Oak Ridge Reservation Cleanup Contract
Retiree Medical Benefit Plan
2027 Annual Benefits Enrollment

Important Notice to Participants About Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage under the medical benefit options sponsored by the Oak Ridge Reservation Cleanup Contract Retiree Medical Benefit Plan (the "Plan") and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are three important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.

2. United Cleanup Oak Ridge LLC (UCOR) has determined that the Retiree Reimbursement Arrangement offered by the Plan should not be used in lieu of a creditable prescription drug plan. The Retiree Reimbursement Arrangement alone (without taking into consideration any individual medical coverage you are enrolled in) is not expected to pay out as much as standard Medicare prescription drug coverage pays. Therefore, using your Retiree Reimbursement Arrangement for prescription drugs by itself is not considered Creditable Coverage. (Note this notice does not apply to any individual medical coverage that you may enroll in under the exchange.) This is important because, most likely, you will get more help with your drug coverage if you join a Medicare drug plan than if you only depend on your Retiree Reimbursement Arrangement to cover your prescription drug needs. This is also important because it may mean that you pay a higher premium (a penalty) if you do not join a Medicare drug plan when you first become eligible.

3. You can use the funds in your Retiree Reimbursement Arrangement to cover your prescription drug needs but, due to a limited amount of funds in your Retiree Reimbursement Arrangement, your coverage under the Retiree Reimbursement Arrangement (without taking into consideration any individual medical coverage you are enrolled in) is non-creditable. This means you have decisions to make about Medicare prescription drug coverage that may affect how much you pay for that coverage, depending on if and when you join a drug plan. When you make your decision, you should compare your current coverage, including what drugs are covered, with the coverage and cost of the plans offering Medicare prescription drug coverage in your area. This notice explains your options.

Oak Ridge Reservation Cleanup Contract
Retiree Medical Benefit Plan
2027 Annual Benefits Enrollment

When Can You Join A Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from Oct. 15 to Dec. 7. However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens To Your Current Coverage If You Decide to Join A Medicare Drug Plan?

If you are an active employee (or covered dependent of an active employee) who is entitled to Medicare:

- You should compare your current coverage under the Retiree Reimbursement Arrangement in the Oak Ridge Reservation Cleanup Contract Retiree Medical Benefit Plan, including which drugs are covered, with the Medicare drug plans in your area.

You may choose to enroll in a Medicare drug plan independent of your Retiree Reimbursement Arrangement under the Oak Ridge Reservation Cleanup Contract Retiree Medical Benefit Plan.

If you are a retiree (or covered dependent of a retiree) who is entitled to Medicare, your coverage under the Retiree Reimbursement Arrangement in the Oak Ridge Reservation Cleanup Contract Retiree Medical Benefit Plan is not intended to supplement your Medicare coverage. You should check to see whether your current coverage with an individual health policy through the exchange already includes a Medicare drug plan. If your current policy coverage does not include a Medicare drug plan, you should consider joining a Medicare drug plan.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current medical coverage with the Plans and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later. If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information About This Notice Or Your Current Prescription Drug Coverage…

Contact UCOR-ORRCC Benefits Service Center at 1-800-451-8964 for further information. NOTE: You will receive this notice each year. You may also receive it before the next period you can join a Medicare drug plan, and if the coverage through the Plans changes. You also may request a copy of this notice at any time.

Oak Ridge Reservation Cleanup Contract
Retiree Medical Benefit Plan
2027 Annual Benefits Enrollment

For More Information About Your Options Under Medicare Prescription Drug Coverage…
More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans. For more information about Medicare prescription drug coverage:

- Visit http://www.medicare.gov/default.aspx
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at http://www.socialsecurity.gov/, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

For more information about this notice or your prescription drug coverage, contact:

UCOR-ORRCC Benefits Service Center
1-800-451-8964