Why is Caltech changing my retiree medical benefits?

As you know, health care costs have been increasing significantly over the years. This has made it difficult for Caltech to provide retiree medical coverage that meets the needs of our retirees. By redesigning our retiree medical plan, we can continue to support our current and future retirees in retirement. And we will be able to offer new retiree medical plan options, better pricing, and enhanced customer service. This is important to us because retirees are valuable members of the Caltech community, and are a significant part of our legacy.

Is Caltech stopping my retiree benefits?

No. Caltech will continue to sponsor retiree medical benefits. We will also continue to help retirees (and eligible spouses) pay for retiree medical coverage. What is changing is how we pay for retiree medical coverage and some of the specific plan options.

What are the new retiree plans?

In 2015, Caltech will offer the current Kaiser HMO, a new Aetna HMO similar to the current Anthem HMO, a new Aetna PPO similar to the current Anthem PPO plus two new lower cost Aetna PPO options as well as dental and vision plan options.

Do I have to change plans?

You don’t have to change plans unless you want an option other than the following:

- If you are currently in a Kaiser HMO plan, you will automatically be re-enrolled in your Kaiser HMO plan.
- If you are currently in one of the Anthem plans, you will automatically be enrolled in one of the new Aetna medical plan options that most closely matches your existing plan.
- If you currently participate in the Caltech Retiree Premium Reimbursement Program, your new Defined Dollar Credit will automatically be applied to a Health Reimbursement Account (HRA) that you can use to purchase other non-Caltech medical coverage.

How will Caltech help me pay for my retiree benefits?

Instead of paying a percentage of the premium cost of your retiree medical plan, Caltech will provide you (and your spouse as of January 1, 2015) with an annual Defined Dollar Credit. You can use your Defined Dollar Credit in two ways:

- You can use your Defined Dollar Credit to help you pay for a Caltech-sponsored retiree plan. If the plan you choose is less than the amount of your Defined Dollar Credit, the remaining credit will be available to you through a Health Reimbursement Account (HRA).
- You can have your entire Defined Dollar Credit made available to you through a HRA, which you can use to pay for other, non-Caltech-sponsored medical coverage as well as out-of-pocket medical and prescription drug costs.
How will my Defined Dollar Credit be calculated?

Your 2015 annual Defined Dollar Credit per year of service:

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<thead>
<tr>
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<th>Medicare-eligible</th>
<th>Non-Medicare eligible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retiree</td>
<td>$125</td>
<td>$275</td>
</tr>
<tr>
<td>Spouse/Surviving Spouse</td>
<td>$113</td>
<td>$248</td>
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</tbody>
</table>

Here’s how to calculate your 2015 monthly Defined Dollar Credit amount:

<table>
<thead>
<tr>
<th></th>
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</tr>
</tbody>
</table>

The Defined Dollar Credit is rounded to the nearest dollar.

*Up to a maximum of 25 years. If you are a grandfathered retiree, Caltech will calculate your Defined Dollar Credit based on 25 years of service.

Am I a grandfathered retiree?

If you retired with Caltech medical coverage before January 1, 1991, you are considered to be a grandfathered retiree.

If you were actively at work on April 1, 1991, you are considered to be a grandfathered retiree if you had at least 10 years of continuous Caltech service, and you met at least one of the following criteria as of April 1, 1991:

1. You were age 55
2. Your age plus years of service was greater than or equal to 72
3. Your years of service plus three times your age was greater than or equal to 175.

The enrollment guide you receive from Aetna in early to mid November will tell you your grandfathered/non-grandfathered status. In the meantime, if you would like to confirm if you are a grandfathered employee, you can call the Aetna Marketplace at (844) 210-8389 or contact your Benefits team.

- JPL retirees: benefits@jpl.nasa.gov, (818) 354-3760
- Campus retirees: hrbenefits@caltech.edu, (626) 395-6443
How is the program different for grandfathered retirees?

If you are grandfathered retiree and you are Medicare eligible, or if you are the spouse of a grandfathered retiree and you are Medicare eligible, you will continue to be eligible for a medical plan at no cost to you.

If you are a grandfathered retiree and you are not yet Medicare eligible, or if you are the spouse of a grandfathered retiree and you are not yet Medicare eligible, you will continue to pay some of the cost for your medical plan coverage. You will receive a Defined Dollar Credit that you can use to purchase any of the medical, dental and/or vision plans offered by the Institute.

If you do not want to purchase one of the plans offered by the Institute, you can choose to put the Defined Dollar Credit into a Health Reimbursement Account (HRA). You can use this account to reimburse you for costs of premiums as well as other out-of-pocket costs. See "How Does the Health Reimbursement Plan Work" on the following page for more information on eligible HRA expenses.

I don’t remember my years of service. How can I get that information?

The enrollment guide you receive in early to mid November from Aetna will tell you how many years of service you retired with. You can also contact the Benefits team, and we will look it up for you, or you can call the Aetna Marketplace at (844) 210-8389.

- JPL retirees: benefits@jpl.nasa.gov, (818) 354-3760
- Campus retirees: hrbenefits@caltech.edu, (626) 395-6443

Am I going to be able to keep my doctor?

If you are in a Kaiser medical plan, you will be able to keep your Kaiser plan and your Kaiser doctor, assuming you choose to stay in your current Kaiser plan.

If you are in an Anthem medical plan option, you most likely will be able to keep your current doctor. The new Aetna plans include almost all the current network providers (about 95%), including doctors and other providers affiliated with Healthcare Partners in the Pasadena area. To find out if your doctor participates in the Aetna network, go to one of the website links below or call the Aetna Marketplace at (844) 210-8389.

- If you are age 65 older, go to www.aetnamedicaredocfind.com
- If you are under age 65, go to www.aetna.com/docfind (you can choose the option "search without choosing a plan")

Is my medication still going to be covered?

Yes. Your current medication will continue to be covered. However, if you change to one of the new Aetna HMO or PPO plans, your copayment may change for your medication. If you are interested in joining one of the new Aetna plans, we encourage you to prepare a list of your current medications and to call the Aetna Marketplace at (844) 210-8389 or sign up for a one-on-one meeting with an Aetna representative on the Caltech campus. Aetna will look up your medications and let you know how much they will cost in the new plans.
How does the Health Reimbursement Account (HRA) work?

If you don’t spend all of your Defined Dollar Credit on a Caltech-sponsored retiree medical plan, you can have your unused Defined Dollar Credit made available to you through a Health Reimbursement Account (HRA). You can use your HRA to pay:

- Premium costs for other medical and prescription drug coverage, including Medicare Part B premiums, coverage provided through another employer, and coverage purchased through a health care exchange
- Medical, dental, and vision care expenses not already paid for by your insurance, including deductibles, copayments, and coinsurance

Unused HRA dollars will roll over from one year to the next.

After enrollment, you’ll receive a welcome packet with more information about your HRA (if applicable to you). To learn more now, visit www.caltechretiree.hrintouch.com or call the Aetna Marketplace at (844) 210-8389.

Note: If you plan to use your HRA to pay for coverage provided through another employer’s plan, it must be paid for on an after-tax basis to be eligible for reimbursement from the HRA.

Do I need to do anything during Open Enrollment?

If you are happy with the default option that will be shown in your enrollment guide from Aetna, you don’t need to do anything during Open Enrollment. Just watch for your new plan ID card later in the year, and start using it on January 1, 2015.

If you think you might want to switch to a different plan option, you will be able to shop for and enroll in one of the other Caltech medical plan options through the Aetna Marketplace during Open Enrollment, November 10 – December 7. Your enrollment guide from Aetna will provide instructions on how to do that online at www.caltechretiree.hrintouch.com or by telephone at (844) 210-8389.

Do I have to join the Caltech retiree medical program?

You don’t have to join the Caltech retiree medical program. However, if you are a non-grandfathered retiree, there are some new rules about when you can join.

- If you have other medical coverage (other than Medicare), you will be able to join the Caltech retiree medical plan if that other coverage ends. However, to join the Caltech plan, you must notify Caltech within 90 days of the date the other coverage ends, and you must provide proof that you have maintained continuous medical coverage since January 1, 2015. (Be sure to retain records that prove you have other medical coverage, such as annual confirmation statements and premium receipts.)
- If you don’t have other medical coverage, you can join the Caltech medical plan during Open Enrollment in 2015 or during Open Enrollment in 2016. After Open Enrollment 2016, if you do not enroll in the Caltech retiree medical plan, and you did not have other continuous medical coverage (other than Medicare), you will waive your right to join the Caltech retiree medical plan.
How will I be able to learn more about my new plan options?

In early to mid November, you will receive an Open Enrollment packet in a large envelope with the Caltech and Aetna logos. It will include an enrollment guide with:

- Details about the new plan options and your cost for each one
- Information about your grandfathered status, years of service, and specific Defined Dollar Credit amount
- The "default" medical plan option you will automatically be enrolled in, unless you choose a different plan option during Open Enrollment
- Information about how you can make your Open Enrollment choices through the Aetna Marketplace online at www.caltechretiree.hrintouch.com, by phone at (844) 210-8389, or in person during a one-on-one individual consultation with a benefits representative on the Caltech campus. Appointments will be available November 10 – 21. You can schedule your consultation at hr.caltech.edu/retirees/consultations.

Although representative won’t be to help you enroll until November 10, you can call the Aetna Marketplace at (844) 210-8389 if you need assistance understanding which of the Kaiser or new Aetna plan options might be best for you.

Can I still call Caltech when I have questions about my retiree benefits?

Yes, of course. Campus and JPL benefits representatives are available to help you when you have questions or need assistance with your retiree benefits. You will also have available through the Aetna Marketplace, a highly-skilled team of benefits representatives who are specifically trained in helping retirees choose medical coverage that best fits their needs. The Aetna Marketplace team will be available to take your calls beginning on November 3 for general plan questions. Then, from November 10 to December 7 they will help you enroll in your benefits over the phone.

If I cannot attend an in-person meeting at Caltech, how do I get help enrolling in the new retiree benefits plan?

You can enroll:

- Online at www.caltechretiree.hrintouch.com
- By phone at (844) 210-8389. The Aetna Marketplace team members who will take your calls are highly-skilled team of benefits representatives who are specifically trained in helping retirees choose medical coverage that best fits their needs. The Aetna Marketplace call center team will be available to take your calls beginning on November 3 for general plan questions. Then, from November 10 to December 7 they will help you enroll in your benefits over the phone.

The Institute expects and intends to continue the Caltech benefits program but reserves the right to amend, modify, suspend, or terminate it, in whole or in part, at any time and for any reason.