

Retiree Medical Insurance Plan Summary of Benefits (Plan F)

Underwritten by: United American Insurance Company

Lifetime Maximum: Unlimited

MEDICARE (PART A) - HOSPITAL SERVICES - PER BENEFIT PERIOD*

| Services | Medicare Pays | Plan Pays | You Pay |
|--|--|---------------------------------------|-----------|
| HOSPITAL CONFINEMENT BENEFIT* | | | |
| Semiprivate room and board, general nursing and miscellaneous services and supplies: | | | |
| First 60 days | | \$1,556 (Part A Deductible) | |
| 61 st through 90 th day | All but \$389 per day | \$389 per day | \$0 |
| 91 st through 150 th day (While using 60 lifetime reserve days) | All but \$778 per day | \$778 per day | \$0 |
| Once Lifetime Reserve days are used: | | | |
| Additional 365 days: | \$0 | 100% of Medicare Eligible Expenses | \$0 |
| Beyond the Additional 365 days | \$0 | \$0 | All costs |
| SKILLED NURSING FACILITY CARE* | | | |
| You must meet Medicare's requirements, including having been in a hospital for at least 3 days and entered a Medicare-approved facility within 30 days after leaving the hospital: | | | |
| First 20 days | All approved amounts | \$0 | \$0 |
| 21 st through 100 th day | All but \$194.50 a day | Up to \$194.50 a day | \$0 |
| 101 st day and after | \$0 | \$0 | All costs |
| BLOOD DEDUCTIBLE – Hospital Confinement and Out-Patient Medical Expense | | | |
| When furnished by a hospital or skilled nursing facility during a covered stay. | | | |
| First 3 pints | \$0 | 3 pints | \$0 |
| Additional amounts | 100% | \$0 | \$0 |
| HOSPICE CARE | | | |
| Available as long as your doctor certifies you are terminally ill and you elect to receive these services. | All but very limited coinsurance for outpatient drugs and inpatient respite care | \$0 | Balance |

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MEDICARE (PART B) - MEDICAL SERVICES - PER CALENDAR YEAR

| Services | Medicare Pays | Plan Pays | You Pay |
|--|---------------|------------------------------|---------|
| OUT-PATIENT MEDICAL EXPENSES - - In or Out of the Hospital and Out-Patient Hospital Treatment, such as Physician's services, inpatient and outpatient medical and surgical services and supplies, physical and speech therapy, diagnostic tests, durable medical equipment: | | | |
| Medicare Part B Deductible: First \$230 of Medicare-approved amounts** | \$0 | \$230 (Part B Deductible) | \$0 |
| Remainder of Medicare-approved amounts | Generally 80% | Generally 20% | 0% |
| Part B Excess Charges (Above Medicare Approved Amounts) | \$0 | 100% | 0% |
| BLOOD | | | |
| First 3 pints | \$0 | All costs | \$0 |
| Next \$230 of Medicare Approved Amounts** | \$0 | \$230 (Part B Deductible) | \$0 |
| Remainder of Medicare Approved Amounts | 80% | 20% | \$0 |
| CLINICAL LABORATORY SERVICES | | | |
| Blood tests for Diagnostic Services | 100% | \$0 | \$0 |

MEDICARE PARTS A & B

| Services | Medicare Pays | Plan Pays | You Pay |
|--|---------------|------------------------------|---------|
| HOME HEALTH CARE - Medicare Approved Services: | | | |
| Medically necessary skilled care services and medical supplies | 100% | \$0 | \$0 |
| DURABLE MEDICAL EQUIPMENT | | | |
| First \$230 of Medicare Approved Amounts** | \$0 | \$230 (Part B Deductible) | \$0 |
| Remainder of Medicare Approved Amounts | 80% | 20% | \$0 |

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OTHER BENEFITS NOT COVERED BY MEDICARE

| Services | Medicare Pays | Plan Pays | You Pay |
|--|---------------|---------------------------------------|--|
| FOREIGN TRAVEL - Medically necessary emergency care services beginning during the first 60 days of each trip outside the USA: | | | |
| First \$250 each calendar year | \$0 | \$0 | \$250 |
| Remainder of charges | \$0 | 80% to a lifetime maximum of \$50,000 | 20% and amounts over the \$50,000 lifetime max |

*A benefit period begins on the first day you receive service as an inpatient in a hospital and ends after you have been out of the hospital and have not received skilled care in any other facility for 60 days in a row.

**Once you have been billed the first dollars of Medicare-Approved amounts for covered services (which are noted with two asterisks), your Medicare Part B Deductible will have been met for the calendar year.

Benefits are paid only for those expenses which have been approved as eligible by the federal Medicare program.

Benefits will not be paid for any expenses which are not determined to be Medicare Eligible Expenses by the Federal Medicare Program or its administrators, except as otherwise specified.

The summary of program benefits described herein is for illustrative purposes only. In case of differences or errors, the Group Policy governs.

Benefit Overview

Express Scripts Medicare® (PDP)

YOUR 2022 PRESCRIPTION DRUG PLAN BENEFIT for PDP Flat Plan

Here is a summary of what you will pay for covered prescription drugs across the different stages of your Medicare Part D benefit. You can fill your covered prescriptions at a network retail pharmacy or through our home delivery service.

| | | | | |
|------------------------------------|---|---|---|--|
| Deductible stage | You do not pay a yearly deductible. | | | |
| Initial Coverage stage | You will pay the following until your total yearly drug costs (what you and the plan pay) reach \$4,430: | | | |
| | Tier | Retail One-Month (31-day) Supply | Retail Three-Month (90-day) Supply | Home Delivery Three-Month (90-day) Supply |
| | Tier 1: Preferred Generic Drugs | \$5 copayment | \$15 copayment | \$8 copayment |
| | Tier 2: Generic Drugs | \$10 copayment | \$30 copayment | \$15 copayment |
| | Tier 3: Preferred Brand Drugs | \$25 copayment | \$75 copayment | \$56 copayment |
| | Tier 4: Non-Preferred Drugs | \$60 copayment | \$180 copayment | \$165 copayment |
| | Tier 5: Specialty Tier Drugs | \$60 copayment | \$180 copayment | \$165 copayment |
| | <p>If your doctor prescribes less than a full month's supply of certain drugs, you will pay a daily cost-sharing rate based on the actual number of days of the drug that you receive.</p> <p>You may receive up to a 90-day supply of certain maintenance drugs (medications taken on a long-term basis) by mail through the Express Scripts PharmacySM. There is no charge for standard shipping. Not all drugs are available at a 90-day supply, and not all retail pharmacies offer a 90-day supply.</p> | | | |
| Coverage Gap stage | After your total yearly drug costs reach \$4,430, you will continue to pay the same cost-sharing amount as in the Initial Coverage stage, until you qualify for the Catastrophic Coverage stage. | | | |
| Non-part D Drugs | Covered; Excluding lifestyle | | | |
| Compound | Compound Management Solution applies. Compound Management Solution is in place to mitigate compound drug abuse by means of inclusion and exclusion lists | | | |
| Catastrophic Coverage stage | <p>After your yearly out-of-pocket drug costs reach \$7,050, you will pay the greater of 5% coinsurance or:</p> <ul style="list-style-type: none"> a \$3.95 copayment for covered generic drugs (including brand drugs treated as generics), with a maximum not to exceed the standard cost-sharing amount during the Initial Coverage stage an \$9.85 copayment for all other covered drugs, with a maximum not to exceed the standard cost-sharing amount during the Initial Coverage stage. | | | |

IMPORTANT PLAN INFORMATION

Long-Term Care (LTC) Pharmacy

If you reside in an LTC facility, you pay the same as at a network retail pharmacy. LTC pharmacies must dispense brand-name drugs in amounts of 14 days or less at a time. They may also dispense less than a one month's supply of generic drugs at a time. Contact your plan if you have questions about cost-sharing or billing when less than a one-month supply is dispensed.

Out-of-Network Coverage

You must use Express Scripts Medicare network pharmacies to fill your prescriptions. Covered Medicare Part D drugs are available at out-of-network pharmacies only in special circumstances, such as illness while traveling outside of the plan's service area where there is no network pharmacy. You generally have to pay the full cost for drugs received at an out-of-network pharmacy at the time you fill your prescription. You can ask us to reimburse you for our share of the cost. Please contact the plan or the Retiree Customer Service Center for more details.

Additional Information About This Coverage

- The service area for this plan is all 50 states, the District of Columbia, Puerto Rico, the U.S. Virgin Islands, Guam, the Northern Mariana Islands and American Samoa. You must live in one of these areas to participate in this plan.
- The amount you pay may differ depending on what type of pharmacy you use; for example, retail, home infusion, LTC or home delivery.
- To find a network pharmacy near you, visit our website at **www.Express-Scripts.com**.
- Your plan uses a formulary – a list of covered drugs. The amount you pay depends on the drug's tier and on the coverage stage that you've reached. From time to time, a drug may move to a different tier. If a drug you are taking is going to move to a higher (or more expensive) tier, or if the change limits your ability to fill a prescription, Express Scripts will notify you before the change is made.
- To access your plan's list of covered drugs, visit our website at **www.Express-Scripts.com**.
- The plan may require you to first try one drug to treat your condition before it will cover another drug for that condition.
- Your healthcare provider must get prior authorization from Express Scripts Medicare for certain drugs.
- If the actual cost of a drug is less than the normal cost-sharing amount for that drug, you will pay the actual cost, not the higher cost-sharing amount.
- Each month, you may need to pay a monthly premium amount to continue your participation in this plan. You must continue to pay your Medicare Part B premium, if not otherwise paid for under Medicaid or by another third party, even if your Medicare Part D plan premium is \$0.

Express Scripts Medicare (PDP) is a prescription drug plan with a Medicare contract.

Enrollment in Express Scripts Medicare depends on contract renewal.

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