

NATIONAL ELEVATOR INDUSTRY HEALTH BENEFIT PLAN
Important Information Regarding Prescription Drug Benefits for
Medicare-Eligible Retirees, Medicare-Eligible Spouses of Retirees, and
Medicare-Eligible Surviving Spouses

November 2024

To: Medicare-Eligible Retirees, Medicare-Eligible Spouses of Retirees, and Medicare-Eligible Surviving Spouses

From: Board of Trustees

Re: Effective January 1, 2025, Prescription Drug Coverage for Medicare-Eligible Retirees, Medicare-Eligible Spouses of Retirees, and Medicare-Eligible Surviving Spouses will be provided through the Medicare Part D Program by enrollment in the Express Scripts Medicare® Prescription Drug Plan (PDP)

If you are a Medicare-Eligible Retiree, a Medicare-Eligible spouse of a Retiree, or a Medicare-Eligible surviving spouse covered by the NEI Health Benefit Plan, you should have recently received very important information from Express Scripts regarding your Prescription Drug Coverage. You should review this information very carefully. The information Express Scripts sent informs you that **effective January 1, 2025**, your Prescription Drug Coverage will be provided through the Medicare Part D program by your enrollment in the **Express Scripts Medicare® Prescription Drug Plan** (“Express Scripts Medicare PDP”) sponsored by the NEI Health Benefit Plan.

The Prescription Drug Benefit coverage you will receive through Express Scripts Medicare PDP is comparable to the Prescription Drug Benefit coverage you are currently receiving directly through the NEI Health Benefit Plan and provides you with better prescription drug coverage than any standard Medicare Part D plan.

While you should carefully review the information you recently received from Express Scripts, we want to emphasize the following aspects of your Prescription Drug Coverage through Express Scripts Medicare PDP:

- **Eligibility for Retirees.**

Retirees are eligible for Prescription Drug Coverage through Express Scripts Medicare PDP if they are: (1) Medicare eligible, and (2) eligible for Retiree Health Benefit coverage through the NEI Health Benefit Plan.

- **Eligibility for Retirees’ Spouses, other Dependents, and Surviving Spouses.**

Regardless of whether a Retiree is Medicare Eligible, a Retiree’s Spouse or other dependent will be eligible for Prescription Drug Coverage through Express Scripts Medicare PDP if: (1) the Spouse (or other dependent) is Medicare eligible, (2) the Retiree is eligible for Retiree Health Benefit coverage through the NEI Health Benefit Plan, and (3) the Spouse (or other dependent) is an eligible dependent under the NEI Health Benefit Plan.

A surviving Spouse of a deceased Participant will be eligible for Prescription Drug Coverage through Express Scripts Medicare PDP if: (1) the surviving Spouse is Medicare eligible, and (2) the surviving Spouse is otherwise benefit eligible under the terms of the NEI Health Benefit Plan.

- **Effective Date of Your Enrollment in Express Scripts Medicare PDP.**

If you became Medicare eligible on or before January 1, 2025, you will be enrolled in the Express Scripts Medicare PDP effective **January 1, 2025**.

If you are not Medicare eligible on or before January 1, 2025, you will be enrolled in the Express Scripts Medicare PDP effective as of the **date you become Medicare eligible**.

- **Automatic Enrollment.**

If you are or will become a Medicare-eligible Retiree, Spouse (or other dependent) of a Retiree, or surviving Spouse and eligible for Retiree Health Benefit coverage through the NEI Health Benefit Plan, you will be automatically enrolled in Express Scripts Medicare PDP. However, Express Scripts Medicare may need to contact you for more information in order to complete your enrollment. ***In the coming weeks you should open and review all communications you may receive from Express Scripts Medicare PDP or the NEI Benefits Office and respond in a timely manner if a reply is requested.***

- **Opt-Out Rights.**

While you have a right under the law to opt out of prescription drug coverage through Express Scripts Medicare PDP, you should understand that ***if you opt out, (1) you will lose prescription drug coverage sponsored by the NEI Health Benefit Plan, (2) you may not later enroll in the Express Scripts Medicare PDP provided through the NEI Health Benefit Plan, and (3) although you will lose prescription drug coverage through the NEI Health Benefit Plan, there will be no reduction in your monthly Retiree health premiums.***

- **Monthly Premium Information and the D-IRMAA.**

Once enrolled in Express Scripts Medicare PDP, the monthly premium Medicare-Eligible Retirees pay to maintain Retiree health coverage through the NEI Health Benefit Plan will not change. However, if your taxable income in 2023 was more than \$105,000 (or more than \$210,000 if you filed taxes jointly), Medicare will assess a monthly surcharge that will be deducted from your monthly Social Security check (the Medicare Part D Income-Related Adjustment Amount or “D-IRMAA”). You will soon receive additional information from the NEI Health Benefit Plan about its D-IRMAA Reimbursement Program.

Sincerely,

Board of Trustees,
National Elevator Industry Health Benefit Plan