

# Benefits at Xerox: Creditable and Non-Creditable Prescription Drug Coverage Information for 2024

Prescription drug coverage is available to you through Xerox and Medicare. Those eligible for Medicare need to choose between these coverage options; carefully review the information below as well as details on specific drug coverage and costs when making your decision.

**IMPORTANT:** Retain this notice and store it in a location where it is readily accessible as it may be required as proof of coverage.

## **Prescription Drug Coverage through Medicare**

Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can obtain this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like a Health Maintenance Organization (HMO) or a Preferred Provider Organization (PPO)) that offers prescription drug coverage (collectively known as “Medicare PDP”). 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.

You and your eligible family members can decide to enroll in or waive Medicare prescription drug coverage.

## **Medicare Eligibility**

In general, you are eligible for Medicare benefits if:

- You are age 65 or older,
- You are younger than age 65 but qualify due to a disability, or
- You suffer from End Stage Renal Disease (permanent kidney failure requiring dialysis or a transplant).

If you have questions or are unsure about your eligibility, call **1.800.MEDICARE (1.800.633.4227)**.

## **Medicare Prescription Drug Plan Enrollment Period**

People covered by Medicare can enroll in a Medicare PDP when they first become eligible for Medicare and each year from October 15 to December 7. If you lose or drop Xerox medical coverage (which includes prescription drug coverage), you may be eligible for a two (2) month special enrollment period to sign up for a Medicare PDP.

### More Information on the Medicare Prescription Drug Plan

For more detailed information about Medicare plans that offer prescription drug coverage:

- Review the *Medicare & You* handbook; Medicare will mail a copy of this handbook to your home address every year.
- Visit [www.medicare.gov](http://www.medicare.gov).
- Call your State Health Insurance Assistance Program for personalized help; this number is listed in the *Medicare & You* handbook.
- Call **1.800.MEDICARE (1.800.633.4227)**. For TTY assistance, call **1.877.486.2048**.
- Contact the Social Security Administration (SSA) for information on support available for people with limited income and resources. Visit SSA online at [www.socialsecurity.gov](http://www.socialsecurity.gov) or call **1.800.772.1213** (for TTY assistance, call **1.800.325.0778**).

*Note: You may also be contacted directly by Medicare PDPs.*

### Prescription Drug Coverage through Xerox

The prescription drug coverage provided by all Xerox medical options for active employees in 2024 is considered to be “Creditable Coverage”. A list of all Xerox medical options is included in a later section.

Creditable Coverage means that Xerox has determined that the prescription drug coverage provided through all 2024 Xerox medical plan options are, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays. In contrast, Non-Creditable Coverage means that, overall, employer-provided prescription drug coverage is not as good as Medicare’s standard level of prescription drug coverage.

### Xerox Enrollment Period

Xerox employees may enroll in 2024 benefits during 2024 Annual Enrollment from October 23 to November 3, 2023.

Enrollment can be completed at **BenefitsWeb** at [www.XeroxBenefitsWeb.com](http://www.XeroxBenefitsWeb.com) or by contacting the **Xerox Benefits Center** at **1.800.428.2203**.

### The Impact of Creditable Coverage

If you have Creditable Coverage, you can choose to waive (not enroll in) Medicare prescription drug coverage now, and if you decide in a subsequent year that you want to enroll in a Medicare PDP, you will not have to pay a higher premium (penalty) for your Medicare PDP monthly premium when you enroll. This notice will serve as confirmation to Medicare that you have had Creditable Coverage in the interim.

### If You Choose to Enroll in a Medicare PDP

If you are (and remain) an active employee and enroll in a Medicare PDP, your Xerox prescription drug coverage will not be affected and it will continue to be the primary payer and Medicare Parts A, B, and D will be secondary. If you drop your Xerox medical plan coverage (which includes prescription drug coverage) during Annual Enrollment or as a result of a qualifying life status change, you may be able to get this coverage back during a future Annual Enrollment or if you experience a qualifying life status change, as long as you remain an eligible employee.

If you are a retiree and enroll in a Medicare PDP, your Xerox prescription drug coverage will not be affected, however, your Xerox medical plan coverage (which includes prescription drug coverage) will no longer be the primary payer and will instead be the secondary payer. Your Medicare PDP will become the primary payer and will coordinate with your Xerox prescription drug coverage. If you drop or lose your current Xerox medical plan coverage (which includes prescription drug coverage), be aware that you and your dependents will not be able to get this coverage back unless you experience a qualifying life status change and are still an eligible retiree.

You should also know that if you opt-out of or lose your medical coverage with Xerox and you don’t enroll in Medicare PDP within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to enroll in a Medicare PDP later. If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that Creditable Coverage. For example, if you go 19 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 PDP coverage. You may also have to wait until the following October to enroll.

### **Xerox Corporation Creditable Medical Plan Options**

#### **Self-Insured Plans – Active Employees**

- Choice Lower Deductible Plan Anthem
- Choice Higher Deductible Plan Anthem (available only to active employees)
- Network-Only Plan Anthem
- Copayment Option (National and Rochester) – Anthem, Cigna
- New XMP – Anthem, Cigna

#### **Insured Plans – Active Employees**

- Amalgamated National Health Fund (Unite PPO): Platinum Plus Plan
- Choice Lower Deductible Plan – Kaiser Permanente
- Network Only Plan – Kaiser Permanente
- HMSA PPO
- MCS Puerto Rico HMO
- TakeCare Asia PPO
- UHC International Plan
- Choice Higher Deductible Plan – Kaiser Permanente
- Kaiser SEIU, Local 49, Benefits Trust

#### **Self-Insured Plans – Retired Employees**

- Xerox Medical Plan – Anthem

#### **Insured Plans – Retired Employees Medicare Eligible**

- Empire MediBlue (PPO)
- Excellus Medicare Blue Choice
- MVP Health Care Preferred Gold
- Healthnet Seniority Plus
- Kaiser Permanente California Senior Advantage Plan
- Kaiser Permanente Colorado Senior Advantage Plan
- Kaiser Permanente Georgia Senior Advantage Plan
- Kaiser Permanente Hawaii Senior Advantage Plan
- Kaiser Permanente Mid-Atlantic Senior Advantage Plan
- Kaiser Permanente Northwest Senior Advantage Plan

### **Help is Available**

If you or your eligible dependents have questions about this notice or your current Xerox prescription drug coverage, contact the **Xerox Benefits Center** at **1.800.428.2203**.

### **About this Notice**

This notice provides information on prescription drug coverage through Xerox and Medicare. You will receive this notice annually and at other times in the future, such as before the next period you can enroll in Medicare prescription drug coverage and if your Xerox health plan coverage changes. You also may request a copy from the Xerox Benefits Center.

If you have Creditable Coverage and you enroll in one of the plans approved by Medicare that offer prescription drug coverage, you may need to provide a copy of this notice when you join to prove you have maintained creditable coverage.