October, 2026

Re: Medicare Part D Drug Plan - Creditable Coverage

Dear Employee:

This letter along with the attached Notice of Creditable Coverage is to inform you that **HOUSING BENEFITS PLAN** Drug Plan does qualify as creditable coverage. This means you do not have to purchase one of the Medicare Part D Drug Plans to protect yourself against the late enrollment penalty if you are or your dependent is:

Over 65 and eligible for Medicare
Disabled and eligible for Medicare
Have/has end stage renal disease and is eligible for Medicare
You are on COBRA and eligible for Medicare, or
If you enter one of the above categories in the near future

For example, if you work until age 70 and then you purchase your Medicare Part D Drug Plan, you will not be required to pay the late enrollment penalty because our Group Drug Plan meets the creditable coverage requirement.

Please read and keep the attached Notice of Creditable Coverage with your files. **You will be required to provide proof of your creditable coverage if you choose to purchase a Medicare Part D Drug Plan in the future.** This letter and the attached Notice of Creditable Coverage mean that you do **not** have to do anything at this time with regard to the Medicare Part D Drug Plan; you can continue as you have in the past.

In addition to the sources mentioned in the attached notice, you can find further detailed information about the Medicare Part D Drug Plan by visiting the Medicare website at:
http://www.medicare.gov/

Attachment

Important Notice from HOUSING BENEFITS PLAN About Your Prescription Drug Coverage and Medicare

Creditable Coverage

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. **Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. 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.**

2. **We have determined that the prescription drug coverage offered by our Plan is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.**

When Can You Join A Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th to December 7th.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens To Your Current Coverage If You Decide to Join A Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current coverage will not be affected. To review your current drug coverage, please review your Summary Plan Description.

If you do decide to join a Medicare drug plan and drop your current coverage, be aware that you and your dependents may not be able to get this coverage back.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current coverage and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen 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 prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information About This Notice Or Your Current Prescription Drug Coverage…

Review you Summary Plan Description or contact the party listed below.

NOTE: You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage…

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov,or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Contact information for your current Drug plan:

Date: **October, 2026**

Company Name: **UnitedHealthcare**

Phone Number: **1-866-873-3903**