

To: Medicare Eligible Employees, Retirees and Future Retirees
From: UCA Office of Human Resources
Date: November 15, 2010
Subject: Notice of Medicare Prescription Drug Improvement & Modernization Act of 2003

The above listed act requires your employer to inform you of your rights concerning Medicare prescription drug coverage effective January 1, 2011.

- A) The plan will affect everyone who is Medicare Eligible. If you, or a dependent you have on UCA insurance, are not Medicare eligible -- throw this letter away, it is not applicable to you.
- B) UCA has determined your group health prescription plan is, on average, equal to or better than the standard Medicare plans, therefore, making your plan "creditable." This means that you may enroll in the Medicare prescription plan anytime after the Medicare regular enrollment period (November 15th through December 31st) without penalty as long as you do so within 63 days of coverage lapse.

In addition, you should be aware that, if you choose to drop your current prescription benefit and fail to enroll in a Medicare prescription drug plan, you may be required to pay more for the Medicare plan. If you are 63 days or longer without "creditable" drug coverage, you may have to pay a late enrollment penalty when you do join. Also, you may be required to wait until the Medicare open enrollment beginning November of each year to enroll.

For more information you can read *Medicare and You 2011* or visit the Medicare website at www.medicare.gov, or call Medicare direct at 1-800-633-4227 (TTY users should call 1-877-486-2048).

Please keep a copy of this notice; if you enroll in a Medicare plan you may need to show proof in order to confirm your coverage was creditable.