

Oak Ridge National Laboratory

New Coverage

New Choices

What we'll cover today

- What is changing and why?
- How this affects you
- Introducing Extend Health
- Medicare marketplace
- Going forward
- Questions & answers

What's changing?

- ORNL is changing the way they currently provide health care benefits
- Who will be affected?
- Eligible retirees & spouses age 65 and older

Why This Approach?

- Allows retirees to have more choice and the ability to customize their health care coverage.
- Extend Health specializes in providing these services for retirees across the U.S.

How This Affects You

Medical

- UHC coverage will end as of June 30, 2012.
- You may choose a new plan with the support of Extend Health

Prescription Drug

- Medco Rx coverage will continue with no additional deductibles to meet for 2012.
- Premiums will be \$100 per month per person (shared cost).
- You will be automatically enrolled in Medco when you enroll in a medical plan with Extend Health.

Dental & Vision

- UHC coverage will end as of June 30, 2012. You may elect a plan through Extend Health.

How This Affects You

What you pay

- May change – depending on what coverage you choose.

How you enroll

- You will work with Extend Health to enroll in a plan that meets your medical needs. Extend Health will also help you establish your Health Reimbursement Arrangement.

Your support

- Extend Health Advisors will help you understand the costs associated with your coverage.

Introducing Extend Health

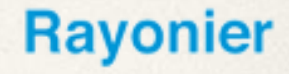
The Industry's Largest Private Medicare Exchange

Who is Extend Health?

- Independent company
- Partner with 75+ health plan carriers
- **Objective** and **Trusted** US based benefit advisors
- Focused on helping each participant make an informed and confident decision

Why Extend Health

- We are experienced in helping people just like you
- To be your unbiased advocate
- Our services are provided at **no cost** to you



Plans & Partners

All Medicare Plan Types

- Medicare Advantage
- Medigap (supplement)

Vision
Dental



Select Carrier Partners

The Process

Educate



Evaluate/Enroll



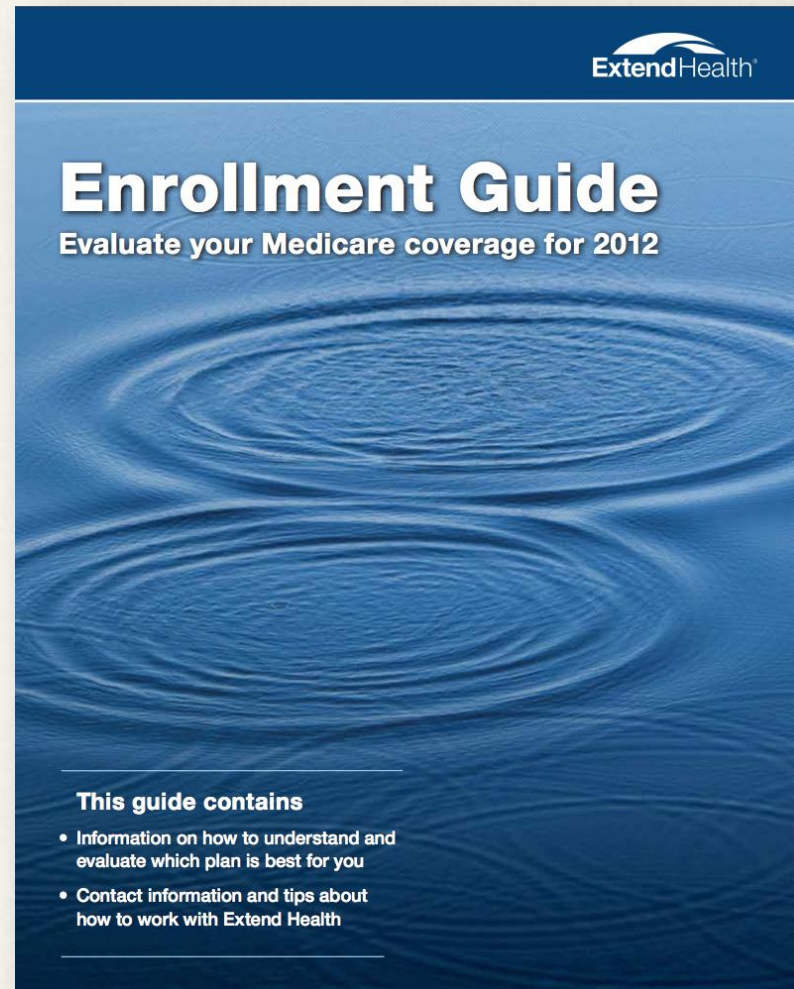
Manage



Education

Enrollment Guide

- Prepare you for enrollment discussion
- Review Medicare basics
- Appointment confirmation letter
- Pre-existing conditions
 - will not limit your plan selection
- ▶ Give us a call 888-592-8348
- www.ExtendHealth.com/ornl



Evaluate and Enroll



Licensed Benefit Advisor

- 100% domestic workforce
- Your objective advocate
- Neutral compensation
- Extend University
- Licensed, certified, appointed
- Medicare experts
- Average age 43

Hours of Operation

Monday – Friday

9 a.m. – 9 p.m.



Eastern Time

Enrollment Process

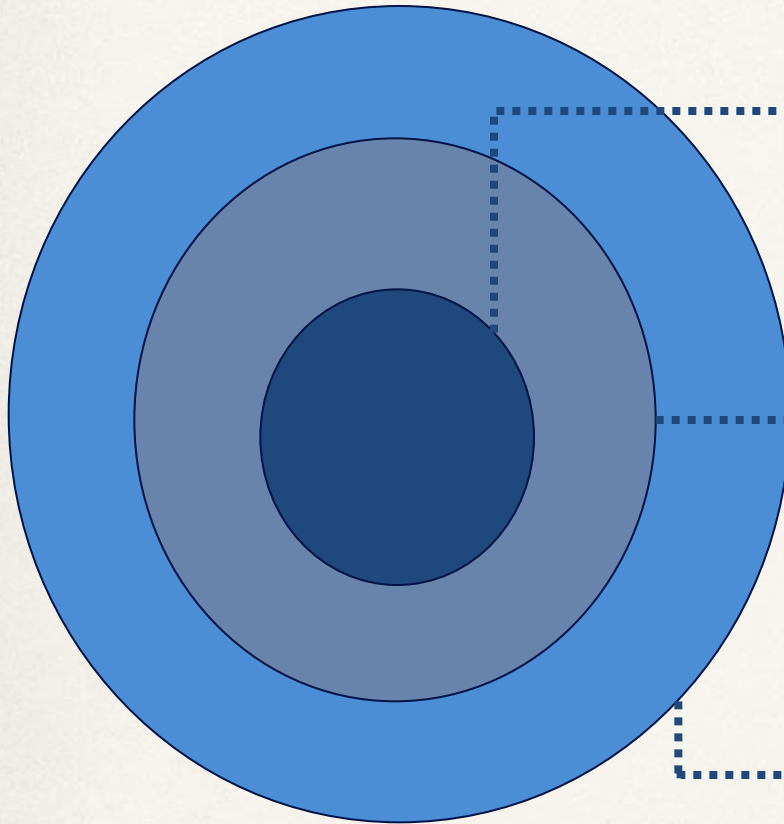


- Benefit Advisors can discuss coverage options with anyone – need to speak to the participant to complete the enrollment.
- Once you have made a coverage selection, enrollment is conducted via telephone.
- 100% of calls are recorded.

Medicare & You

	
MEDICARE	HEALTH INSURANCE
1-800-MEDICARE (1-800-633-4227)	
NAME OF BENEFICIARY	
JANE DOE	
MEDICARE CLAIM NUMBER	SEX
000-00-0000	
IS ENTITLED TO	EFFECTIVE DATE
HOSPITAL (PART A)	07-01-1986
MEDICAL (PART B)	07-01-1986
Stay HERE 	_____

Your Future Coverage



Primary Coverage

Medicare A & B

Additional Coverage (Your Choice)

Medigap + ORNL Medco Plan

**Medicare Advantage (MA) +
ORNL Medco Plan (limited)**

Optional Coverage (your choice)

Dental and Vision



MEDIGAP PLAN

Option 1: A Medigap plan

A Medigap plan fills the “gaps” in original Medicare Part A and Part B coverage (i.e., helps pay the difference between your costs and the amount original Medicare pays). These plans provide additional coverage for your doctor visits and hospital stays as well as other expenses not covered by original Medicare.

You will need to pay your first premium when you enroll...



MEDICARE ADVANTAGE

Option 2: A Medicare Advantage Plan

A Medicare Advantage Plan provides an all-in-one plan that bundles your Part A and Part B coverage together with additional benefits. These plans provide coverage for your doctor visits and hospital stays.

Location Specific plans

2012 Plan Availability in Oak Ridge, TN (Anderson County)

Plan Type	Number of Plans Offered	2012 Monthly Premium	Carriers
Medigap/ Medicare Supplement	15	\$95 - \$255	AARP, Humana, and United Healthcare

2012 Plan Availability in Oak Ridge, TN

Benefits	Number of Plans Offered	2012 Monthly Premium	Company
Vision	1	\$14 per person per month (\$168/year) Annual eye exam: \$15 Coverage for eye glasses, lenses and frames	Vision Service Plan (VSP)
Dental	2	\$10 - \$40 \$0 deductible \$No limit to- \$1,600 annual maximum	Delta Dental, Humana Dental

2012 Plan Availability in Oak Ridge, TN

Benefits	Medigap Select C	Medigap Plan N	Medigap Plan F
Monthly Premium	\$144 – community rated/all ages	\$119 community rated/all ages	\$180 - (age 75)
Deductible and General	No deductible Plan pays Medicare Part A and Part B deductibles No lifetime limit No physician network restriction	Retiree pays Part B deductible Plan pays Medicare Part A deductible No lifetime limit No network restriction	No deductible Plan pays Medicare Part A and Part B deductibles No lifetime limit No network restriction
Physician	\$0 copay; plan covers Part B coinsurance	\$20 copay; plan covers Part B coinsurance	\$0 copay; plan covers Part B coinsurance and Part B excess
Emergency/Urgent	\$0 copay; plan covers Part B coinsurance	\$50 copay; Plan covers Part B coinsurance	\$0 copay; plan covers Part B coinsurance and Part B excess
Hospital	\$0 copay; Covers Part A coinsurance and an additional 365 days at 100% (network of hospitals)	\$0 copay; Covers Part A coinsurance and an additional 365 days at 100%	\$0 copay; Covers Part A coinsurance and an additional 365 days at 100%
Pharmacy	Coverage through ORNL group Rx plan	Coverage through ORNL group Rx plan	Coverage through ORNL group Rx plan

Comparing Current ORNL Benefits to Popular Individual Plan Benefits

Benefits	Current ORNL Plan	Medigap Plan N plus ORNL Medco Plan	Medigap Plan F plus ORNL Medco Plan
Deductible	\$100	\$140	\$0
Office Visits	20% co-insurance	\$20 co-pay	\$0 co-pay
Hospital	20% co-insurance	\$0 co-pay	\$0 co-pay
Out of Pocket Max	None	N/A	N/A
Lifetime Maximum	\$75,000	None – unlimited benefits	None – unlimited benefits
Prescription	\$150 deductible Retail Generic: 20% Retail Brand: 30% Mail Order Generic: \$15 Mail Order Brand: \$35 No coverage gap	\$150 deductible Retail Generic: 20% Retail Brand: 30% Mail Order Generic: \$15 Mail Order Brand: \$35 No coverage gap	\$150 deductible Retail Generic: 20% Retail Brand: 30% Mail Order Generic: \$15 Mail Order Brand: \$35 No coverage gap

Annual Plan Cost Comparison (Average Medicare Retiree - Illustrative)

Cost Category	Current ORNL Plan	Medigap Plan N plus ORNL Medco Plan
Retiree Premium Contribution	\$160 monthly/\$1,920 annually	\$219 monthly/\$2,628 annually
ORNL Monthly Subsidy	None	\$42 monthly/\$500 annually
Retiree Net Premium Cost:	\$1,920 annually	\$2,128 annually
Deductible	\$100	\$140
Coinsurance costs	\$551	\$200
Retiree total annual out of pocket costs	\$2,571*	\$2,468*
Lifetime Maximum	\$75,000	None – unlimited benefits

*Excludes pharmacy copayment out of pocket costs

Annual Plan Cost Comparison

(Catastrophic Medicare Retiree - Illustrative)

Cost Category	Current ORNL Plan	Medigap Plan N plus ORNL Medco Plan
Retiree Premium Contribution	\$160 monthly/\$1,920 annually	\$219 monthly/\$2,628 annually
ORNL Monthly Subsidy	None	\$42 monthly/\$500 annually
Retiree Net Premium Cost:	\$1,920 annually	\$2,128 annually
Deductible	\$100	\$140
Coinsurance costs	\$1,334	\$460
Retiree total annual out of pocket costs	\$3,354*	\$2,728*
Lifetime Maximum	\$75,000	None – unlimited benefits

*Excludes pharmacy out of pocket costs

Health Reimbursement Accounts

Auto-Reimbursement

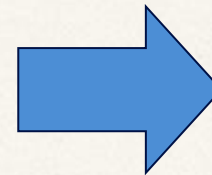
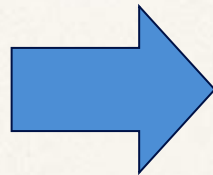
How the Process Works

What Is An HRA?

- Tax-advantaged account used to reimburse you for eligible health care expenses
- You must meet ORNL's eligibility requirements to qualify for HRA
- Your HRA funds will be available July 1

Health Reimbursement Account: How It Works

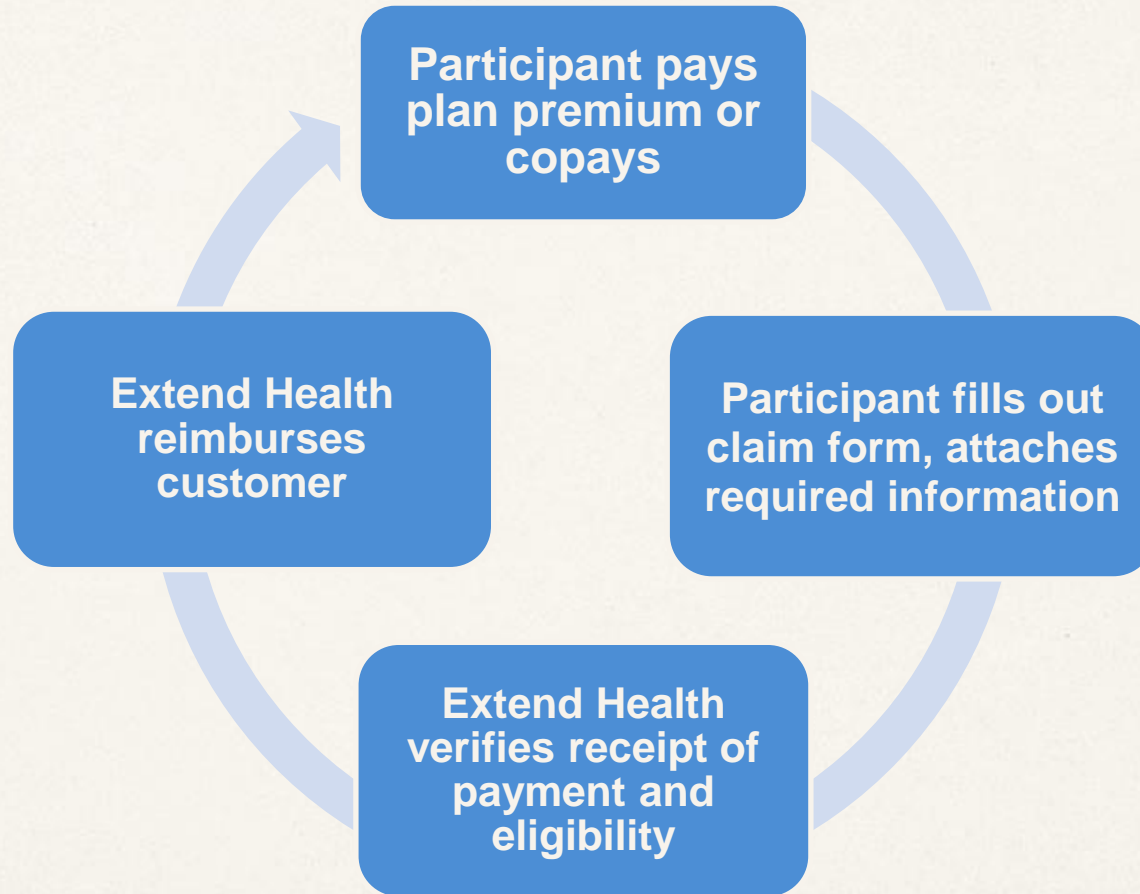
ORNL
allocates
benefit dollars
to HRA
account of
eligible
participant



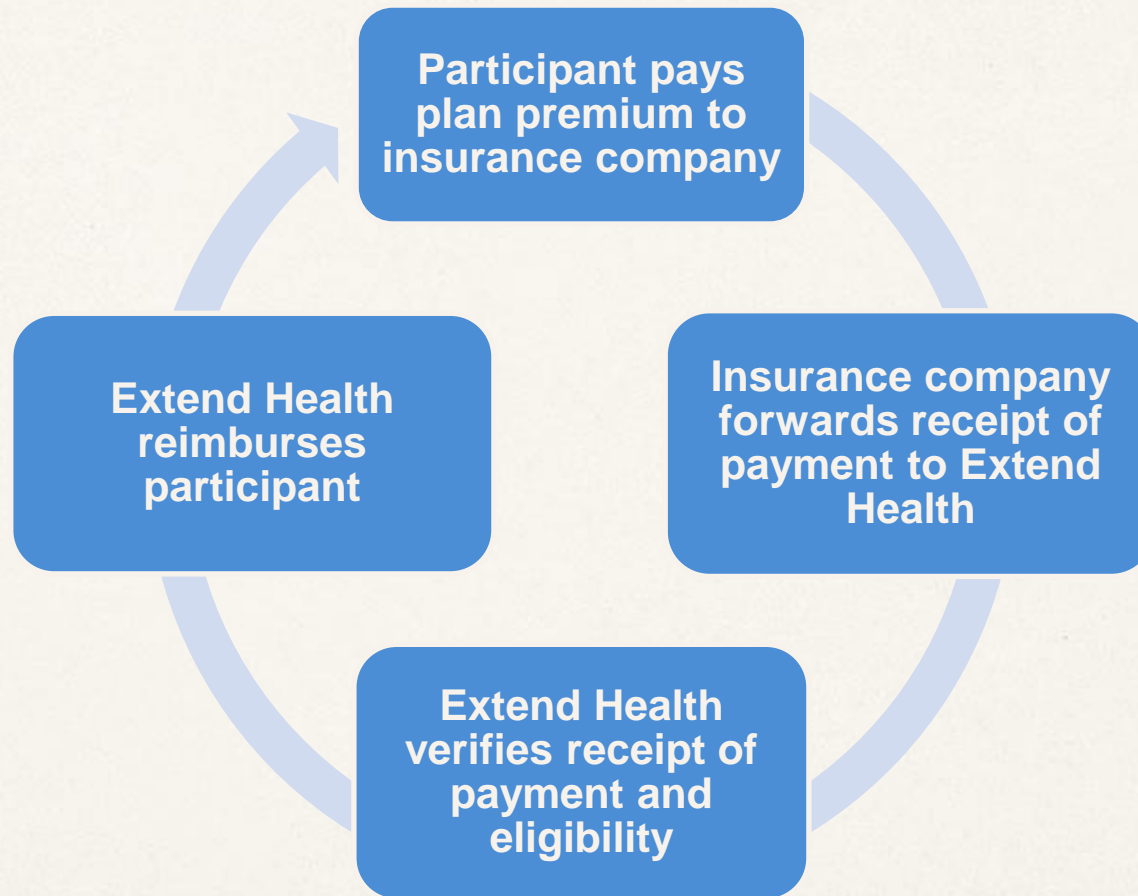
Participant is
reimbursed for
healthcare
expenses using
HRA benefit
dollars

Participant works
through Extend
Health to enroll in
individual coverage

How to File a Paper Claim



How Auto-Reimbursement Works



What is Auto-Reimbursement?

- Auto-Reimbursement (AR) is a service offered by Extend Health
- Auto-reimbursement only applies to premiums paid, not other expenses
- Auto-reimbursement is NOT available on all plans
- Due to the timing of Auto-Reimbursement files it is usually not the fastest way to get a reimbursement.

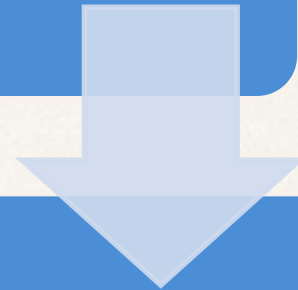
Auto-Reimbursement...

- Initial AR reimbursement may take up to 3 months
- All premiums paid prior to activation of AR will be reimbursed at once
- If you need your reimbursement sooner, simply file a paper claim
- Forms and instructions provided in your HRA Welcome Kit
- Once AR is activated, you can expect to receive your reimbursement around the same time each month

Next Steps

Next Steps

Review “Enrollment Guide”



**Call Extend Health
888-592-8348**

Post Enrollment Customer Service

Advocacy and support services

- Toll Free number to contact Extend Health representative
 - Direct support for claims issues, appeals and network questions
- Renewal process – ability to pick new coverage for future years – not locked into this year's choice
- Future enrollment periods will be in the fall each year for a January 1 plan effective date
- Ongoing advocacy services

Questions & Answers