer your questions



**LEARN**



**PREPARE**



**ENROLL**

# Why are things changing?

Understanding the reasons behind the change

## CURRENT PLANS

- High cost of current plans
- Significant projected future increases for retirees
- Limited plan options
- Shrinking plan enrollment

## NEW PLAN OPTIONS

- More choice
- Greater flexibility
- Potential to reduce overall costs
- Access to additional plan options

# Transitioning to an individual Medicare Plan

## **CURRENTLY**

Enrolled in the Aerospace sponsored group health plan or have opted out of the current Aerospace sponsored group health plan.

*In 2024, you'll have a choice to enroll into health coverage in a new way.*

**2024**

Choose between either Aerospace group sponsored PPO plan or elect an individual Medicare plan through Alight Retiree Health Solutions



# Transitioning to a Health Reimbursement Account (HRA)

## CURRENTLY

Aerospace pays a portion of the monthly premium for your group coverage, if eligible.

*In 2024, Aerospace will provide financial support through a Health Reimbursement Account (HRA), if eligible.*

## 2024

Aerospace provides funding into an HRA, if eligible.



# What's not changing

Grandfathered Life Insurance

401(k)

Pension Benefit

Grandfathered MetLife Group Dental

Pre-65 Aerospace sponsored group plan

**Aerospace's commitment to its  
retirees and the retiree benefit  
plans remains strong.**

# Agenda

- About Alight Retiree Health Solutions
- Understanding Medicare
- Enrollment options
- Paying for your coverage
- Support
- Key dates and next steps
- Questions and answers



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# Introducing

## Alight & Alight Retiree Health Solutions

Alight has more than 4,500 clients served, through 15,000 professionals, in 5 continents.

Over 600,000 retirees enrolled.

Offers a broad range of health, prescription drug, dental and vision coverage options.

Provides tools and support to help you learn, prepare and enroll in a Medicare plan(s).



Recommended by the  
National Council on Aging

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# Why enroll through a private Medicare exchange

## One-stop shopping

allows you to see all plans in your area in one place.

- National Insurance Carriers
- Regional Insurance Carriers
- And many more!

- Personalized, one-on-one analysis and support to help sort through all the options
- Online tools and professional resources help narrow your choices so you can decide on the coverage that's right for you
- Enrollment support, year after year

## Compare



Insurance carriers



Coverage



Costs

# Benefits Advisors: Impartial guidance

- Impartial, with no financial incentive to steer you to specific health insurance carriers and/or plans
- Licensed and certified agents
- Dedicated to you throughout the transition process
- Accommodations for the hearing impaired
- Language assistance services are available free of charge



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# Learn and Prepare

## Overview of what to expect



1

### **Review**

information and booklet  
mailed to you

2

### **Confirm**

your telephone appointment  
online or call us

3

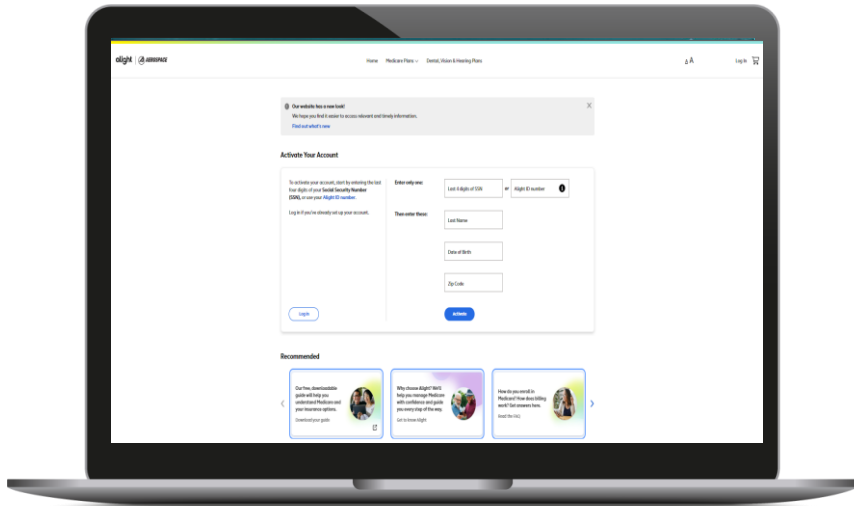
### **Prepare**

for your pre-scheduled  
phone appointment

- Review your Medicare insurance guide
- Update your online account details
- Add medications and providers
- Get plan recommendations
- Compare plans and add them to your cart

# Account activation

Your personal Alight ID and website details are included in your appointment letter from Alight that will be mailed on 9/12/2023.

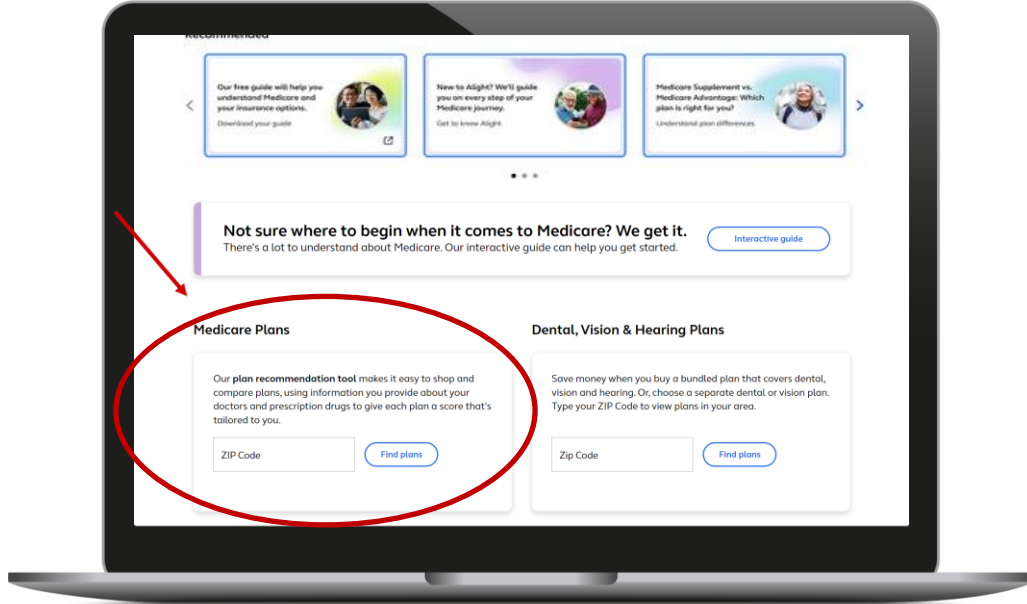


**Once you've received your Alight ID, you can go online and:**

- Confirm your appointment to speak with a licensed Benefits Advisor and get prepared
- Add your doctors
- Add your prescriptions to the “medicine cabinet”
- Review and select plans to compare and get recommendations based on your needs and preferences
- If you go on our website prior to 10/1/2023 you will only see plans and pricing for 2023

Please Note: If you do not see a specific carrier or plan that you are interested in, contact a licensed Benefits Advisor that may be able to assist you.

# Plan recommendation tool

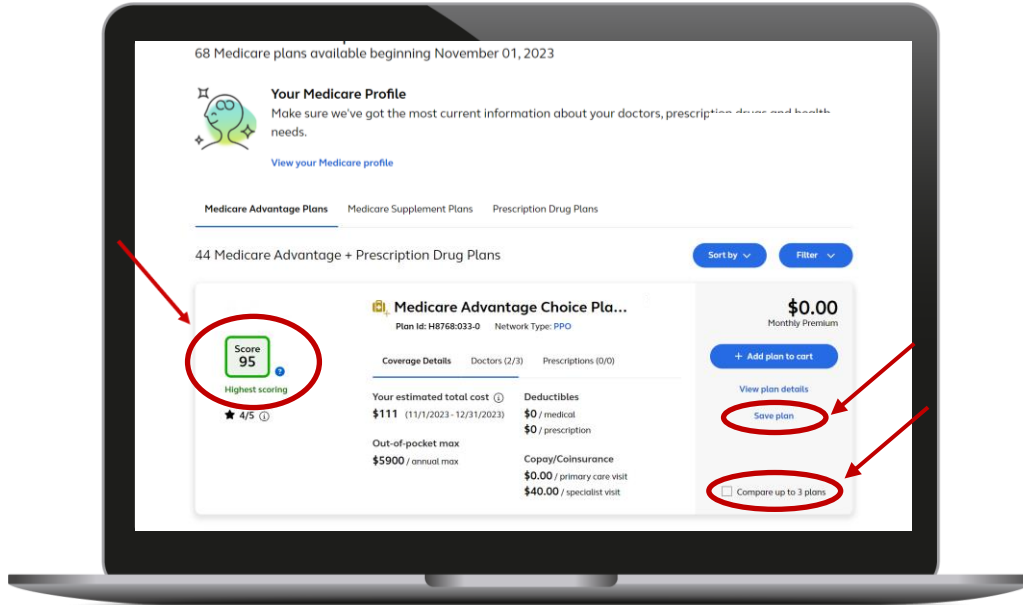


## Compare plan options that help make educated decisions

Enter your zip code and click find plans to:

- Get a listing of all the plans available in your area, including Medicare Advantage, Medicare Supplement and prescription drugs.
- Narrow your choices with the help of our plan recommendation tool, which ranks plans that best meet your requirements based on your providers, medications and health details.

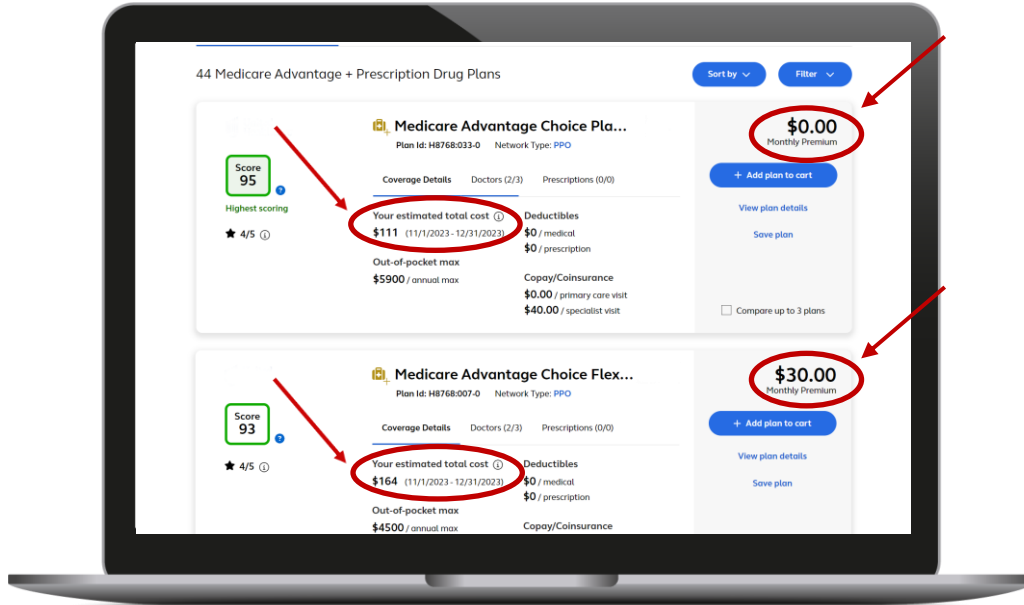
# Plan recommendation tool



**Other plan options that rate as good choices will also be displayed**

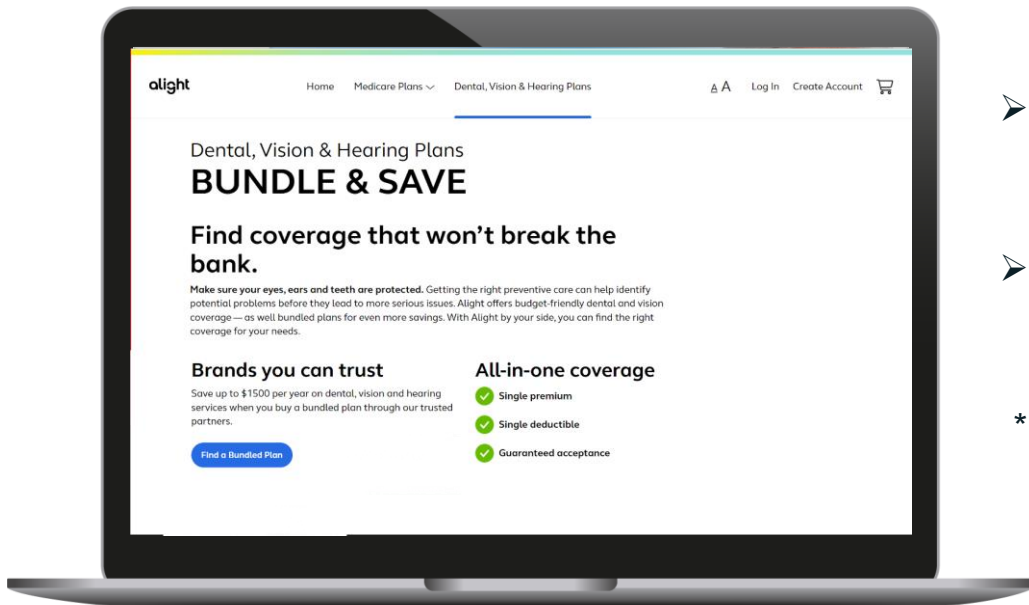
- The rating score symbol next to the plan recommendation indicates how closely the plan matches your preferences. The rating includes measures of Medicare Star Ratings, consumer risk tolerance and doctor participation.
- Select the “Compare Plan” box for plans you’d like to see or “Save Plan” to refer back to

# Plan comparison tool



Your estimated total cost is represented by your monthly premium and total estimated out of pocket cost.


# Dental and vision plans



- Alight offers a variety of dental, vision, and hearing plans\*
- Search plans in your area and get coverage details.

*\*Plans may not be available in all geographic areas*



A man and a woman are shown from the chest up, wearing white jackets. The man, on the left, has short grey hair and is looking directly at the camera with a slight smile. The woman, on the right, has long, wavy brown hair and is leaning her head against the man's shoulder, looking down with a gentle expression. The background is a soft-focus green, suggesting an outdoor setting. A large, dark grey diagonal shape covers the bottom-left portion of the image, serving as a background for the text.

Take a closer look at  
your options

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# Medicare Parts A and B for 2023

## *Inpatient and outpatient care*

### **Part A**

- Inpatient hospital care
- Inpatient care in a skilled nursing facility
- Hospice care services
- Home health care services

#### **You pay:**

- Typically, a \$0 premium, or
- A premium of up to \$506 per month based on your work history
- Deductible: per 60-day benefit period

### **Part B**

- Outpatient hospital care
- Preventive
- Doctor visits
- Durable medical equipment and supplies

#### **You pay:**

- Typically, the standard premium amount = \$164.90
- 20% coinsurance, after \$226 annual deductible

Note: Social Security will contact you if you have to pay more based on your income.

# Medicare options: Original Medicare

## **Part A**

covers hospital stays

## **Part B**

covers doctors and outpatient visits

### Options to consider

OR

#### **Medicare Advantage Plans (Part C)**

- Medical benefits similar to those covered by Medicare Parts A and B
- Most include Medicare Part D prescription drug coverage

#### **Medicare Supplement (Medigap) Plans**

- Designed to “fill the gaps” of Medicare Parts A and B.
- Do not cover prescription drugs



#### **Medicare prescription drug plans (Part D)**

- Helps pay for medications

# What makes sense for you?

## Medicare Advantage plans: Part C

May make sense if you:

- Would prefer to receive your benefits from one plan, have one card and pay one low premium
- Favor network type plans: HMO's and PPO's; coordinated care
- Don't mind paying per-visit copayments and coinsurance

## Medicare Supplement plans: Medigap

May make sense if you:

- Visit your doctors frequently: Copayments and coinsurance for visits are generally covered by your high premium, depending on the plan you select
- Want flexibility in choosing your doctors: Medicare Supplement is accepted by all doctors who accept Medicare patients
- Travel extensively within the U.S.; Medicare Supplement is widely accepted
- Standardized lettered plans
  - MA, MN, and WI do not offer standardized lettered plans, but have plans that mirror the lettered plans

# Prescription drug plans

- Offered by private insurance carriers only
- Part D plans can be part of a Medicare Advantage plan or a stand-alone drug plan and have a preferred pharmacy network
- Each Part D plan has a drug formulary (this is the full list of drugs covered in the plan)
- Most plans offer mail-order service or pickup at a local pharmacy
- All Part D plans follow the same levels of coverage, including catastrophic coverage



Part D

# Choosing a health care plan from the individual marketplace



Each eligible individual selects their own health or prescription drug plans



“I want a Medicare Advantage plan.”

“I prefer a Medicare Supplement with an add-on prescription drug plan.”





Enroll in an Alight Retiree  
Health Solution Plan

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# Enrollment options

- Tools and information 24/7
- Use our plan recommendation and comparison tools
- Select the plan you want, add it to your cart and enroll
- Your agreement to enroll is provided by e-signature
- Get a detailed summary of benefits
- Online help is available via live chat, email or by phone



- A licensed Benefits Advisor will guide you through the process
- Get answers to questions and impartial, professional advice
- Choose a plan and enroll
- Your agreement to enroll is recorded over the phone

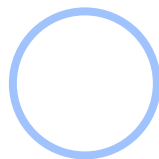




# Enrollment Periods

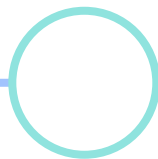
## Medicare Open Enrollment Period (OEP)

October 15 – December 7



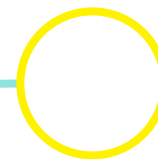
Time period you can change your plan each year

## Medicare Supplement (Medigap) Plans



Can be changed on a monthly basis; underwriting may apply

## Initial Enrollment Period (IEP)



Eligible 3 months before, the month of, and 3 months after 65<sup>th</sup> birthday

If you have TRICARE or VA coverage, be sure to let one of our licensed Benefits Advisors know. If you worked for a railroad, call your local Railroad Retirement Board office at 1-877-772-5772 (TTY 1-312-751-4701).

# Medicare enrollment

When you're first eligible for Medicare, you have a 7-month Initial Enrollment Period to sign up for Part A and Part B.

## Here's how:

- Call Social Security at 1-800-772-1213 (TTY 1-800-325-0778) for an appointment with your local Social Security office
- Apply on the Social Security website at [ssa.gov](https://ssa.gov).
- If you worked for a railroad, call your local Railroad Retirement Board office or 1-877-772-5772 (TTY 1-312-751-4701)

Alight will send enrollment communications prior to turning 65 about appointment with a licensed Benefits Advisor.



Paying for your Alight Retiree  
Health Solutions coverage

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# 3 ways to pay for coverage when enrolled with Alight Retiree Health Solutions

Insurance premiums are due monthly to your carrier



Pay by check each billing period.



Have your premium automatically withdrawn from a checking or savings account.

Most insurance providers allow automatic withdrawal as a convenient alternative to paper checks.



Pay your premium by automatic deduction from your Social Security checks.

Only available for Medicare Advantage and Part D plans

An elderly couple is shown in a kitchen setting. The man, with grey hair and wearing a light-colored polo shirt, is seated and looking down at a laptop. The woman, with blonde hair and wearing a light blue button-down shirt, stands behind him, smiling and looking at the screen. The background includes a window with white blinds and a kitchen counter with a blue kettle and some jars. A dark grey diagonal overlay covers the left side of the image, where the text is located.

# Health Reimbursement Account (HRA)

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# Health Reimbursement Account (HRA)

## Aerospace will contribute annually to an HRA (if eligible)

<b>HRA Requirements</b>	➤ Must enroll into a Medical and Prescription plan with Alight to receive HRA funding.
<b>HRA Details</b>	<ul style="list-style-type: none"><li>➤ Use funds to help pay for your plan premiums and other eligible out-of-pocket health care expenses including Medicare Part B premiums.</li><li>➤ HRA funds are available only if you enroll in coverage through Alight Retiree Health Solutions</li><li>➤ Enrollee must pay for insurance premiums/eligible out-of-pocket expenses first, then submit for reimbursement</li><li>➤ In 2024, your maximum Rx spend will be capped to \$2,000 with the Aerospace enhanced HRA design, starting in 2025 that will be the CMS standard</li></ul>
<b>Maximum Reimbursements</b>	➤ You'll be reimbursed for insurance premiums and eligible out-of-pocket expenses for Medical, prescription drugs, dental and vision until the HRA amount is depleted.
<b>Rollover</b>	➤ Any remaining balance in your HRA at the end of the year will roll over to the following year.

# Health Reimbursement Account (HRA)

## **Joint account**

For Medicare-eligible retiree and Medicare-eligible dependent, if applicable.

## **Pre-Medicare retirees**

Must be enrolled in the group health plan for the Medicare-eligible spouse/domestic partner to receive the HRA, if applicable.

## **Survivorship rules**

A surviving spouse will receive the HRA allocation in his or her own account and will receive the balance of his or her deceased spouse's account.

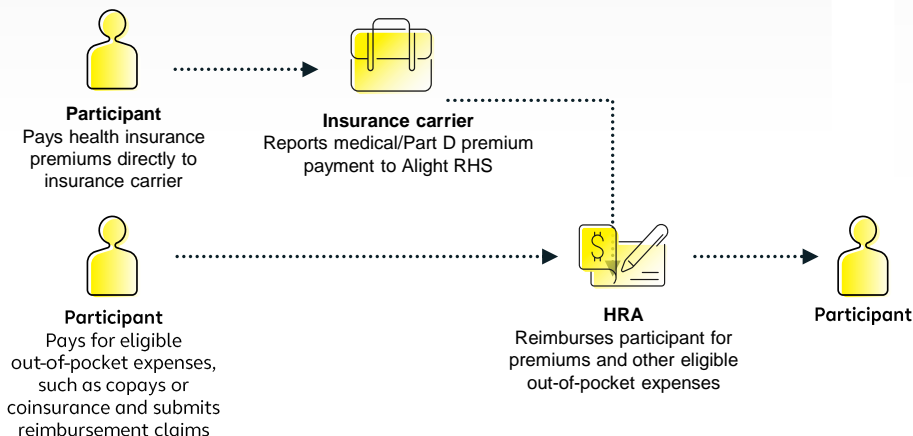
## **Anchor participant**

(Retiree) must enroll through Alight for the Medicare-eligible spouse/dependent to receive the HRA, if applicable.

# Premium Auto-Reimbursement

## ALIGHT PREMIUM AUTO-REIMBURSEMENT BENEFITS

- 95% of carriers participate
- 85% of HRA claims for premiums
- 90% processed through auto reimbursement



## ALIGHT INTEGRATED HRA ADMINISTRATION

- Individual HRA dollar amount reflected in record in system
- Single contact center, no referring retiree to third-party entity for support
- Online SSO with Alight "Manage My HRA" account features
- Quick-access to balance, claims status or forms requests via Alight Retiree Health 800# IVR system
- Alight Your Spending Account HRA Welcome packet
- Alight HRA education webinars, online educational content including instructional videos
- Annual written notification of the individual HRA dollar amount in advance of Open Enrollment
- Integrated "Reimbursement App"

### Alight Reimburse Me App

Members can check alerts, submit claims, check claim history, and review SmartChoice general information.



Members can take a picture of their receipt and upload a claim.





A group of five diverse, smiling adults (three men and two women) are walking along a sandy beach at sunset. The group includes a man with grey hair in a patterned shirt, a woman with blonde hair in a striped shirt, a woman with dark hair in a denim jacket, a man with a beard in a blue shirt, and a woman with grey hair in a grey sweater. They are all looking towards the right, where the sun is setting over the ocean. A dark diagonal overlay covers the left side of the image, containing the text 'Ongoing support'.

Ongoing support

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# Care For Life

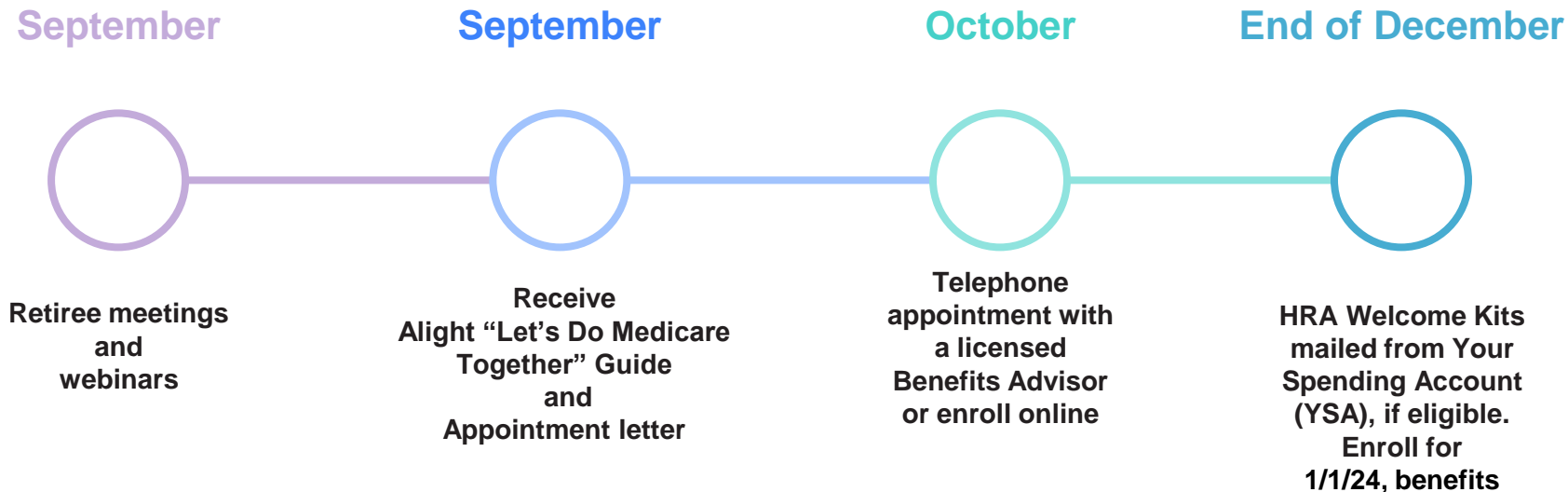
- Answers to questions about your current plans
- Help with issues that may involve your insurance carrier
- Assistance with claim denials and incorrect payments
- Help resolving billing disputes, authorization and referrals
- Can coordinate with Medicare
- Ongoing annual decision support



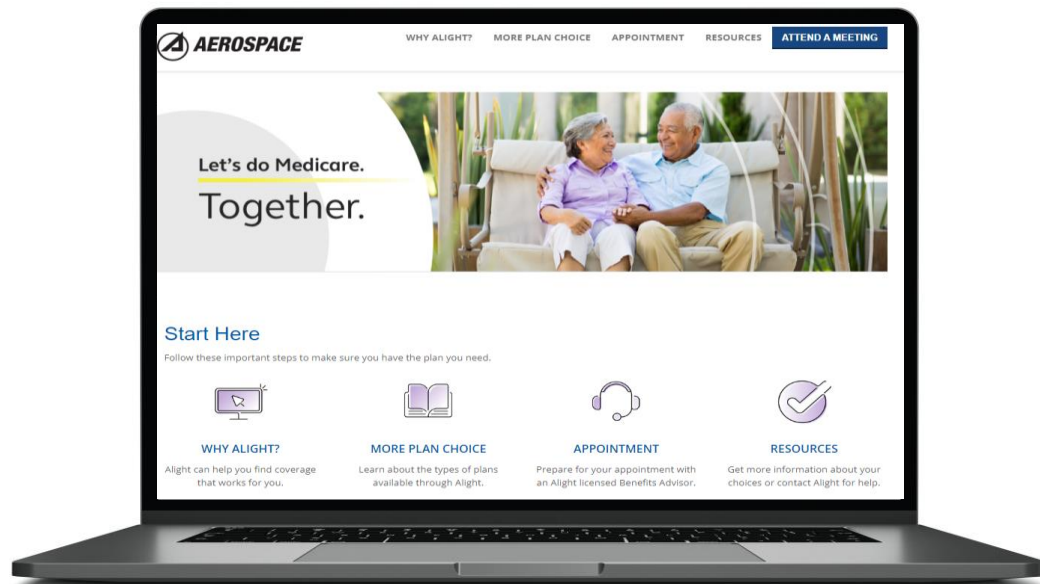
Services through  
Alight Retiree Health Solutions  
continue even after you enroll

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# Enrollment timeline



# It pays to do your homework



To view a recording of this presentation,  
please visit:

[myexchangeconnection.com/aerospace](https://myexchangeconnection.com/aerospace)


# Thank you

If you have other questions, call Alight Retiree Health Solutions, 1-833-704-0989 (TTY 711)

- Monday – Friday, 8 a.m. – 8 p.m. CT
- Closed on holidays
- Extended hours during the Medicare Open Enrollment Period
- [retiree.alight.com/aerospace](https://retiree.alight.com/aerospace)





A man and a woman are standing on a sandy beach, each with a dark-colored bicycle. They are both smiling and looking towards the ocean. The woman is on the left, wearing a grey jacket over a striped shirt and light blue pants. The man is on the right, wearing a grey jacket over a red shirt and light-colored shorts. The background shows a calm sea and a clear blue sky with some light clouds. A large, dark, triangular graphic element is on the left side of the image, partially obscuring the beach and sky.

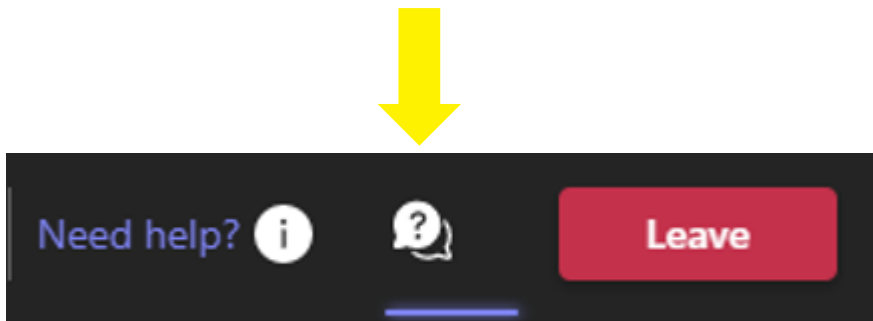
Let's answer  
your questions

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# Questions & Answers

## How to ask a question

Click on the conversation bubble with the “?” on the top of the Team Live Event screen



On the right-side navigation panel of the Teams screen, select the bubble icon with the “?” and type your question in the text box provided on the bottom right corner of the screen.

Click “Enter” on your keyboard.

- \* As of 2017, [Alight.com/about-Alight](https://alight.com/about-Alight)
- \*\* Alight Retiree Health Solutions is the only Solutions recommended by the National Council on Aging (NCOA) for continually meeting rigorous standards of excellence. For more than 60 years, NCOA has been a leading nonprofit organization committed to improving the health and economic security of older adults.
- \*\*\* We comply with applicable federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex. Our carrier partners do not discriminate, exclude people or treat them differently on the basis of race, color, national origin, sex, age or disability. It's important that you are treated fairly. That's why our carrier partners follow federal civil rights laws in our health programs and activities. People with disabilities are offered free aids and services. If you are Interested in these services, call your insurance carrier's toll-free number.
- † All products and company names are trademarks and registered marks of their respective holders. Use does not imply endorsement by them.

Medicare has neither reviewed nor endorsed this information.

Alight Retiree Health Exchange is available through Alight Health Market Insurance Solutions Inc., a third-party marketing organization (TMO), retained to promote or sell a plan sponsor's Medicare products on the plan sponsor's behalf who holds the contract with the Federal government.

Alight Retiree Health Solutions represents Medicare Advantage (HMO, PPO, PFFS) organizations and stand-alone PDP prescription drug plans. Each of the organizations represented by Alight Retiree Health Solutions has a Medicare contract. Enrollment in any plan depends on contract renewal.

The number of organizations and products available will vary by zip code area and any information we provide is limited to those plans we do offer in your area.

Alight Health Market Insurance Solutions Inc. is contracted to represent insurance plans in your state. California Agency License Number: OE97576, Arkansas Agency License Number: 100102657, DBA in North Dakota: Alight Health Insurance Agency Solutions, Inc., Fictitious Name in New York: Alight Health Insurance Agency Solutions.