HEALTH WEALTH CAREER

MERCER MARKETPLACE 365
EMPOWERING BENEFITS

PREPARING FOR YOUR NEW INSURANCE PLAN

UNION COLLEGE

MAKE TOMORROW, TODAY
OBJECTIVES FOR TODAY

- Review key changes to your health care benefits
- Provide information to help you make a decision that best fits your needs
- Answer your questions
WHY CHANGE?

Retiree Plan Review

• Medical and prescription drug plans in the individual market may better meet each individual’s needs
  – Medicare eligible individuals
  – No limitations due to pre-existing conditions
WHO IS MERCER MARKETPLACE 365?

We are a Private Health Insurance Exchange

• One of the original companies in the industry, serving retirees since 2007

Our Benefits Counselors

• Each retiree is matched with a licensed and experienced Benefits Counselor
• As your health care advocate, we provide you with insurance education and support
• Your Benefits Counselor will guide you through your consultation, the application and enrollment process, and will provide ongoing year-round support when you need it
HOW DO WE HELP?

✓ Teach about your options
   Seminars, website and consultations

✓ Prioritize your needs
   Doctors, hospitals, lifestyle, medications, premiums, etc.

✓ Budget maximization
   Get the most out of your health care budget

✓ Enroll in your new plan
   Help with applications and submission

✓ Ongoing management
   You’ll have questions; we’ll have answers
   . . . or at least know where to get them!
INSURANCE CARRIERS: CHOICE MATTERS
Welcome Kit

- Who is involved?
- What to expect?
- When to act?
- How do I succeed?

Our Promise

- With our support and guidance, you will successfully transition to your new health care plan
INTRODUCTION TO MEDICARE PLANS
**MEDICARE BASICS**

Federally subsidized health insurance for:

- Age 65 and older
- Under age 65 with certain disabilities
- Any age with end-stage renal disease (permanent kidney failure requiring dialysis or a kidney transplant)
- Medicare Parts A, B, C and D, as well as Medicare Supplemental policies

It is not the same as Medicaid

- Health insurance for low-income, low-asset individuals
- Combination of Federal and State subsidies
MEDICARE OVERVIEW
THE FOUR PARTS OF MEDICARE

Part A
Hospital Insurance

Part B
Doctor/Medical Insurance

Part C
Medicare Advantage Plans (Like HMOs and PPOs. May include Rx coverage)

Part D
Medicare Prescription Drug Coverage
WHAT IS A MEDICARE ADVANTAGE PLAN?

Medicare Advantage/Part C Plans

- Plans that *replace* Original Medicare coverage with a plan from a private insurance carrier
- Plan benefits must be at least equal to Original Medicare. Many offer extra benefits and prescription drug coverage.
- “Pay as you go” plans with premiums, deductibles, copayments and coinsurance. Plans have out-of-pocket maximums (capped at $6,700 for 2018).

Various Plan Designs

- Network plans include HMO, PPO, POS, etc.
- Coverages, costs, premiums and networks vary
WHAT IS A MEDICARE SUPPLEMENT PLAN?

Medicare Supplement Plans/Medigap Plans

- Provide medical insurance *in addition to* Medicare Parts A and B (Original Medicare)
- May pay both the Medicare A and B deductibles and coinsurance (your 20%)

**Standardized plan designs: A, F, N, etc.**

- Example: Plan “F” is Plan “F” regardless of the carrier
- Premiums will differ by carrier

**Does not include prescription drug coverage**

- You need to select and enroll in a separate Part D plan
## What's the Difference?

### Medicare Advantage
- Lower monthly premiums
- Copays for services
- Can enroll/change annually
- Guaranteed issue
- Single rate
- Higher fees outside of network plan
- Most include Part D (Rx)
- May include some dental/vision benefits

### Medicare Supplement
- Higher premium; more predictable out-of-pocket expenses
- One-time enrollment
- Guaranteed issue in certain cases:
  - Just turning 65
  - Group plan terminating
- Rates may be based on age, tobacco use, ZIP Code, gender
- No network restrictions/cost differences
- Enroll in separate Part D
HOW DO I CHOOSE A NEW INSURANCE PLAN FOR 2018?
NARROWING YOUR PLAN CHOICES
YOUR CONSULTATION WITH A BENEFITS COUNSELOR WILL HELP WITH YOUR DECISIONS

Lifestyle
- Travel
- Plan networks (HMO vs. PPO)

Coverage Preferences
- Provider network strength and availability
- Prescription drug formularies

Risk Sensitivity
- Higher monthly premiums for lower out-of-pocket costs OR
- Lower premiums for higher out-of-pocket costs

Budget
- Monthly premium
- Prescription drug costs
- Out-of-pocket expenses
**SAMPLE PRESCRIPTION DRUG PLAN ANALYSIS**

<table>
<thead>
<tr>
<th>Plan Name</th>
<th>Premium (Monthly Price)</th>
<th>Total Estimated Costs</th>
<th>Plan Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humana Preferred Rx Plan (PDP)</td>
<td>$22.80</td>
<td>$870</td>
<td></td>
</tr>
<tr>
<td>Humana Walmart Rx Plan (PDP)</td>
<td>$12.60</td>
<td>$902</td>
<td></td>
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<tr>
<td>Cigna Medicare Rx Secure (PDP)</td>
<td>$31.70</td>
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<tr>
<td>Blue Medicare Rx Standard (PDP)</td>
<td>$30.50</td>
<td>$1,328</td>
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<tr>
<td>Humana Enhanced (PDP)</td>
<td>$45.90</td>
<td>$1,494</td>
<td></td>
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</tbody>
</table>

**Example:**

- One brand medication and two generic medications
- For the exact same three medications, the range of estimated annual cost was $870 to $1,494!
IF I AM GETTING A UNION COLLEGE HRA, HOW DO I GET REIMBURSED?
WHAT IS AN HRA?

• Your Welcome Kit will notify you of your eligibility for the Union College HRA

• This HRA may be used for reimbursement of premiums for Medicare Advantage, Medicare Supplement, Prescription Drug Part D plan(s) that you purchase through Mercer Marketplace 365, and for out-of-pocket expenses such as copays
  – Individuals currently enrolled in an individual AARP/United Healthcare Medicare Supplement Plan are eligible for this HRA and do not have to re-enroll in a new plan through Mercer Marketplace 365.

• If you are eligible, Mercer Marketplace 365 will handle the reimbursement of your eligible expenses through a Health Reimbursement Arrangement (HRA) account

• Because Mercer Marketplace 365 is administering the HRA reimbursements for eligible employees, you have one point of contact to call for all of your insurance and reimbursement needs
UNDERSTANDING THE HRA PROCESS

- Once an HRA-eligible employee selects their plan(s), they will first pay their premium or out-of-pocket expenses directly to the insurance carrier or providers.
- The eligible employee will then be reimbursed by Mercer Marketplace with available funds from the employee’s HRA account.

Employer establishes an HRA and provides a monthly subsidy.

You pay for your health care costs.

You submit your claims for eligible health care expenses, including premiums.

You receive your reimbursement based on the funds available in your HRA.
Mercer Marketplace 365 has prepared several resources to help guide those eligible employees through the HRA process.

Union College employees that are eligible for an HRA will receive a Retiree HRA Guide with their Welcome Kit which offers a thorough explanation of the HRA process and includes the following resources:

- An HRA checklist which provides step-by-step instructions on how to file a claim and receive your reimbursement
- An explanation of payment options
- An explanation of eligible expenses
- An explanation of reimbursement options
- Instructions on how to submit a claim
- Instructions on how to access the HRA portal

Your Benefits Counselor is available to assist you if you have questions about your HRA during your consultation.
The HRA portal provides easy, online options to assist eligible employees through the reimbursement process. Employees receiving an HRA subsidy can file claims online, check the status of reimbursements or account balance. There are also many easy to use videos to assist eligible employees through the reimbursement process.
WHAT DO I DO NEXT?
WHAT ABOUT MY CURRENT PLAN?

q Your current benefits will end on the last day of the month you work

q Your new medical plan(s) will start on the first day of the following month
   - Payment for your chosen plan(s) should be remitted to the carrier providing coverage

q Let your doctors and pharmacist know that you are switching to an individual plan after your plan selections
PREPARING FOR YOUR CONSULTATION

Phone/TTY/Fax:
Toll-free: 888-281-3880
TTY: 800-695-1317
Fax: 857-362-2999

Online:
http://retiree.mercermarketplace.com/unioncollege

Email:
Retiree.Exchange@Mercer.com