

A note from your Vice President Monte Baggs

**This is an update obtained from the AT&T Webinar held on Nov.1, 2016 regarding Grandfathered retirees. I want to specifically point out that not all Grandfathered retirees are required to take action in order to be enrolled in the new AT&T Medical Advantage PPO. (See bullet 4 below under Medical) This is intended to be a quick overview of the changes.**

**Pre-1992 Retirees (Grandfathered) - H&W Benefits changes for 1-1-17**

Medical

Current Company/Regional Medical options are changing, however all Grandfathered Retirees and their dependents will remain eligible for AT&T Company Sponsored Medical Coverage...

Those Medicare-eligible:

- Group coverage changing to an AT&T-sponsored Medicare Advantage Preferred Provider Organization (MAPPO)
- Administered by UnitedHealthcare (UHC)
- Designed by AT&T to closely match current Plans
- Those eligible, will be auto-enrolled during Annual Enrollment

What is changing?

- Those with deductible today, will not have one next year
- Those with coinsurance today, will pay flat-dollar copayments for most services next year
- New administrator for those currently with BCBS
- MAPPO – includes access to a gym membership program, house calls program, and other enhancements (ie - wellness and clinical programs)
- The MAPPO is not a supplement plan and does not pay secondary to Medicare. All claims are submitted directly to UHC for payment, not Medicare. Participants must be enrolled in Medicare Part A and Part B.

What is not changing?

- No impact to current healthcare coverage for 2016
- With rare exceptions, your doctors will continue to be available to you
- Prescription drug coverage will continue to be provided by current administrator
- Participant share of medical expenses will be comparable to what they pay today
- No monthly contribution for coverage, unless a Surviving Spouse or enrolled in a Fully-Insured Managed Care option (eg: HMO)