



Retiree Medical/COBRA

Voluntary Retirement Window Program

We are pleased to be able to offer you comprehensive health benefits, including medical, dental, vision, life insurance and prescription drug coverage. If you leave the company at age 55 or older with at least 10 or more years of service (some grandfathering may have different requirements) you are eligible for that access. We describe each of these benefits in more detail for you in the enclosed Retiree Health Care Decision Guide. Choosing health coverage is a big decision, especially for those not yet eligible for Medicare, so we want you to have the information you need before enrolling.

Your Total Rewards Statement displays your monthly cost for coverage under the Anthem Retiree Health Plan, if you were to retire today. Your retiree medical cost is located in the Financial Future – Retiree Health Benefits or Retiree Medical Spending Account under the heading "How much will it cost me monthly?" Remember, that health care costs can change from year to year, so use the information as an estimate as you plan your retirement. Changes in costs will be communicated in June and will be effective August 1.

We've highlighted a few key things you should know about your benefits below. The Retiree Health Care Decision Guide explains in more detail how your benefits will transition into retirement.

Key Things to Know:

- 1) Your active associate coverage for medical, dental, vision, and associate life insurance will continue until the end of the month when severance ends. Your active associate coverage for flexible spending accounts and long-term disability will end on your retirement date.
- 2) You can elect to participate in COBRA coverage for as long as 18 months after your severance ends. When your COBRA coverage ends, you can elect to enroll in retiree coverage through the coverage year from August 1 through July 31. Please note that the retiree coverage options and costs are subject to change.
- 3) If you would like to enroll in health coverage (medical, dental, vision), an enrollment packet will be mailed to your home approximately 45 days prior to coverage effective date.
- 4) You can defer retiree health plan enrollment until a later date, but to enroll after the initial 30 days, you must be able to show proof of continued medical coverage. Contact the HRSolutions Center approximately 45 days prior to the date that you wish to enroll in your retiree coverage.
- 5) If you are currently enrolled in life insurance coverage, you have the option to continue this benefit for additional financial security for your family. Please note that you must enroll in life coverage within 30 days of your retirement date, regardless of your election in retiree medical coverage.
- 6) Before you are eligible for Medicare, you can choose a health investment account (HIA), a high-deductible health plan, and, if offered where you live, an HMO.
- 7) After you are eligible for Medicare, you will have the option to enroll in the Retiree Medicare plan that is available at that time. If you are enrolled in Medicare Part A but have not yet enrolled in Medicare Part B due to being employed, please reach out to your local Social Security office to determine the rules under the special enrollment period.

COBRA Coverage

COBRA coverage allows you and your covered dependents to temporarily extend your current health coverage at group premium rates. To elect this coverage you must currently be enrolled in Anthem's associate coverage. You have 60 days from your severance end date to enroll and then 45 days from enrollment to make your first payment. If you were covered on Anthem's employer group coverage then you will receive a COBRA offering in a separate mailing approximately 45 days prior to your COBRA effective date.