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Retiree Benefits Update

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Agenda

All Non-Medicare Eligible Retirees:

- 2020 Medical Plan Changes
- 2020 Medical Plan Premium Contributions
- Other Benefit Changes
- Important Reminders

Salaried and Union Free Hourly Medicare Eligible Retirees:

- 2020 Prescription Drug Plan (PDP) Updates
- Retiree Medical benefits reminders
- RRA Funding

Union Medicare Eligible Retirees:

- Group Medicare Advantage (PPO) Plan
- SilverScript® Prescription Drug Plan
- Important Reminders

Retiree Flu Shot Clinic Reminder

Open Q&A

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Non-Medicare Eligible
Retirees

Overview: Annual Enrollment 2020

Non-Medicare Eligible Retirees

- Annual Enrollment is Oct. 14 through Oct. 25
- 2020 plan changes include:
 - Changes to benefit levels and prescription drug copayments for Corning's Retiree Consumer Health Plan (CHP) and Retiree PPO
 - Increases to some medical plan premium contributions
 - Increases to IRS contribution limits for Health Savings Accounts

2020 Medical Plan Changes

Non-Medicare Eligible Retirees

Changes for 2020
are shown in red

	Retiree Consumer Health Plan (CHP)	Retiree PPO
In-Network		
Coinsurance	75%	80%
Office visit copays	Coinsurance and deductible	\$30 primary care*; \$50 specialist *includes urgent care, physical, occupational, and speech therapy
Deductible	\$1,800 individual; \$3,600 family	\$500 individual; \$1,000 family
Out-of-pocket maximum (includes deductible)	\$4,000 individual; \$8,000 family	\$3,400 individual; \$6,800 family
Out-of-Network		
Coinsurance	55%	60%
Deductible	\$3,900 individual; \$7,600 family	\$900 individual; \$1,800 family
Out-of-pocket maximum (includes deductible)	\$7,100 individual; \$14,000 family	\$6,400 individual; \$12,800 family
Pharmacy		
Retail:	<i>You must meet your deductible first*</i>	
Tier I (generic)	\$15 copay	\$15 copay
Tier II (preferred brand)	25% (min \$35, max \$75)	25% (min \$35, max \$75)
Tier III (non-preferred brand)	45% (min \$65, max \$105)	45% (min \$65, max \$105)
Mail order:		
Tier I / Tier II / Tier III	\$30 / \$65 / \$135	\$30 / \$65 / \$135
Health Savings Account (HSA)		
Employee contribution limits	\$3,550 individual; \$7,100 employee + dependent(s)	N/A
Catch-up contributions	\$1,000 individual	N/A

*Note: Other than for certain IRS-designated preventive medicines, you will be responsible for the full cost of your prescription medicine until you have satisfied your deductible. You will then be subject to this schedule.

2020 Medical Plan Premium Contributions

Non-Medicare Eligible Salaried and Union-free Hourly Retirees

- Medical plan premium contributions will remain the same for both of the CHP and PPO options
- The chart below shows the cost of **retiree-only* coverage** under both medical plan options for 2020

Years of Service	2020 Monthly Retiree Medical Premium Contribution Amount Retiree-Only Coverage	
	Retiree Consumer Health Plan	Retiree PPO
30+ years	\$366.32	\$465.16
25-29 years	\$432.98	\$531.82
20-24 years	\$566.32	\$665.16
15-19 years	\$691.32	\$790.16
12-14 years	\$824.65	\$923.49
Access-Only (hired/rehired after 1/1/2007)	\$932.98	\$1,031.82

*If you have questions about the cost of family coverage, call the Corning Benefits Network.

2020 Medical Plan Premium Contributions

Non-Medicare Eligible Union Retirees

- Medical plan premium contributions will increase approximately 3% for both of the CHP and PPO options
- The chart below shows the cost of **retiree-only* coverage** under both medical plan options for 2020

Years of Service	2020 Monthly Retiree Medical Premium Contribution Amount Retiree-Only Coverage	
	Retiree Consumer Health Plan	Retiree PPO
30+ years	\$150.57	\$206.85
25-29 years	\$205.14	\$267.69
20-24 years	\$423.41	\$511.08
15-19 years	\$641.69	\$754.47
12-14 years	\$859.96	\$997.85
Access-Only (hired/rehired after 1/1/2007)	\$1,091.37	\$1,216.93

*If you have questions about the cost of family coverage, call the Corning Benefits Network.

Retiree Consumer Health Plan and Retiree Corning PPO

Save Money – Know Where to Go for Lab Services

Preventive Lab Services

- **IN-NETWORK:** When using any in-network provider (physician or facility), preventive labs are covered at 100% *as long as the provider properly codes the Lab orders as preventive services*
- **OUT-OF-NETWORK:** Preventive labs from out-of-network providers (physician or facility) are not covered

Non-Preventive Lab Services

- **IN-NETWORK:** You may have a responsibility for certain in-network, non-preventive lab services
 - e.g., copay, deductible and/or coinsurance
- **OUT-OF-NETWORK:** You will have higher out-of-pocket costs under both medical plan options

LabCorp and Quest Diagnostics are preferred labs for both plan options

MSK *Direct*

Non-Medicare Eligible Retirees



- Memorial Sloan Kettering (MSK) is the world's oldest and largest private cancer center, devoting more than 130 years to patient care and research. US News ranks MSK as the top hospital in the northeast for cancer care.
- MSK *Direct* was created to provide simplified, guided access to the benefits of cancer treatment at MSK for Corning employees, retirees, and their family members.
- The MSK *Direct* team will:
 - Make an appointment for you at MSK, usually within two business days
 - Help you gather your medical records for your first appointment
 - Meet you at your first appointment to introduce you to the facility and your care team

Remote Cancer 2nd Opinion

- When you are faced with a cancer diagnosis, receiving a second opinion from a leading cancer center is an important step.
- MSK now offers its expertise to those unable to travel to one of its New York locations.
- The MSK *Direct* Remote Cancer 2nd Opinion program includes:
 - Access to a team of coordinators and physicians from Pinnacle Care, MSK's partner
 - A pathology review, radiology review, and telephone consultation
 - A comprehensive written opinion and recommended care plan

To get started...

Call MSK *Direct*

877- 449 -1505

Monday through Friday

8:30 a.m. to 5:30 p.m., Eastern time

ConsumerMedical

Non-Medicare Eligible Retirees

Medical Decision Support

Help for you and your family make informed decisions about medical care and treatment

- Support from a team of nurses, physicians, and other health care professionals by phone, secure email, or text
- Articles, books, videos, and links to websites to help you better understand your medical condition and treatment options
- Help getting a second opinion when you need one
- Recommendations for the best, local in-network doctors and hospitals for your needs
- Guidance on the right questions to ask your doctor

Claims Advocacy

ConsumerMedical also offers help with medical claims.

- Confirm out-of-pocket expenses
- Better understand the Explanation of Benefits
- Identify claims or billing errors
- Determine whether a denied claim is justified
- Navigate the process of filing an appeal
- Resolve a billing/payment issue with a medical provider or hospital

To learn more, call ConsumerMedical at 888-361-3944 or download the MyMedicalAlly app from your app store

Important Reminders

- Annual Enrollment Period Oct. 14 – Oct. 25
 - What's New and Retiree Confirmation statements mailed Oct. 7
 - Contact the Corning Benefits Network with any benefit/coverage changes during the Annual Enrollment Period
- Review Your Beneficiary Designations
 - You may review or update your beneficiaries on My Total Rewards at www.corning.com/mytotalrewards
 - You may also call the Corning Benefits Network at 800-858-3875 to speak with a Benefit Services Representative
- In January 2020, you will receive IRS Form 1095-C
 - This form is required by the Affordable Care Act (ACA), and describes the value and the coverage of your Corning medical plan

IMPORTANT REMINDER – When you turn 65

Salaried and Union-free Retirees Hourly Retirees

- When you turn age 65, you will have a one-time opportunity to select an individual medical plan through UnitedHealthcare Medicare Solutions
 - If enrolled, you will be eligible for an annual Retiree Reimbursement Account (RRA)
 - You must be enrolled in Medicare Part A and Medicare Part B to enroll in a plan, so contact the Social Security Administration at least 60 days prior to turning age 65 to enroll or verify enrollment
- If your spouse is age 65 or older:
 - He or she will have a one-time opportunity to enroll for new, individual coverage through UnitedHealthcare Medicare Solutions
 - If enrolled, your spouse will be eligible for an annual RRA in addition to your RRA

Note: if you were hired or rehired after 2007, the RRA does not apply to you

IMPORTANT REMINDER – When you turn 65

Salaried and Union-free Hourly Retirees Only

- If you or your spouse opt out now or in the future, and do not elect a plan through UnitedHealthcare Medicare Solutions:
 - You and your dependents will no longer be eligible for Corning Retiree Medical benefits in the future
 - Corning will not set up a Retiree Reimbursement Account (RRA) in your name

When you turn age 65...

UnitedHealthcare Medicare Solutions will send information about the 2020 medical plan options to you (or your spouse) approximately 60 days before reaching age 65

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Medicare-Eligible Salaried
and Union-free Hourly Retirees

Corning Retiree Medical and Rx Plans

Medicare-Eligible Salaried and Union-free Hourly Retirees

- Medicare Annual Enrollment Period runs Oct. 15 – Dec. 7
 - If you like the plan you are in, no action is needed
 - If you wish to review your plan choices, contact UnitedHealthcare at 1-866-658-9432
- Medicare Beneficiary Identifier
 - Unique identifying number
- Optum Fitness Advantage
 - Updated fitness benefit branding in some areas



Corning Retiree Medical and Rx Plans

Medicare-Eligible Salaried and Union-free Hourly Retirees

- 2020 PDP Highlights:
 - \$435 Deductible **applicable to the Saver Plus & Tier 3 - Tier 5 of Walgreens plans
 - \$4,020 (amount the plan paid + what the member paid) - Initial Coverage Limit (this is where the member falls into the Coverage Gap)
 - \$6,350 (amount you have paid + mfg. discounts) – Catastrophic Coverage Limit
 - \$3.60 generic or \$8.95 brand or 5%, whichever is greater
- 2020 Premiums for Individual Rx plans through UHC for New York State:
 - AARP Medicare Rx Walgreens \$36.60
 - AARP Medicare Rx Saver Plus \$63.40
 - AARP Medicare Rx Preferred \$85.50

Corning Retiree Medical and Rx Plans

Medicare-Eligible Salaried and Union-free Hourly Retirees

- Reminders:
 - If you have a drug in a higher tier, you may want to talk to your doctor to see if a drug in a lower tier will work just as well and save you money
 - Pay \$0 for a 90-day supply of most generic medications with OptumRx home delivery

	AARP® MedicareRx Preferred (PDP)	AARP® MedicareRx Saver Plus (PDP)	AARP® MedicareRx Walgreens (PDP)
Annual Deductible	\$0 ¹	\$435	\$0 Tier 1 & Tier 2, \$435 Tier 3 – Tier 5
New York Monthly Premium	\$85.50	\$63.40	\$36.60
Drug List (Formulary)	Includes: <ul style="list-style-type: none"> • Some generic drugs Medicare Part D covers • Most commonly used brand name drugs 	Covers the most commonly used prescription drugs	Includes many generic and brand name drugs covered by Medicare Part D
OptumRx home delivery	\$0 For Tier 1 & 2	\$0 For Tier 1 & 2	\$0 For Tier 1

Retiree Reimbursement Accounts (RRA)

Medicare-Eligible Salaried and Union-free Hourly Retirees

RRA Funding

- Corning will continue to provide annual funding to the Retiree Reimbursement Account (RRA) if you are enrolled in a UnitedHealthcare medical plan

RRA Plan Year

- The RRA Plan is on a calendar plan year from Jan. 1 – Dec. 1
- At the end of each plan year, you have up to 60 days (run-out period) to submit expenses incurred in the prior plan year to receive reimbursement
- Any unused balance from the prior plan year will roll to the new plan year (and subsequent years) for you to use towards future expenses

RRA Rollover

- Any 2019 remaining balance will roll to the 2020 RRA on Jan. 1. The RRA system will pull the balance back to 2019 as necessary to reimburse 2019 claims submitted within the 60 day run out period
- Important note: if you submit a substantial 2020 expense during the run-out period, 2019 funds may be utilized for that expense (if 2020 funds are depleted)

Note: if you were hired or rehired after 2007, you are not eligible for the RRA

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Medicare-Eligible
Union Retirees

Retiree Medical Plans

Union Medicare-Eligible Retirees

**Medical Coverage
(Medicare Part A & B)**



 **UnitedHealthcare®**
**Group Medicare
Advantage (PPO) Plan**

**Prescription
Drug Coverage**



SilverScript®
**Medicare Part D
Prescription Drug Plan**
(a subsidiary of CVS Health)

Important Notes About Your Medicare Coverage

Union Medicare-Eligible Retirees

IMPORTANT!

- You **must** be enrolled in Medicare Part A and Medicare Part B
- You **must** continue to pay your Medicare Part B Premium
- A physical street address is **required to enroll**
 - No P.O. Boxes

Your enrollment will be denied without this information

If you need to update your address information, please contact the Corning Benefits Network at 1-800-858-3875



Corning Plan Eligibility and Enrollment

Union Medicare-Eligible Retirees

No Action Needed by You!

- If you or your eligible dependents are enrolled in Corning's Retiree Medical Plan and **have both Medicare Part A and Medicare Part B, with a physical street address on file – no action is needed!**
- You will be automatically enrolled in the UnitedHealthcare Group Medicare Advantage (PPO) plan and SilverScript prescription drug plan starting on Jan. 1, 2020

You may add or drop your coverage each year during fall annual enrollment or if you experience a certain "life event" such as loss of other health coverage

Action Needed by You!

- If you or your eligible dependents are **NOT** currently enrolled in the Corning Retiree Medical Plan, or you do not have a physical street address on file, or do not have have **both Medicare Part A and Medicare Part B**, and would like to enroll in the UnitedHealthcare® Group Medicare Advantage (PPO) plan
 - Please complete and mail the Retiree Medical Election Form included with the *What's New 2020* materials or contact the Corning Benefits Network at 1-800-858-3875 before Oct. 25
 - Enroll in Medicare Parts A and B
 - Provide a street address

2020 Monthly Premium Contribution Rates

Union Medicare-Eligible Retirees

Paying for Coverage

Retiree Group	2020 Monthly Rate Per Medicare-eligible Individual
Non-Contributor (retired pre-1995)	\$0.00
Contributor (retired post-1994)	\$151.00
Access-only (hired post-2006)	\$402.18

- Generally, retiree medical premium contributions are deducted from your monthly pension check

2020 Monthly Premium Contribution Rates

Union Medicare-Eligible Retirees

Corning Pays Part of Your Medicare Premium

- When you or your covered spouse enroll in Medicare Part B, Corning will reimburse you for a portion of the cost of this coverage, \$17.90 per month or \$35.80 if you and your spouse are both enrolled
- After you notify the Corning Benefits Network of your Part B enrollment, this amount will be included in your subsequent monthly pension checks and will show as a separate item on your monthly check stub
- If you die, this reimbursement ends for both you and your spouse

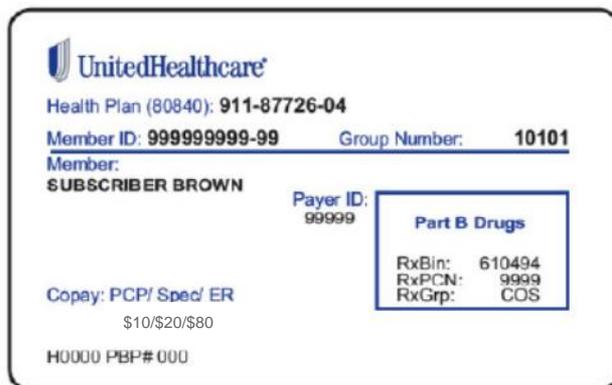
Using Your UnitedHealthcare and SilverScript Plans

Union Medicare-Eligible Retirees

It's easy!

- Don't forget to use your UnitedHealthcare member ID card and your SilverScript member ID card each time you go to the doctor or hospital or get a prescription filled at the pharmacy
- The back of your member ID cards will list important phone numbers you may need throughout the year
- Don't discard your red, white and blue Medicare card - keep it in a safe place

Use this medical card



Use this pharmacy card



Store this card in a safe place



Important Reminders

Union Medicare-Eligible Retirees



Eligibility and Enrollment

Corning Benefits
Network

800-858-3875

[www.corning.com/
mytotalrewards](http://www.corning.com/mytotalrewards)



Medical coverage and claims

UnitedHealthcare

844-867-3485

[www.UHCRetiree.com/
corning](http://www.UHCRetiree.com/corning)



Prescription coverage and claims

SilverScript

866-629-3619

www.caremark.com

You must maintain coverage under both plans to be eligible for Corning's retiree medical benefit

A scenic landscape of rolling green hills under a hazy sky. The foreground is a lush green field, and the background shows distant hills and a soft, misty atmosphere.

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All Retirees

MetLife TakeAlong Dental

Non-Medicare Eligible and Medicare Eligible Retirees

	High Option	Medium Option	Low Option
Preventive & diagnostic services	In-network: 100% Out-of-network: 100%	In-network: 100% Out-of-network: 100%	In-network: 100% Out-of-network: 100%
Annual deductible – basic & major restorative services	\$25 self \$50 self + 1 \$75 self + 2 or more	\$50 self \$100 self + 1 \$150 self + 2 or more	\$75 self \$150 self + 1 \$225 self + 2 or more
Basic restorative services	In-network: 80% Out-of-network: 80%	In-network: 70% Out-of-network: 70%	In-network: 70% Out-of-network: 70%
Major restorative services	In-network: 50% Out-of-network: 50%	In-network: 50% Out-of-network: 50%	In-network: 50% Out-of-network: 50%
Waiting period	6 months for basic restorative and 12 months* for major restorative		
Orthodontia services (<i>under age 19 only</i>)	In-network: 50% Out-of-network: 50% (\$1,000 lifetime max. per person) (12-month waiting period)	Not covered	Not covered
Annual maximum benefit	\$2,000 per person	\$1,500 per person	\$1,000 per person

- Available to **all** retirees, spouses, and dependent children up to age 26
- Flexibility to choose any licensed dentist
- **Learn More and Enroll:** Visit www.metlifetakealongdental.com or call 844-263-8336 to learn the cost of coverage in your area, enroll, and find MetLife dentists

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QUESTIONS?