

HEALTH WEALTH CAREER

MERCER MARKETPLACE 365 EMPOWERING BENEFITS

PREPARING FOR YOUR
NEW INSURANCE PLAN

UNION
COLLEGE



OBJECTIVES FOR TODAY

- Ü Review key changes to your health care benefits
- Ü Provide information to help you make a decision that best fits your needs
- Ü 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



COMMUNICATION: CLEAR EXPLANATIONS

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



UNION COLLEGE
WELCOME KIT FOR MEDICARE-
ELIGIBLE INDIVIDUALS

YOU WILL WANT TO LOOK INSIDE TO LEARN MORE ABOUT:

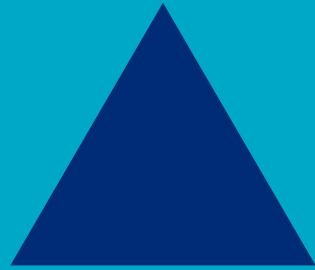
- **Connecting with a licensed Benefits Counselor**
- **Exploring your new healthcare coverage options**
- **Enrolling in a plan that meets your needs and budget**

This welcome kit contains important information on how your current Union College-sponsored retiree healthcare coverage for you and your medicare-eligible dependents, if any, will be changing. It is important that you read through all pages carefully. You must take action by enrolling in your new healthcare plan — with a licensed Benefits Counselor, no later than December 15, 2017 — in order to have the coverage you need.

Mercer Marketplace 365SM
P.O. Box 14401, Des Moines, IA 50306-3401
888.281.3880 (toll-free)
For deaf or hard of hearing: Dial 711 for Telecommunications Relay Service
857.362.2999 (fax)
retiree.exchange@mercerc.com
<http://retiree.mercermarketplace.com/unioncollege>

* Services provided by Mercer Health & Benefits Administration LLC.

INTRODUCTION TO MEDICARE PLANS



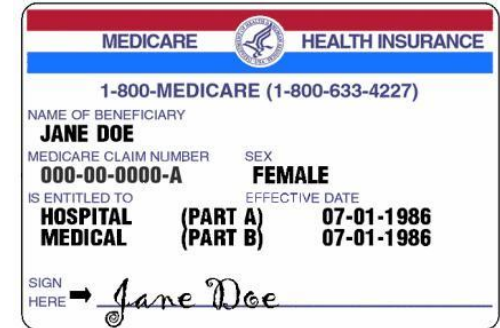
MEDICARE BASICS

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?

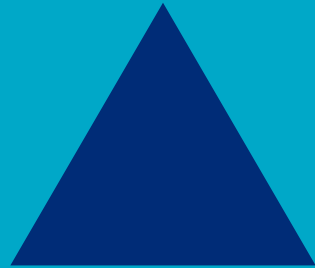
Medicare Advantage

- 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)

Risk Sensitivity

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








Coverage Preferences

- Provider network strength and availability
- Prescription drug formularies

Budget

- Monthly premium
- Prescription drug costs
- Out-of-pocket expenses

SAMPLE PRESCRIPTION DRUG PLAN ANALYSIS

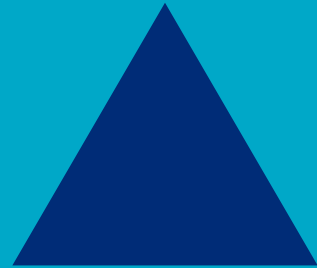
<input type="checkbox"/> Check to compare	HUMANA PREFERRED RX PLAN (PDP)		
	Premium (Monthly Price) \$22.80	Total Estimated Costs [?] \$870	Plan Rating [?] ★★★★☆
ENROLL IN THIS PLAN VIEW PLAN DETAILS			
<input type="checkbox"/> Check to compare	HUMANA WALMART RX PLAN (PDP)		
	Premium (Monthly Price) \$12.60	Total Estimated Costs [?] \$902	Plan Rating [?] ★★★★☆
ENROLL IN THIS PLAN VIEW PLAN DETAILS			
<input type="checkbox"/> Check to compare	CIGNA MEDICARE RX SECURE (PDP)		
	Premium (Monthly Price) \$31.70	Total Estimated Costs [?] \$1,255	Plan Rating [?] ☆☆☆☆☆
ENROLL IN THIS PLAN VIEW PLAN DETAILS			
<input type="checkbox"/> Check to compare	BLUE MEDICARE RX STANDARD (PDP)		
	Premium (Monthly Price) \$30.50	Total Estimated Costs [?] \$1,328	Plan Rating [?] Not available
ENROLL IN THIS PLAN VIEW PLAN DETAILS			
<input type="checkbox"/> Check to compare	HUMANA ENHANCED (PDP)		
	Premium (Monthly Price) \$45.90	Total Estimated Costs [?] \$1,494	Plan Rating [?] ★★★★☆



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?**

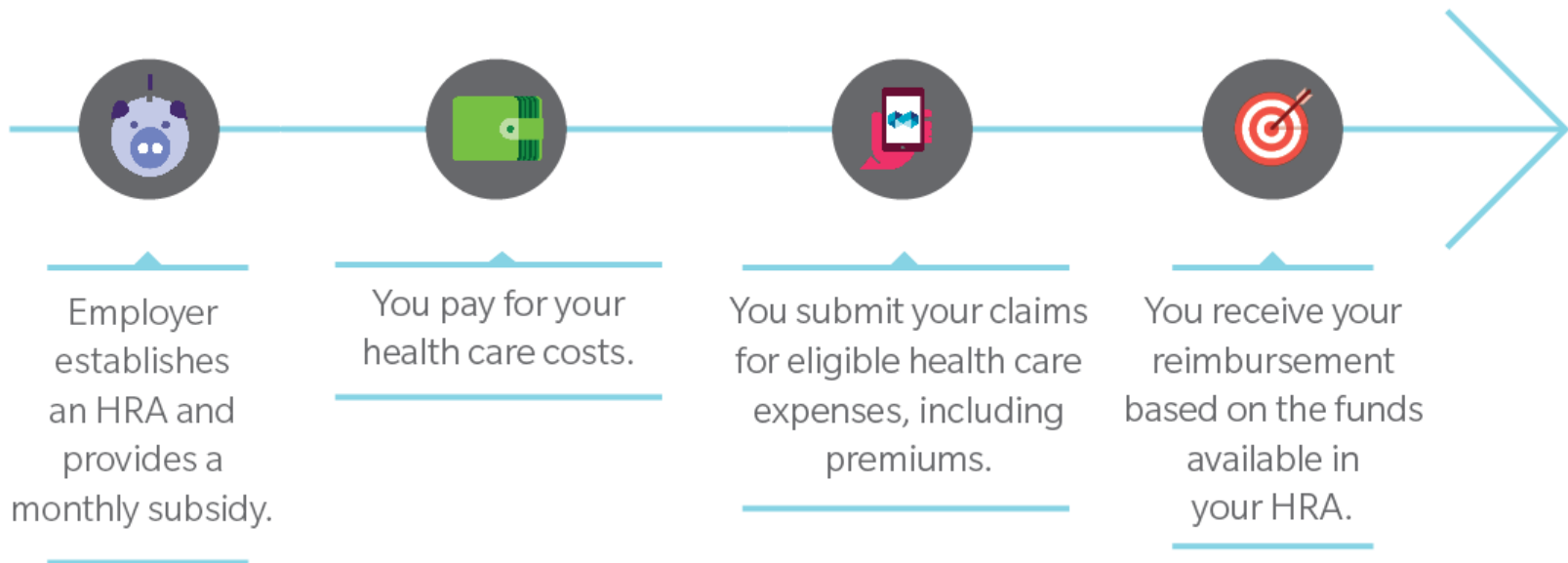


WHAT IS AN HRA?

- 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 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

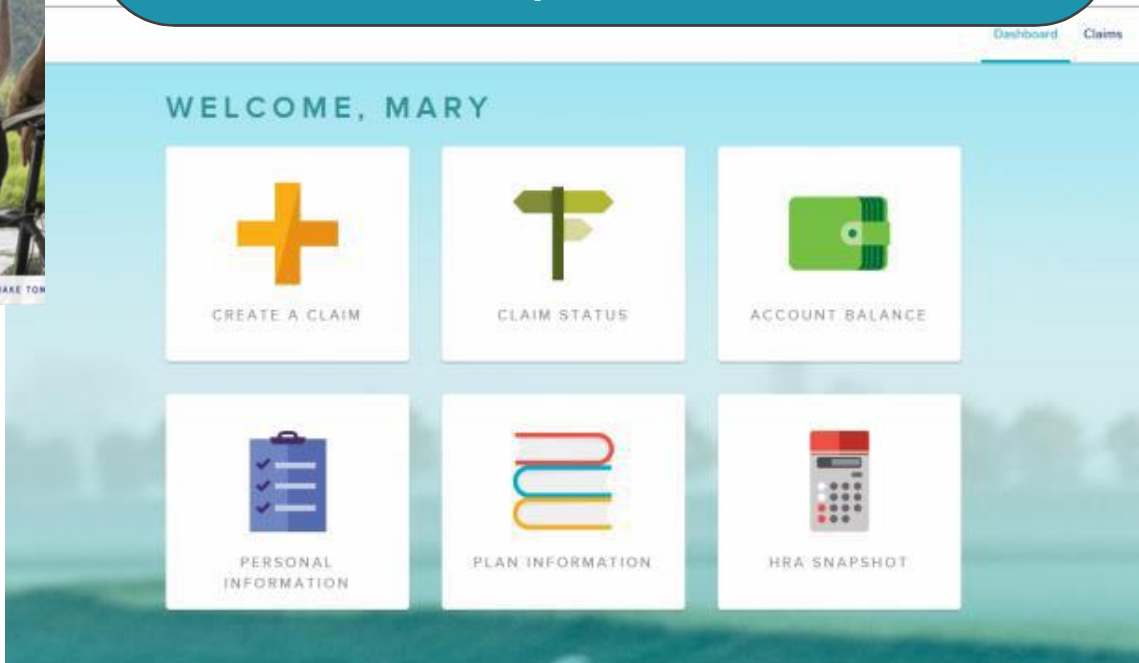
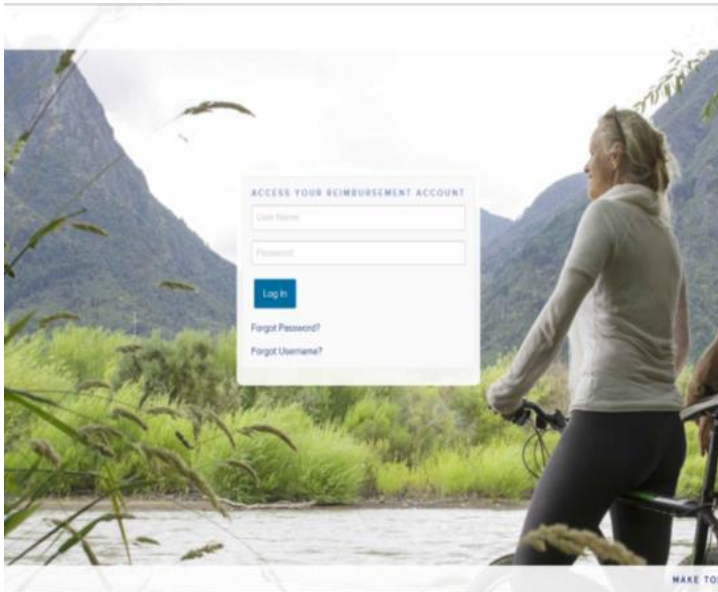


REIMBURSEMENT RESOURCES FOR ELIGIBLE EMPLOYEES

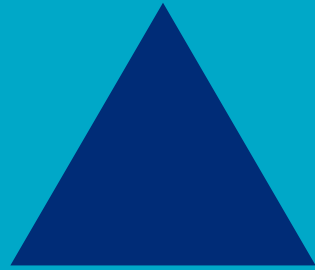
- Mercer Marketplace 365 has prepared several resources to help guide those eligible employees through the HRA process
- Union College employees that are eligible for an HRA will receive a Retiree HRA Guide with their Welcome Kit which offers a thorough explanation of the HRA process and includes the 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

HRA PORTAL

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



MERCER

MAKE TOMORROW, TODAY

