

To: IU Retirees Under Age 65 Enrolled in an IU-sponsored Health Care Plan
From: University Human Resource Services
Date: November 1, 2008
Subject: Annual Open Enrollment Update

The month of November is the University's Open Enrollment period for health care plans. During this time, individuals with IU Retiree Status may decide to either continue their current IU-sponsored healthcare plan or make changes by submitting the enclosed change form. For those IU retirees under age 65 (i.e., not eligible for Medicare), the IU PPO \$900 Deductible plan is available.

Please review the enclosed plan summary and rate sheet carefully.

What's New for 2009?

IU PPO \$900 Deductible

- The Organ and Tissue Transplant maximum will increase to \$2 million.
- Prescription copays will increase to \$8 generic/\$20 low-cost brand/\$40 high-cost brand for retail and \$20/\$45/\$90 for mail order.
- Medical annual out-of-pocket copay maximums will increase to \$1,500 per individual and \$4,000 per family for in-network services with a separate out-of-pocket maximum for out-of-network services. The out-of-pocket maximums will be restated to include copays and the deductible, that is: \$2,400 (\$900 deductible plus \$1,500 in copays) for individual coverage, and \$6,700 (\$2,700 deductible plus \$4,000 in copays) for the family out-of-pocket maximum.

IU PPO-Plus

As announced last year, this plan will be discontinued effective December 31, 2008. Current enrollees in this plan will have the option of changing to the IU PPO \$900 Deductible plan.

When you have made your coverage decision for 2009, indicate any changes you wish to make on the enclosed form. **You do not need to take any action if you are not making any plan changes.** If you do not reply by November 28th, you will receive premium coupons for your current plan at the 2009 rates. If you are enrolled in the PPO-Plus plan and do not switch to the IU PPO \$900 Deductible plan, you will be automatically defaulted in this plan. If you discontinue IU-sponsored coverage, you cannot enroll again later.

Federal law requires employers to provide information to Medicare-eligible individuals who have prescription drug coverage in their sponsored health plans. Although the IU retiree PPO plans do not cover Medicare-eligible individuals, the enclosed notice contains important information about Medicare prescription drug coverage and the IU medical coverage available when you reach age 65.

Please contact Karen Hill at 812-856-4459 or kashill@indiana.edu if you have any questions about the IU-sponsored retiree plans or to make changes within the IU PPO \$900 Deductible plan. For questions about Medicare prescription drug coverage available to you when you reach age 65, please see the Medicare resources listed on the enclosed pages.