

## RRA Overview

You are eligible for a Retiree Reimbursement Account (RRA) that is administered by Mercer Marketplace 365+<sup>SM</sup>\* Retiree (“Mercer”). This RRA is a reimbursement account that is funded by your former employer and may be used for reimbursement of eligible expenses. The eligible expenses are described on the next page.

You will soon receive a **Reimbursement Instructional Guide** to explain the process for submitting claims for reimbursement, as well as provide other helpful tips to get the most from your reimbursement account.

In the meantime, here is some important information to keep in mind:

- **You pay your premium** directly to your insurance carrier – You make arrangements to pay for your insurance premiums. This may be a new process for you, so it is important to be aware that this is your responsibility.
- **You request reimbursement from Mercer for eligible expenses** – Your options for requesting reimbursement will depend on a few factors: the type of expense and the insurance carrier you select.

### Automatic Premium Reimbursement

For reimbursement of eligible medical and prescription drug premiums, you may be able to utilize **Automatic Premium Reimbursement**. During your consultation, ask your benefits counselor if the insurance carrier(s) you selected allows Mercer to provide Automatic Premium Reimbursement. You can opt in over the phone, and will receive your reimbursement after you pay your premium to your insurance carrier. There are no forms to complete and you will continue to receive your reimbursements on an ongoing basis as long as you continue to pay your premium(s).

### Other Reimbursement Options

If the insurance company you choose does not enable Automatic Premium Reimbursement, you have the option of setting up a Recurring Reimbursement or a manual reimbursement. **When you receive your Reimbursement Instructional Guide, you will be able to start the reimbursement process.**

The Reimbursement Instructional Guide will explain the reimbursement options available for your premium expenses.

Save the premium documentation from your insurance company so you can provide this proof of your claim with your reimbursement request.

**REMINDER:** Receipt of this document does not confirm your eligibility for the RRA. If you have not yet obtained an individual medical insurance plan, you must take action now to ensure your new medical coverage is in effect prior to the end of your current coverage. Please note that healthcare coverage cannot be obtained retroactively. Additionally, if you are Medicare-eligible, and you do not enroll in individual health insurance (medical and prescription drug coverage), you will only have Medicare Parts A and B moving forward.

ELIGIBLE EXPENSE	REIMBURSEMENT TYPE
Health insurance premium	<ul style="list-style-type: none"> <li>✓ Automatic Premium Reimbursement</li> <li>✓ Recurring Premium Reimbursement</li> </ul>
Prescription drug premium, including income-related monthly adjustment (IRMAA)	<ul style="list-style-type: none"> <li>✓ Automatic Premium Reimbursement</li> <li>✓ Recurring Premium Reimbursement</li> </ul>
Dental premium	<ul style="list-style-type: none"> <li>✓ Recurring Premium Reimbursement</li> </ul>
Vision premium	<ul style="list-style-type: none"> <li>✓ Recurring Premium Reimbursement</li> </ul>
Medicare Part B premium, including income-related monthly adjustment (IRMAA)	<ul style="list-style-type: none"> <li>✓ Recurring Premium Reimbursement</li> </ul>
COBRA premium	<ul style="list-style-type: none"> <li>✓ Recurring Premium Reimbursement</li> <li>✓ One-Time Reimbursement</li> </ul>
Do unused funds roll over to next calendar year?	No
Claim submission deadline	<p><b>IMPORTANT: New retirees must submit an eligible reimbursement claim within 90 days of your date of retirement/Comcast COBRA subsidy end date (whichever is later) to maintain eligibility for the RRA.</b></p> <p><b>On an annual basis, RRA eligible households must submit at least one eligible claim before December 31st of each year to maintain eligibility for the RRA.</b></p> <p>Claims can be submitted through March 31st (post-marked) of the next calendar year.</p>