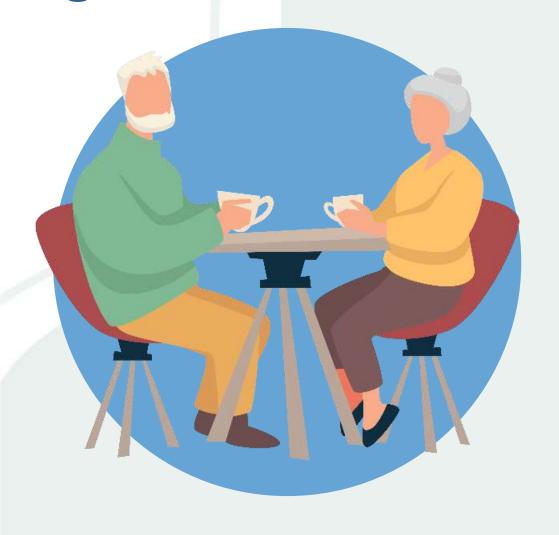


Agenda



- 1. What Is Medicare?
- 2. Costs for Medicare and TRS-Care
- 3. Enrolling in TRS-Care Medicare Advantage
- 4. Things to Think About
- 5. TRS-Care Medicare Advantage (UnitedHealthcare®)
- 6. TRS-Care Medicare Rx® (Express Scripts®)
- 7. Important Resources and Contacts
- 8. Q&A



Today's Presentation



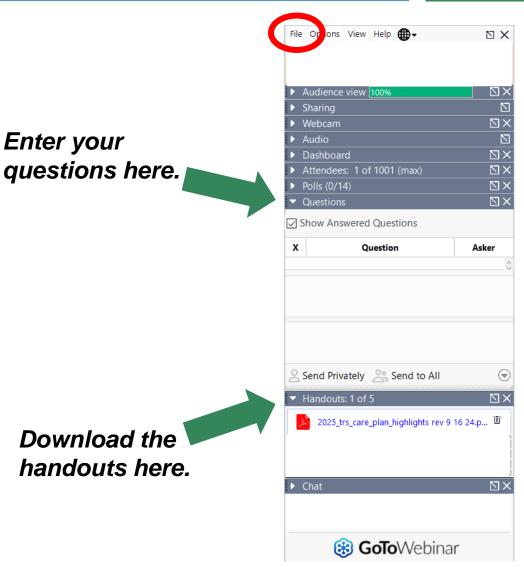
- Is for TRS members who are or will soon be eligible for Medicare
- Goal is to help you understand Medicare and the TRS-Care enrollment process
- You'll hear from TRS and:
 - UnitedHealthcare® manages medical benefits for TRS-Care Medicare Advantage
 - Express Scripts[®] manages prescription benefits for TRS-Care Medicare Rx[®]
- Will take about one hour



Housekeeping

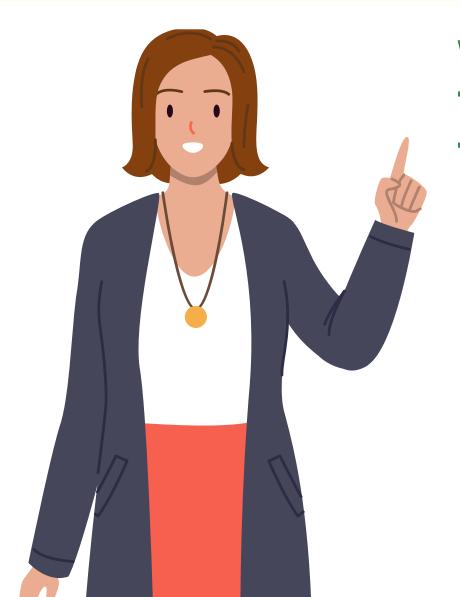


- All participants are muted.
- If you don't see the Handouts pane, select View > Handouts in the top menu bar of the control panel.
- Anytime during the webinar, ask our subject matter experts questions in the questions box.
- Go to <u>support.goto.com/webinar</u> for help.



Before We Get Started...





What's the difference between TRS-Care Standard and TRS-Care Medicare Advantage?

- TRS-Care Standard provides medical and prescription coverage for TRS retirees without Medicare (people younger than 65).
- TRS-Care Medicare Advantage provides medical and prescription coverage for TRS retirees with Medicare (generally, people 65+).

Both plan years are from Jan. 1 to Dec. 31.

New TRS-Care Benefits

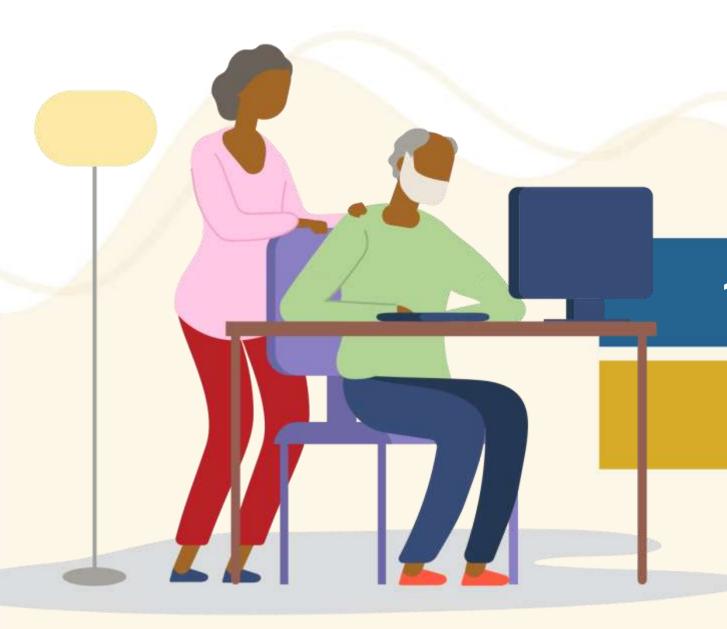


TRS-Care Dental and TRS-Care Vision are coming to TRS-Care!

- Eligibility requirements same for all TRS-Care pans
- Enrollment: Oct. 1 to Dec. 7, 2024
- To enroll, call TRS Health at 1-888-237-6762 or mail TRS your paper application by Dec. 7!
- Coverage starts Jan. 1, 2025.
- Plan year = Jan. 1 to Dec. 31, 2025
- You don't need TRS-Care health coverage to enroll. You can enroll in Dental, Vision or both.
- Two separate plans, each with its own premium
- Plan administrator for both plans: MetLife
- Attend a TRS-Care Dental and TRS-Care Vision webinar!









1. What Is Medicare?

- Medicare Defined
- Parts of Medicare

MEDICARE DEFINED



Medicare is federal health insurance you pay for with your FICA tax.

Medicare is for people who are:

- 65 or older;
- under 65 with a qualifying disability; or
- any age with end-stage renal disease

1. What Is Medicare?

PARTS OF MEDICARE

Part A

Part B

Part C

Part D



Hospitalization/
Inpatient Care



Doctor Visits/ Outpatient Care



Combines
Part A and Part B

Medicare
+
your TRS medical plan
=
TRS-Care
Medicare Advantage



Prescription Coverage

Medicare
+
your TRS prescription
drug plan
=
TRS-Care
Medicare Rx®

also known as original Medicare

Pop Quiz!

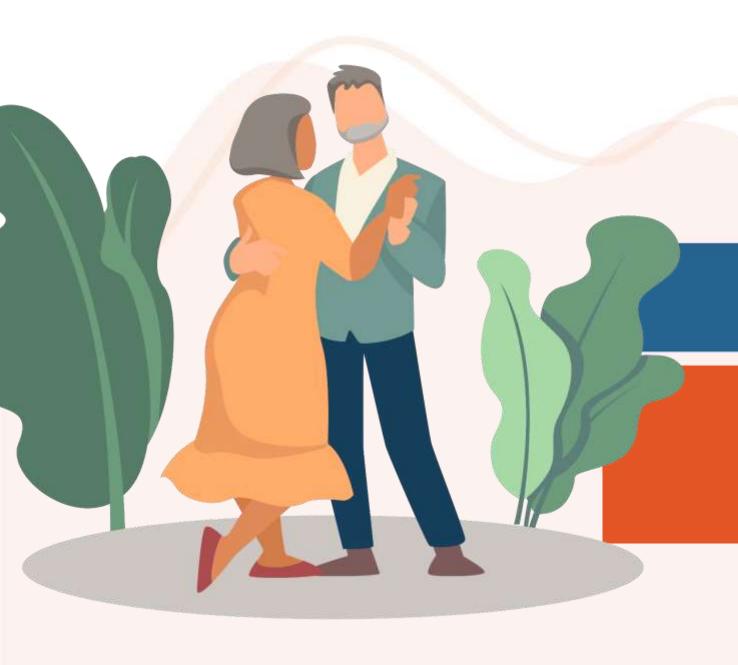




Which of the following does NOT make you eligible for Medicare?

- A. Renal Failure
- **B.** Diabetes
- C. Being age 65 or older
- D. Disability

The answer is A — Diabetes, which does NOT make you eligible for Medicare.





- Medicare Part A
- Medicare Part B
- Medicare Part C
- Medicare Part D

MEDICARE PART A



- No cost for most people (who pay into Social Security).
- If you're not eligible to get "premium-free Part A," TRS doesn't require you to sign up for it.

MEDICARE PART B



- In 2024, most people will pay \$174.70 per month for Medicare Part B — maybe more if you're in a higher tax bracket. Visit medicare.gov for more info.
- You must buy and maintain Medicare Part B to have TRS-Care coverage.
- Your Medicare Part B premium is separate from what you pay for your TRS-Care premium.

MEDICARE PART C

Monthly Premiums for TRS-Care Medicare Advantage*

	2024	2025	Monthly Savings	Annual Savings
Retiree Only	\$135	\$75	\$60	\$720
Retiree + Spouse	\$529	\$280	\$249	\$2,988
Retiree + Child(ren)	\$468	\$408	\$60	\$720
Retiree + Family	\$1,020	\$613	\$407	\$4,884

^{*}Your TRS-Care Medicare Advantage premium includes TRS-Care Medicare Rx.

MEDICARE PART C (continued)

Pay your **2025** TRS-Care Medicare Advantage premium to TRS for medical and prescription coverage: **\$75** for retiree only

Pay your Medicare Part B premium to Social Security. The 2024 amount is \$174.70 per Medicare participant.*

TRS-Care Medicare Advantage combines Medicare Part A and Part B for comprehensive medical coverage. It is **NOT** a supplemental plan.

*SSA will release 2025 Medicare Part B rates soon.



MEDICARE PART D



Your cost for TRS-Care Medicare Rx[®] prescription drug coverage is **included** in your TRS-Care Medicare Advantage premium.

Pop Quiz!



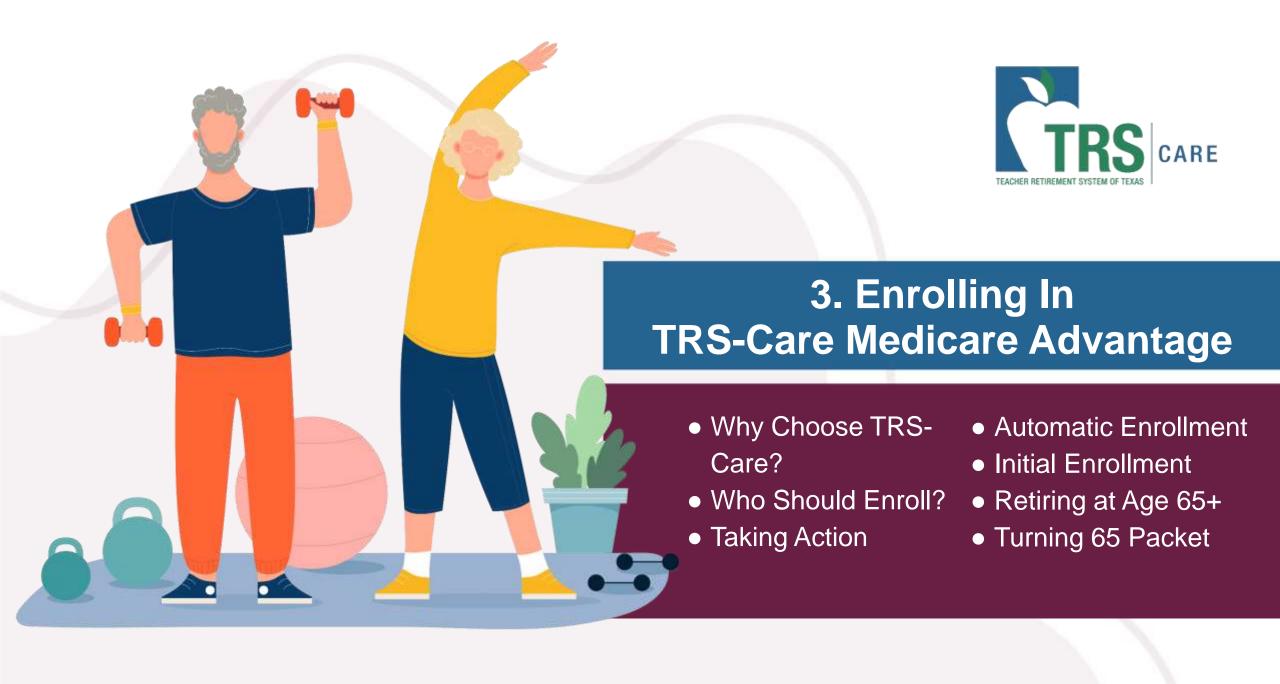


You must buy and maintain Medicare Part B to keep your TRS-Care coverage.

A. True

B. False

The answer is A — True! If you don't have Medicare Part B, you and your covered dependents risk losing all TRS-Care coverage.



Why choose TRS-Care Medicare Advantage?

Hospital stays are one copay per stay — not per day.



A 3-day hospital stay under TRS-Care Medicare Advantage would cost **\$500** vs. about **\$1,050** under other Medicare Advantage plans.

Low copays for routine services:

- •\$0 copay for annual wellness visit and flu shot
- \$5 copay for sick visit with primary care provider (PCP)
- \$0 copay for routine eye exam



Prescription drug premium at no added cost, low drug copays, and a broad formulary. A 90-day supply of Januvia (antidiabetic) under TRS-Care Medicare Advantage would cost \$70 vs. \$229 under other plans.

OPEN NETWORK — see
ANY DOCTOR (in or out of network) who accepts
Medicare and will bill
UnitedHealthcare



WHO SHOULD ENROLL?



Current TRS-Care participants

- Turning 65 soon
- Eligible for Medicare due to disability

Retiring TRS members and their eligible dependents who are 65 or older (initial enrollment period)

Eligible TRS retirees over 65 who have a special enrollment event

Eligible TRS retirees turning 65 who:

- Were eligible at retirement but didn't enroll at their initial enrollment period
- Terminated TRS-Care coverage before turning 65

Limited-Time Enrollment Opportunity

for Medicare-eligible TRS retirees and their eligible dependents (enroll or reenroll)

TAKING ACTION



If you're not getting Social Security benefits, you need to <u>take action</u> to enroll in Medicare:

- Sign up at <u>www.ssa.gov/benefits/medicare/</u>
- Call Social Security at 1-800-772-1213
- Visit a local Social Security Office

AUTOMATIC ENROLLMENT

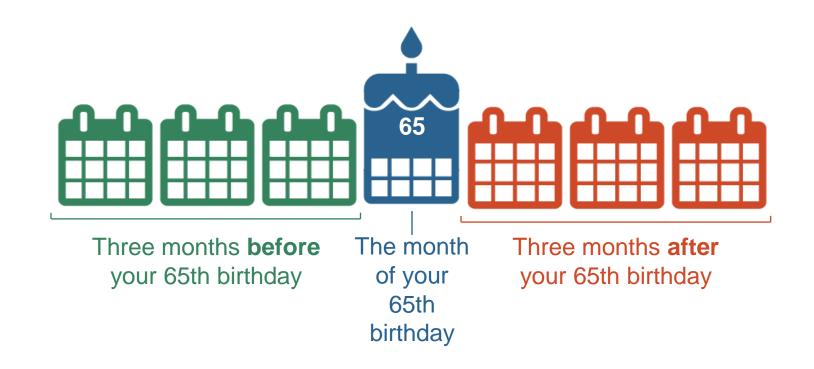


If you're already getting Social Security benefits, Social Security will automatically enroll you in Medicare. Typically, they deduct premiums from Social Security payments.

INITIAL ENROLLMENT

Medicare gives you seven months to enroll

- Three months before your birthday month
- Your birthday month
- Three months after your birthday month



TRS recommends you start the enrollment process three months before your 65th birthday month.

RETIRING AT 65 OR OLDER



- If you're still working at age 65, you can delay your Medicare Part B enrollment. Let Social Security know that you're still working.
- Social Security will send you a form for your employer to complete this way, **you won't pay a late enrollment penalty** when you enroll in Medicare.
- When you decide to retire, contact Social Security about three months before your retirement date to ensure your Medicare coverage starts the same day as your first day of TRS-Care coverage.

TURNING 65 PACKET



Every eligible TRS-Care member will get a welcome packet from TRS before they turn 65:

- TRS-Care Welcome Letter
- TRS-Care Application (return to TRS only if you're adding new dependents)
- TRS-Care Medicare Advantage Guide
- TRS-Care Medicare Rx® Summary of Benefits
- New! TRS-Care Dental and TRS-Care Vision Application

Pop Quiz!





When does TRS recommend that you start the Medicare enrollment process?

- A. Three months before your 65th birthday
- B. The month of your 65th birthday
- C. Three months after your 65th birthday

The answer is A — three months before your 65th birthday.





4. Things To Think About

- Penalties for Missing Your Initial Enrollment Period
- Special Situations
- Failure to Enroll in Medicare

PENALTIES FOR MISSING YOUR MEDICARE INITIAL ENROLLMENT PERIOD

If you don't sign up for Medicare Part B on time, your Medicare monthly premium will go up 10% for each 12-month period delay.

This penalty is for life.

4. Things To Think About

SPECIAL SITUATIONS (1 of 3)



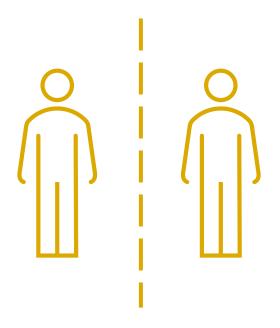
Return-to-Work Retirees

If Medicare-eligible retirees return to work for an employer that participates in TRS-ActiveCare and work 10 or more hours per week, they can:

- Stay enrolled in TRS-Care Medicare Advantage and decline TRS-ActiveCare;
- 2. Terminate TRS-Care Medicare Advantage, enroll in coverage with that employer and reenroll in TRS-Care Medicare Advantage as a special enrollment event when they leave that job; or
- Stay enrolled in both TRS-Care Medicare Advantage and TRS-ActiveCare.

4. Things To Think About

SPECIAL SITUATIONS (2 of 3)



Split Households

- A split household has at least two people: one who is enrolled in Medicare and one who is not yet eligible for Medicare.
- If you or your covered dependents are on Medicare, TRS will enroll you in TRS-Care Medicare Advantage (which includes TRS-Care Medicare Rx) for retirees and dependents aged 65 or older.
- If you or your covered dependents are not eligible for Medicare coverage, TRS will enroll you in TRS-Care Standard for retirees and dependents under age 65.

SPECIAL SITUATIONS (3 of 3)



Enrolling in Medicare Advantage or Part D Plans Outside TRS-Care

The Centers for Medicare and Medicaid Services (CMS) prohibits people enrolled in a Medicare Advantage plan through their group retiree benefits from joining an individual Medicare prescription drug plan:

- If you enroll in a Medicare Advantage plan outside of TRS-Care, you'll lose all TRS-Care coverage.
- If you enroll in an individual Part D plan outside of TRS-Care, you'll lose all TRS-Care coverage.

4. Things To Think About

FAILURE TO ENROLL IN MEDICARE

If you don't buy and maintain Medicare Part B, you risk losing all TRS-Care coverage for you and your covered dependents.

4. Things To Think About

FAILURE TO ENROLL IN MEDICARE



If TRS or UnitedHealthcare can't verify you have Medicare Part B, TRS can't enroll you in TRS-Care Medicare Advantage or TRS-Care Medicare Rx.

You risk losing all TRS-Care coverage.

BEFORE YOU TURN 65





Give TRS your **Medicare** Beneficiary Number!

Pop Quiz!





Your Medicare number is the same number as your Medicare Beneficiary Identifier, or MBI.

A. True

B. False

The answer is A — True! Your Medicare number is your MBI.

Pop Quiz!





Where can you find your Medicare number?

- A. Under your pillow
- B. In a bread box



C. On your red, white and blue Medicare Card

The answer is C — on your red, white and blue Medicare card.



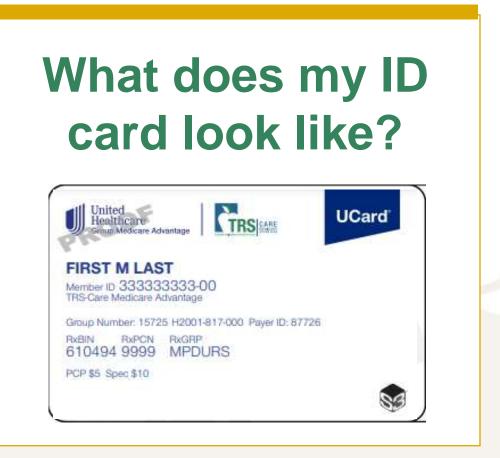


5. TRS-Care Medicare Advantage

Insured by UnitedHealthcare® (UHC)

TRS-CARE MEDICARE ADVANTAGE PPO PLAN

- No need for supplemental coverage
- One card for all medical services
- Provides dedicated TRS Customer Service phone number
- Copayments conveniently listed on card





TRS-CARE MEDICARE ADVANTAGE



- What is your deductible?* You pay a \$400 deductible before the plan starts to pay.
- What is your copay or coinsurance? Once you pay your \$400 deductible, you may pay a copay or coinsurance depending on the service you get.
- What is your out-of-pocket maximum? Your deductible, copay and coinsurance accumulate to your out-of-pocket maximum of \$3,500.



TRS-CARE MEDICARE ADVANTAGE BENEFITS

BENEFIT COVERAGE	IN-NETWORK OUT-OF-NETWORK		MUST MEET DEDUCTIBLE?
Primary Care Provider (PCP) Sick Visit	\$5 copay \$5 copay		No
Urgent Care	\$35 copay \$35 copay		No
Emergency Room	\$65 copay	\$65 copay	No
Specialist Office Visit	\$10 copay	\$10 copay	Yes
Inpatient Hospitalization (Unlimited Number of Days)	\$500 per stay	\$500 per stay	Yes
Outpatient Surgery	\$250 copay	\$250 copay	Yes
Outpatient Laboratory Services	\$0 copay	\$0 copay	Yes
Physical Therapy	\$5 copay	\$5 copay	Yes

VALUE ADDED BENEFITS (1 of 2)



- Healthy Benefits Plus you have a \$40 allowance every three months to buy over-the-counter products
- Routine Vision \$0 vision exam and an annual eyewear allowance
- Routine Transportation 24 one-way or 12 round-trip rides per year.

 Rides are to and from medically related appointments and pharmacy trips



VALUE ADDED BENEFITS (2 OF 2)



- In-Home Personal Care help with daily living activities such as meal prep, laundry, shopping, bathing, medication reminders and respite/companionship
- Silver Sneakers access to a free basic gym membership and group exercise classes at participating locations
- Hearing Exam and Allowance to Buy Hearing Aids no cost routine annual hearing exam and \$500 allowance every three years



VIRTUAL EDUCATION CENTER®

Visit your Virtual Education Center® to explore TRS-Care Medicare Advantage and learn more about other programs at uhcvirtualretiree.com/TRS-CareMA/.

- Learn more about TRS-Care Medicare Advantage programs
- Watch videos from real life UnitedHealthcare® Medicare Advantage members
- Print plan information
- Access via tablet, computer or smartphone



WHAT TO EXPECT AFTER YOU ENROLL



- Review your UnitedHealthcare®
 Quick Start Guide and Evidence of Coverage
- Get your TRS-Care Medicare Advantage ID Card in the mail
- Attend a TRS-Care Medicare Advantage Welcome Webinar



DEDICATED CUSTOMER SERVICE TEAM

TRS-Care Medicare Advantage participants have a dedicated customer care team to help you with anything related to the plan.



Call Us:

Toll-free 1-866-347-9507, TTY 711 7 a.m. – 6 p.m. CT, Monday – Friday Or visit:

www.retiree.uhc.com/TRS-CareMA







Which card should you use when you visit your doctor?

- A. TRS-Care Medicare Advantage Ucard
- B. Red, White & Blue Medicare ID Card

The correct answer is A. The only card you need to give your doctor's office is your TRS-Care Medicare Advantage UCard from UnitedHealthcare. Store your Medicare card in a safe place.







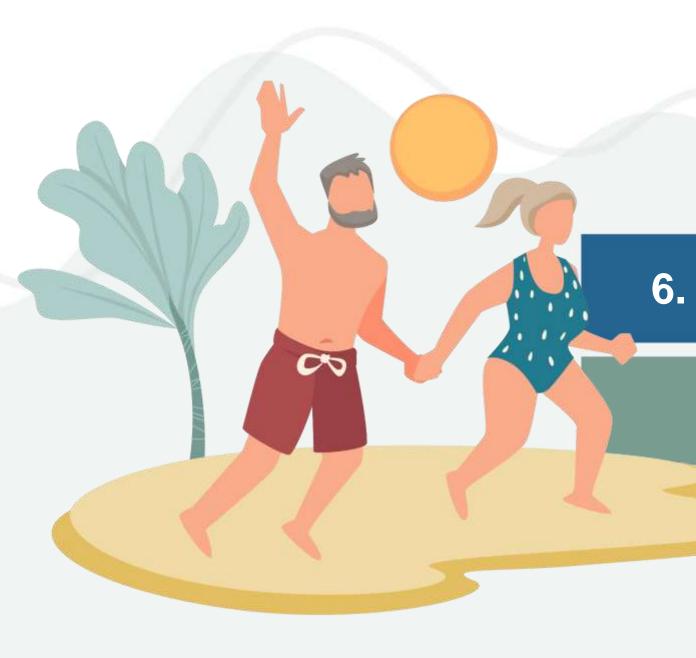
A. True

B. False

The answer is B — False. TRS-Care Medicare Advantage provides nationwide coverage, so you can live in any state within the United States and still pay the same for both inand out-of-network coverage.

Thank You!







6. TRS-Care Medicare Rx®

Express Scripts®

TRS-CARE MEDICARE Rx® BENEFITS



- Richer benefits than individual Part D plans
- No large out-of-pocket costs for brand or specialty drugs
- Access to a broad network of pharmacies
- 90-day supply option through Express Scripts[®] home delivery service and 90-day retail pharmacies
- Access to over 60,000 retail pharmacies across the U.S.
- Predictable copays



COPAYS FOR A 31-DAY SUPPLY AT RETAIL PHARMACIES

DRUG TIER	COPAYMENT	
Generic	\$5	
Preferred Brand Drugs	\$25	
Non-Preferred Drugs	\$50	
Specialty/High-Cost Tier (Limited to a 31-Day Supply)	\$50	





COPAYS FOR A 90-DAY SUPPLY AT RETAIL PHARMACIES OR EXPRESS SCRIPTS® HOME DELIVERY

DRUG TIER	COPAYMENT	
Generic	\$15	
Preferred Brand Drugs	\$70	
Non-Preferred Drugs	\$125	
Specialty/High-Cost Tier	Limited to a 31-Day Supply	





MEDICARE PART D DRUG PAYMENT STAGES

Participant: Flat, predictable copays through all CMS* stages.

1.
Deductible
Stage

No deductible, you pay your copay 2.
Initial
Coverage
Limit Stage
(N/A in 2025!)
You pay your

copay

3.
Catastrophic
Stage
(Over \$2,000)

You pay your copay or less



MEDICARE DRUG STAGE EXAMPLE

- Ronald takes a specialty (preferred brand) prescription drug at a 31-day supply.
- The cost of this medication is \$3,667.65.

Here's what would happen with a "marketplace" plan vs. TRS-Care Medicare Rx®.

PHASE	Marketplace Plan	TRS-Care Medicare Rx [®]	Savings with TRS
Deductible	\$590.00	\$50.00 <i>copay</i>	\$540.00
Initial Coverage Limit (\$2,000 TROOP)	\$769.41	\$50.00	\$719.41
Catastrophic Phase	\$0.00	\$0.00	\$0.00

DIABETIC SUPPLY COVERAGE

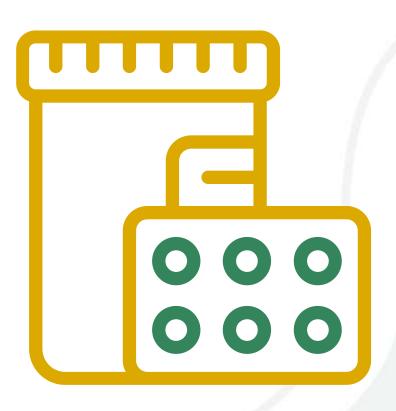


Use PART B for Meters, Lancets and Test Strips: Present your TRS-Care Medicare Advantage (UHC) medical card at the pharmacy to fill these supplies at **no added cost** to you.



Use PART D for Needles and Syringes: Fill needles or syringes through Express Scripts[®], either via a participating retail pharmacy or through the Express Scripts[®] home delivery service at **no added cost** to you.

PRIOR AUTHORIZATION (PAs)



- PAs won't automatically transfer from your non-Medicare prescription coverage. Call Express Scripts[®] at (844) 863-5324 to ask for a new PA.
- If you take a drug with a change in usage restriction (quantity limits, PA), CMS* will grant you a transition fill to allow your provider to submit the PA or other documentation to Express Scripts[®].

CMS REQUIRED COMMUNICATIONS

- 1. Turning 65 packet from TRS about 60 days before you join
 - Includes a summary of pharmacy benefits to advise you of your cost-sharing amounts
 - Reminder: If you choose to opt out of TRS-Care Medicare RX, you will lose your retiree prescription drug coverage from TRS-Care.
- 2. Welcome kit from Express Scripts® about 30 days before plan becomes effective
 - Includes evidence of coverage, drug list, pharmacy directory and a mail order form
- 3. Confirmation of enrollment from Express Scripts® about 30 days before enrollment
 - Contains ID Card
- 4. Participants who use their prescription drug benefit will get a monthly Explanation of Benefits (EOB) that summarizes all the medication they filled the previous month.





If you decline TRS-Care Medicare Rx, you won't have prescription coverage through TRS-Care and you won't have a lower monthly TRS-Care premium.

A. True

B. False

The answer is A — true. If you decline TRS-Care Medicare Rx coverage, you won't have a lower TRS-Care premium and you won't have any TRS-Care prescription coverage.





Does TRS-Care Medicare Rx have a deductible?

A. Yes

B. No

The answer is B — No. With TRS-Care Medicare Rx, you don't have to pay a deductible. You can expect to pay your flat predictable copay in the deductible stage.





Which part of Medicare covers meters, lancets, and test strips?

- A. Medicare Part B
- B. Medicare Part D

The answer is Medicare Part B. Please present your United Healthcare card at the pharmacy when filling these supplies.





You can only have one Part D plan at a time.

A. True

B. False

The answer is A — True. If you have other Part D coverage when you join TRS-Care Medicare Rx, we must disenroll you from the other plan.

Thank You!



TRS-Care Medicare Rx by Express Scripts Website

express-scripts.com/trscaremedicarerx



Express Scripts Member Services

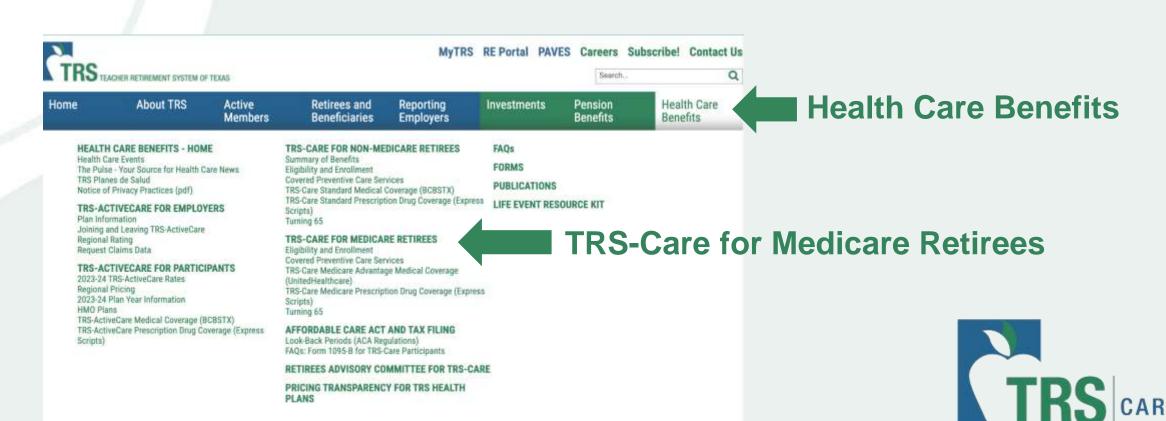
(844) 863-5324 Open 24/7







Visit trs.texas.gov to find everything you need to know about TRS-Care Medicare Advantage!



TRS-Care for Participants with Medicare

Your resources!





About TRS

Active Members

Retirees and

Reporting Employers

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Health Care Benefits

Q

TRS-Care for Participants with Medicare



About Your Coverage

We're dedicated to providing quality health care you can count on for the right price.

- TRS-Care 2025 Plan Resources
- 2024 TRS-Care Plan Information
- 2024 TRS-Care Plan Highlights (pdf)
- 2024 TRS-Care Medicare Advantage Guide (pdf)
- · Eligibilty and Enrollment
- Medicare Plan Comparison Checklist
- · FAQs: Eligibility and Enrollment
- Vaccine Coverage



Helpful Information

Learn about plan benefits, in-network providers, claims and wellness programs.



Customer Support

Have specific questions? These resources can help you find the answers.

- The Pulse Your Source for
- Health Care News
 - Turning 65 TRS-Care Medicare Advantage Enrollment
 - Health Care Events
 - · UnitedHealthcare TRS-Care Medicare Advantage
 - · UnitedHealthcare TRS Provider Finder
 - · Network Providers Information (pdf)
 - TRS-Care Medicare Rx (Express Scripts) 2024 Prescription Benefits
 - · SilverScript Website (Pharmacy Coverage until 12/31/23)
 - · Healthcare Video and Presentation Library
 - TRS Planes de Salud
 - Healthcare Video and Presentation Library
 - TRS Planes de Salud

- Support Contact Information
- · FAQS: TRS-Care Medicare Advantage
- TRS Forms
- 2024 Express Scripts Transition
- FAQs: Form 1095-8 for TRS-Care Participants
- · How to File Medical Claims Appeals
- TRS-Care COBRA Premiums
- . TRS-Care for Non-Medicare Participants
- · Notice of Privacy Practices (pdf)

TRS OMBUDS OFFICE



The TRS Ombuds Office gives TRS members help with concerns or issues related to TRS pension and health care benefits, including:

- Their rights and responsibilities under applicable benefits and health programs
- Explanations of TRS' processes for customer service, complaints, and appeals



Eligibility and Enrollment (TRS)

888-237-6762, Mon-Fri, 7 a.m. - 6 p.m.

www.trs.texas.gov; healthcarecomm@trs.texas.gov



Medical Benefits (UnitedHealthcare)

866-347-9507 (TTY: 711), M-F, 7 a.m. – 6 p.m.

www.uhcretiree.com/trs-carema



Prescription Drug Benefits (Express Scripts)

844-863-5324 (TTY 711), 24 hours a day, seven days a week express-scripts.com/trscaremedicarerx





How satisfied are you with today's webinar?

- A. Very satisfied
- **B.** Satisfied
- C. Unsatisfied
- D. Very Unsatisfied

You are correct! The answer is A!





Did we answer all your questions about TRS-Care Medicare Advantage today?

A. Yes

B. No

If you answered no, please enter your question in the questions box and we'll do our best to answer.





TRS-Care Medicare Advantage & You

Q&A Session

Questions about your TRS-Care health benefits? Call TRS Health at 1-888-237-6762 (Monday–Friday, 7 a.m. to 6 p.m., CST), visit trs.texas.gov or send us an email at healthcarecomm@trs.texas.gov.