

FOR INTEL RETIREES

# 2021 Annual Enrollment

Understand changes to optimize  
your health benefits.

Annual Enrollment is October 26 – November 20, 2020

The Intel logo is displayed in a white square box. The word "intel" is written in a lowercase, blue, sans-serif font. A small registered trademark symbol (®) is located to the upper right of the dot on the letter "l".

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## Purpose

There are several important changes to the Intel Retiree Medical Plan (IRMP) for 2021. This guide explains how these changes may affect you and the actions required if you would like health insurance through IRMP in 2021. Please review this guide carefully.

Annual Enrollment for 2021 is open from October 26 to November 20. Benefits elections take effect January 1, 2021.

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## Acronyms in this Guide

Domestic Partner (DP)

Health Savings Account (HSA)

Health Reimbursement Arrangement (HRA)

High Deductible Health Plan (HDHP)

Intel Retiree Medical Plan (IRMP)

Medicare Advantage (MA)

Sheltered Employee Retirement Medical Account (SERMA)

Spouse (SP)

Summary Plan Description (SPD)

Vision Service Plan (VSP)

# What's Changing for 2021?

There are several important changes to the Intel Retiree Medical Plan this year. Last year, Intel took a step forward in its efforts to improve the healthcare experience and curb increasing healthcare cost by consolidating the National High Deductible Health Plans, available to active employees, from Anthem and Cigna to Anthem. For 2021, Intel is continuing this effort and transitioning IRMP to Anthem. The switch to Anthem provides Intel an added opportunity to bring a more comprehensive Medicare Advantage offering to our Medicare-eligible retirees. This new Medicare Advantage plan provides all-in-one medical and drug coverage at a lower premium than IRMP Indemnity with Rx. We recognize change can be challenging and encourage you to read this guide carefully to understand your options, resources, and actions required.

## Non-Medicare eligible retirees:

- IRMP HDHP for **non-Medicare eligible retirees** will be moving from Cigna to Anthem. For details, go to **Section 1**.

## Medicare eligible retirees:

- Starting in 2021, you will have the option to enroll in the IRMP Anthem Medicare Preferred (PPO). Intel is discontinuing the IRMP Indemnity w/ Rx and the IRMP Indemnity w/o Rx options.
- If you would like to enroll or continue enrollment in IRMP, you must **actively** enroll. If you do not take action, your IRMP medical coverage will end Dec 31.
- **Note:** You must be enrolled in one of the IRMP options for your dependents to be eligible for enrollment in IRMP.
- For details, go to **Section 2**.

## For all retirees:

- The VSP vision options are now more affordable with reduced monthly premiums.
- **MetLife Legal**<sup>1</sup> is now available to Intel Retirees. This voluntary program provides you convenient and affordable access to a highly qualified network of attorneys for your personal legal matters such as preparation of a trust or will, purchase or sale of a home, foreclosure defense, or divorce.

<sup>1</sup> MetLife Legal is a voluntary plan. It is not an Intel-sponsored benefit or an Employee Retirement Income Security Act (ERISA) benefit plan.

## IMPORTANT – PLEASE READ:

There are several important changes this year and **your action may be required**. Please carefully review this guide and the resources on the Intel Benefits Center ([www.intel.com/go/myben](http://www.intel.com/go/myben) or 877-GoMyBen (466-9236)) to understand what is changing and what it means to you.





## SECTION 1

# Non-Medicare Eligible Retiree

### Are you under age 65 and ineligible for Medicare? If yes, read this section.

The IRMP High Deductible Health Plan (HDHP) is the option offered to you, your spouse (SP), domestic partner (DP), and/or your dependents who are NOT eligible for Medicare.

### What Changes in 2021?

- IRMP Anthem HDHP replaces IRMP Cigna HDHP
- 2021 monthly premiums increase 4%

If you and/or your eligible dependents are **currently** enrolled in IRMP Cigna HDHP and **you do not take action** during Annual Enrollment, you/your eligible dependents will automatically be enrolled into the IRMP Anthem HDHP.

If you are not currently enrolled in the IRMP medical or vision plan and would like to enroll for 2021, go to [www.intel.com/go/myben](http://www.intel.com/go/myben) or call 877-GoMyBen (466-9236).

### IRMP Anthem HDHP Key Features

- Same benefits as with IRMP Cigna HDHP
- Includes in- and out-of-network coverage; Anthem Provider Network is a 98% match to Cigna
- Pharmacy benefit continues to be administered via Express Scripts
- If enrolled, you will receive new ID cards for 2021 from Anthem and Express Scripts
- Dedicated Concierge team available at 1-800-811-2711
- Website available to review provider directory, benefits information, and Transition in Care Anthem resources at [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/)

## 2021 Monthly Premiums – IRMP Anthem HDHP<sup>1</sup>

You Only, SP/DP Only, Child(ren) Only <sup>2</sup>	You + SP/DP, You + Child(ren), SP/DP + Child(ren)	You + SP/DP + Child(ren)
\$1,260	\$2,520	\$3,780

<sup>1</sup> For a complete description of benefits and eligibility requirements, refer to the IRMP and SERMA Plan Document and Summary Plan Description available on the My Health Benefits website.

<sup>2</sup> Same price for one child or multiple children.

## 2021 IRMP Anthem HDHP Summary<sup>3</sup>

	IRMP Anthem High Deductible Health Plan	
Annual Deductible	<ul style="list-style-type: none"> <li>• \$1,570 You only</li> <li>• \$3,150 You + Child(ren)</li> </ul>	<ul style="list-style-type: none"> <li>• \$3,940 You + SP/DP or Family</li> <li>• Combined in- and out-of-network deductible</li> </ul>
Coinsurance	10% in-network; 40% out-of-network	
Prescription Benefit	Actual cost of the drug until the deductible is met, 10% coinsurance after deductible is met, covered 100% after you have met out-of-pocket maximum Prescription benefit administered by Express Scripts call 800-899-2713 or visit Express Scripts online at <a href="http://www.express-scripts.com/inteloe">www.express-scripts.com/inteloe</a>	
Out-of-Pocket Maximum	<ul style="list-style-type: none"> <li>• \$2,355 You only</li> <li>• \$4,710 You + Child(ren)</li> </ul>	<ul style="list-style-type: none"> <li>• \$5,830 You + SP/DP or Family</li> <li>• Combined in- and out-of- network out-of-pocket maximum</li> </ul>

<sup>3</sup> For more information on the IRMP Anthem HDHP go to [www.intel.com/go/myben](http://www.intel.com/go/myben), review the IRMP and SERMA SPD, or call 877-GoMyBen (466-9236).

## Checking if Your Provider is In-Network with Anthem

Visit [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/) and select the appropriate link to learn more about Anthem coverage and to see if your current provider is in the Anthem network.

- Choose **Search for a Doctor**, then search for a doctor in your plan.
- You'll be redirected to a page where you can enter your search criteria. The correct Anthem plan and network have already been selected for you. Next, enter your search criteria, including the location and type of provider. You can also search for a provider within a certain distance of your location. It's optional to enter a provider's name.
- Select a provider to see more information, such as training, specialties, languages spoken, address (including a map), and phone number.

If you don't see your provider in the search results, call the concierge team (800-811-2711) to verify if your provider is in the Anthem network or get help to find a new provider.

## Transition of Care Assistance

If you or your dependents are currently receiving care for a medical condition (such as chemotherapy or radiation therapy), have special medication needs or have an upcoming surgery scheduled, you may be eligible for Transition of Care Assistance. To learn more about Transition in Care Assistance, go to [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/).

After January 1, 2021, members can use the Engage app to get support through a mobile device, computer, or phone.

You can learn more and find out how to get started with Engage on [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/) and select the non-Medicare link, then click on Engage Wellbeing app: Total Health, Total You.





## SECTION 2

# Medicare Eligible Retiree

**Are you eligible for Medicare, typically age 65 and older, or disabled? If yes, this section is for you.**

The Anthem Medicare Preferred (PPO) with Senior Rx Medical and Prescription Drug plan (“Anthem Medicare Preferred (PPO)”) is the option offered to you, your spouse (SP), domestic partner (DP), and/or your dependents who ARE eligible for Medicare.<sup>1</sup>

### What Changes in 2021?

- Anthem Medicare Preferred (PPO) is the new IRMP option for Medicare eligible Intel Retirees.
- Intel is discontinuing the IRMP Indemnity with Rx and IRMP Indemnity without Rx options. If you do not take action, **your IRMP medical coverage will end December 31, 2020.**
- If you would like to enroll or continue enrollment in IRMP, you must **actively** enroll in the Anthem Medicare Preferred (PPO).

On the following page, you will find a summary of the Anthem Medicare Preferred (PPO). Watch your mailbox for a more detailed pre-enrollment guide from Anthem. This guide will arrive in your home by October 30, 2020. The pre-enrollment guide is also available at [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/) or call the Anthem Concierge team at 800-811-2711.

**Your Action Required.** If you and/or your eligible dependents are currently enrolled in IRMP Cigna Indemnity and you do not elect the Anthem Medicare (PPO) option during Annual Enrollment, your coverage will end December 31, 2020. Go to [www.intel.com/go/myben](http://www.intel.com/go/myben), to review your election options and take all actions necessary to ensure coverage for you and your family.

<sup>1</sup> For a complete description of Anthem Medicare Preferred (PPO) benefits go to [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/) for the Pre-Enrollment Guide.



## Anthem Medicare Preferred (PPO) Benefit Features

The Anthem Medicare Preferred (PPO) is a Medicare Advantage plan.<sup>2</sup> This Medicare Advantage (PPO) is a comprehensive health plan offering expanded benefits. It includes Medicare Part A (hospital benefits), Part B (doctor and outpatient care), and Medicare Part D (prescriptions), as well as other benefits not offered by original Medicare.

- Freedom to choose providers who accept Medicare and the Medicare Advantage PPO, nationwide, without a referral
- Includes in- and out-of-network coverage
- Post-discharge healthy meal delivery
- Urgent/emergent coverage outside the U.S.

- Includes Chiropractic and Acupuncture Coverage
- Prescription drug benefits with an extensive covered drug list
- \$0 copay for Select Generics
- Coverage of generic and brand drugs, including high-cost specialty drugs, which goes beyond the minimum standard Medicare requires
- If enrolled, you will receive ONE new ID card for medical and your prescriptions
- Dedicated Concierge team available at 1-800-811-2711
- Website available to review provider directory, benefits information, and Transition of Care Anthem resources at [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/)

### 2021 Anthem Medicare Preferred (PPO)<sup>2</sup>

Monthly Premium	• \$371 per individual	
Annual Deductible	• \$500 per individual	• Combined in- and out-of-network deductible
Office Visit Copays (after deductible)	• \$15 Primary Care Provider	• \$30 Specialist
Inpatient	• \$500 copay per admission with a \$1,500 annual inpatient out-of-pocket maximum	
Out-of-Pocket Maximum	• \$5,000 per individual	• Combined in- and out-of-network out-of-pocket maximum
Prescription Benefit	• \$250 Deductible • \$0 Select Generics • \$10 Generic	• \$25 Formulary Brand • \$50 Non Formulary Brand

For a complete description of the Anthem Medicare Preferred (PPO), go to [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/)

<sup>2</sup> Medicare must approve all enrollment submissions. Anthem will review your enrollment request and then send to Medicare to confirm eligibility. You will receive an enrollment confirmation letter upon Medicare acceptance. Anthem Medicare Preferred (PPO) plan premium is based on individual enrollment and will be calculated based on the number of Medicare eligible individuals enrolled.

The Anthem Medicare Preferred (PPO) includes a wide variety of programs and tools to help you make choices toward better health in all aspects of your life. Including wellness programs like SilverSneakers fitness at no extra cost. It also includes access to discounts on weight loss programs, nutritional supplements, and more.

The Anthem Medicare Preferred (PPO) also includes:

**The House Call\*** program offers a personalized visit in your home or other appropriate healthcare setting that can lead to a treatment plan tailored just for you. The House Call program is available at no additional cost for members who qualify, based on their health needs.

\* House Call program is administered by an independent vendor. It is available to members who qualify.

**Healthy Meals** - If you are not able to prepare a meal for yourself after being discharged from the hospital, or if you have a body mass index (BMI) of 18.5 or less, or 25 or more, or an A1C level of more than 9.0%, we will provide prepared meals that only need to be reheated, delivered directly to your home. You may receive up to 14 healthy meals per event, up to four events.

**The Compassionate Support** program provides access to thoughtful, compassionate support by highly trained specialists at no additional cost to members who qualify, based on their health needs. These specialists help to improve communication among members, family, and providers to empower members to fulfill their personal wishes in their end-of-life decision-making.

After January 1, 2021, members can use the Sydney Health app to get support through a mobile device, computer, or tablet. You can learn more and find out how to get started with Sydney Health app on [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/).

## Checking If Your Provider Is In-Network with Anthem

Visit [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/) and select the appropriate link to learn more about Anthem coverage and to see if your current provider is in the Anthem network.

- a. Go to **Search for a Doctor**
- b. Next, enter your search criteria, including the type of provider and location. You can also search for a provider within a certain distance of your location. It's optional to enter a provider's name. You can also narrow your search by choosing **Show More Options** at the bottom of the page.
- c. Select a provider to see more information, such as training, specialties, languages spoken, address (including a map), and phone number.
- d. If you don't see your provider in the search results, call the concierge team and they can assist you in checking to confirm if your provider is in-network with Anthem Medicare Advantage Preferred (PPO).

## Transition of Care Assistance

If you or your dependents are currently receiving care for a medical condition (such as chemotherapy or radiation therapy), have special medication needs or have an upcoming surgery scheduled, you may be eligible for Transition of Care Assistance. To learn more about Transition in Care Assistance, please go to [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/).



### Medicare provides many choices.

As a Medicare-eligible retiree, we encourage you to explore all available options. For more information, visit [www.medicare.gov](http://www.medicare.gov) or call 800-633-4227.

## Catastrophic Rx HRA

### Capping Your Medicare Part D Out-of-Pocket Costs

Retirees and your eligible dependents enrolled in a Medicare Part D plan can take advantage of Intel's Catastrophic Rx HRA. The Catastrophic Rx HRA will reimburse you for the 5% coinsurance you pay after you have met your annual true out-of-pocket maximum. Retirees do not need to enroll or elect this benefit, but you (or your eligible dependent for whom you are seeking reimbursement) do need to be enrolled in a Medicare Part D Plan, including the Anthem Medicare Preferred (PPO). To take advantage of this benefit, you simply need to call the Intel Health Benefit Center at 877-GoMyBen (466-9236) and select the "Your Spending Account" option to notify the team you have exceeded the Medicare Part D coverage gap (also called



the "donut hole").<sup>3</sup> Your Spending Account representative will walk you through what you need to do to submit claims for reimbursement. **All eligible dependents including domestic partners must be listed as your dependent on the My Health Benefits website ([www.intel.com/go/myben](http://www.intel.com/go/myben)) in order for Catastrophic Rx reimbursement to be processed.** For more information visit My Health Benefits or call 1-877-GoMyBen (466-9236).

<sup>3</sup> Once you hit the out-of-pocket max, you pay a copayment (~5%) for each drug for the remainder of the year. You may submit this copayment to the Catastrophic Rx HRA to get reimbursed by Intel. This caps the annual max you pay for prescriptions at \$6,550. (Out-of-pocket varies depending on the Part D plan you have.)

## SECTION 3

# Vision & Voluntary Benefits

If you or your spouse (SP)/domestic partner (DP)/dependents are eligible for IRMP, you can enroll in IRMP VSP Vision. As an Intel Retiree, you may also elect to participate in MetLife Dental and/or MetLife Legal. See below for more details.

### What Changes in 2021?

- The IRMP VSP options are now more affordable with reduced monthly premiums.
- MetLife Legal is now available to Intel Retirees!<sup>1</sup>

### IRMP Vision<sup>2</sup>

Vision Service Plan (VSP) provides you with two options for vision coverage:

- VSP Basic Vision
- VSP Vision Plus

You can enroll in an IRMP Vision option without having to purchase IRMP medical coverage. To locate a VSP doctor, go to [www.vsp.com/advantage](http://www.vsp.com/advantage) or call member services at 855-663-2836.

### 2021 Monthly Premium – IRMP VSP Vision Options<sup>2</sup>

Option	You Only, SP/DP Only, Child(ren) Only <sup>3</sup>	You + SP/DP, You + Child(ren), SP/DP + Child(ren)	You + SP/DP + Child(ren)
VSP Basic	\$6.15	\$12.30	\$13.84
VSP Vision Plus	\$15.05	\$30.10	\$33.86

<sup>1</sup> This voluntary legal plan is not an Intel-sponsored benefit or an Employee Retirement Income Security Act (ERISA) benefit plan.

<sup>2</sup> For a complete description of benefits and eligibility requirements, refer to the IRMP and SERMA Plan Document and Summary Plan Description available on the My Health Benefits website.

<sup>3</sup> Same price for one child or multiple children.

2021 IRMP VSP Vision Options				
Plan	VSP Basic Vision (In-Network)	VSP Basic Vision (Out-of-Network <sup>4</sup> )	VSP Vision Plus	VSP Vision Plus (Out-of-Network <sup>4</sup> )
Exam	Exam every 12 months			
Comprehensive Exam	\$0	Reimbursed to \$40	\$0	Reimbursed to \$40
Standard Contact Lens Fit	Up to \$55	N/A	Up to \$55	N/A
Eyewear	Frame every 24 months, lenses every 12 months		Frame and lenses every 12 months	
Eyeglass Frames	\$130 allowance \$70 if Costco affiliate	Reimbursed to \$70	\$200 allowance \$110 if Costco affiliate	Reimbursed to \$110
Standard Single Vision	\$25 copay	Reimbursed to \$30	\$10 copay	Reimbursed to \$30
Standard Bifocal	\$25 copay	Reimbursed to \$50	\$10 copay	Reimbursed to \$50
Standard Trifocal	\$25 copay	Reimbursed to \$70	\$10 copay	Reimbursed to \$70
Standard Progressive	\$55 copay	Reimbursed to \$50	\$55 copay	Reimbursed to \$50
Premium Progressive	\$95-\$105	Reimbursed to \$50	\$95-\$105	Reimbursed to \$50
Contact Lenses	Contact lenses every 12 months			
Contact Lenses (elective)	\$130 allowance	\$130	\$200 allowance	\$200
Lasik Surgery	Not Covered	Not Covered	\$2,000 lifetime	\$2,000 lifetime allowance

<sup>4</sup> Allowances and out-of-network reimbursement apply to single purchase, no declining balance. For a complete list of covered services please refer to the SPD.

## More Benefits Available to Intel Retirees

### MetLife Dental\*

Intel partners with MetLife to offer retirees a voluntary plan that offers access to comprehensive dental coverage. You may use SERMA to get reimbursed for eligible dental premiums. If you're currently enrolled in MetLife Dental, your enrollment continues unless you opt out. If you're not enrolled, MetLife will send you a letter explaining how to enroll. For more information, call MetLife at 866-832-5756.

\* This voluntary dental plan is not an Intel-sponsored benefit or an Employee Retirement Income Security Act (ERISA) benefit plan.

### MetLife Legal\*

MetLife Legal Plans provides you convenient and affordable access to a highly qualified network of attorneys for your personal legal matters such as preparation of a trust or will, purchase or sale of a home, foreclosure defense, or divorce. The annual fee for MetLife Legal is \$204. MetLife will send you a letter explaining how to enroll or contact MetLife Customer Service at 877-770-4638 and select prompt 1.

\* This voluntary legal plan is not an Intel-sponsored benefit or an Employee Retirement Income Security Act (ERISA) benefit plan.

### Thinking About Joining a Gym?

We have you covered.

Active&Fit Direct\* gives you access to over 9,000 participating fitness centers for \$25 a month. To learn more about Active&Fit and to find a participating gym near you, log on to My Health Benefits at [www.intel.com/go/myben](http://www.intel.com/go/myben) and click on the Active&Fit tile.

\* This voluntary gym discount service is not an Intel-sponsored benefit or an Employee Retirement Income Security Act (ERISA) benefit plan.

## SECTION 4

# Sheltered Employee Retirement Medical Account (SERMA)



The Sheltered Employee Retirement Medical Account (SERMA)<sup>1</sup> is a Health Reimbursement Arrangement (HRA) subject to Internal Revenue Service (IRS) rules. If eligible, SERMA will be established for you upon retirement from Intel. SERMA may be used to pay for all or part of your insurance premiums for yourself and eligible dependents—even if it's for a plan purchased outside of IRMP including individual insurance.

### Using SERMA to Pay for IRMP

If you're enrolled in IRMP, you can use SERMA to offset your monthly premium for IRMP coverage until you have fully exhausted the account. During 2021 Annual Enrollment, you can elect how much of your IRMP premium you want paid from your SERMA each month, such as 25%, 50%, 75%, or 100%. Your IRMP premium payments will be paid directly from your SERMA. The percentage you elect applies both to you and any enrolled dependent's premiums. If you choose a SERMA contribution other than 100% or if your SERMA has an insufficient balance, you are responsible for paying the remainder of the premium cost.

All eligible dependents must be listed as your dependent on the My Health Benefits website in order for a SERMA reimbursement to be processed.<sup>2</sup> For more information visit My Health Benefits or call 1-877-GoMyBen (466-9236).

Eligible reimbursements include insurance premium payments for:

- Individual health, dental, and vision insurance
- Other employer retiree group plans<sup>3</sup>
- COBRA
- Medicare
- Medigap
- TRICARE
- Long-term care insurance premiums

<sup>1</sup> For complete information on SERMA, please see the SERMA chapter in the IRMP and SERMA Plan Document and Summary Plan Description available on the My Health Benefits Website.

<sup>2</sup> Reimbursements for a domestic partner (DP) and children of a DP are generally treated as taxable income unless your DP is a tax dependent. Intel will provide you with a 1099 for any reimbursements from SERMA for your DP's (or their children's) eligible expenses.

<sup>3</sup> If you're enrolled in IRMP and your spouse (SP)/DP is enrolled in another retiree group health plan, you can use SERMA toward both your IRMP premium and your SP's/DP's employer's non-Intel retiree group insurance premium expense.

## Checking Your SERMA Balance

You may check your SERMA balance by calling the Intel Health Benefits Center at 877-GoMyBen (466-9236). Or, visit [www.intel.com/go/myben](http://www.intel.com/go/myben), then click the My Health Benefits website link, log on to UPoint, and select the “Your Spending Account” tab. If you’re accessing the UPoint site for the first time, you must create a user ID and password to log on.

Once logged in, you can:

- View your SERMA balance
- Submit claims (you have the option to submit claims online, by fax, or by mail)
- Check the status of your claims
- Learn more about eligible expenses

## Opting Out of SERMA

Non-Medicare retirees with access to SERMA will not qualify to receive federal premium tax credits. If you are considering using federal premium tax credits to reduce the cost of health insurance purchased through the Affordable Care Act (ACA) Health Insurance Marketplace, you should seek advice from a tax advisor.

If you are not Medicare eligible and you determine that you are eligible for the premium tax credit, you may choose to temporarily “Opt Out” of SERMA in order to qualify. When you “Opt Out,” your SERMA balance is frozen and you will not be able to use SERMA to pay for Intel or non-Intel sponsored healthcare premiums mentioned on the previous page for you or your dependents for 2021. Your “Opt Out” election will carry over from year to year unless you “Opt In” again during the next Annual Enrollment following the same process.

There are online tools that help you identify if your income levels qualify for federal premium tax credits. The Benefits Advisors at the Aon Retiree Health Exchange can guide you through that process, if needed. If you want to learn more now, these sites are helpful: <https://www.healthcare.gov> and <http://kff.org/health-reform>.

If you have questions about the option to “Opt Out” of your SERMA, please contact the Intel Health Benefits Center by calling 877-GoMyBen (466-9236) and select Your Spending Account option. You must call to “Opt Out” as it cannot be completed online.

## SERMA Claim Timing and Deadlines

The SERMA plan year runs January 1–December 31 of each year. You may submit reimbursement for an eligible insurance premium expense incurred during the plan year as long as you are eligible for SERMA and:

- You have not opted out of SERMA for the plan year in which the claim was incurred;
- You file your claim AFTER your health insurance coverage began (i.e., insurance premium for February paid in January cannot be submitted for reimbursement until February 1);
- You file your claim before the run-out period ends May 31 of the following year. For example, you have until May 31, 2021 to submit for reimbursement for 2020 eligible insurance premiums. The run-out period provides you extra time to submit your reimbursement request. If you do not submit your reimbursement request with complete supporting documentation by May 31 for previous year claims, your request will be denied.

Please review the IRMP and SERMA Plan Document and Summary Plan Description for a complete description of SERMA eligibility, requirements, and benefits.

## SERMA Common Questions

**1. When does my SERMA end? What if I get another job?**

Your SERMA is terminated when any of the following occur: you no longer have credits; the account has not been used after 20 consecutive years; or you and your eligible dependents die. There is no impact if you obtain a job with another employer.

**2. Can I be enrolled in one of the IRMP medical options, and still use my SERMA to purchase other eligible insurance for myself or my eligible dependents?**

Yes. You can enroll in an IRMP medical option and also request SERMA reimbursement for other eligible insurance premium reimbursement such as the MetLife Dental Plan.

**3. Can I be reimbursed from SERMA for individual insurance coverage for my spouse or dependent children?**

Yes. The cost of eligible insurance premiums is an eligible SERMA expense for your individual insurance, your SP/DP,<sup>4</sup> and your eligible dependent children.

**4. I am enrolled in my SP's employer group health plan. Can I be reimbursed from my SERMA account for the insurance premium?**

No. You may not use SERMA for another company's active employee group health plan.

**5. Can I use SERMA for coverage through a Health Care Sharing Ministry/Group Share Costs/Discount Program?**

No. SERMA is a Health Reimbursement Arrangement (an "HRA") subject to Internal Revenue Service (IRS) rules for reimbursement of "qualified medical expenses." Expenses like those mentioned above are not considered qualified medical expenses by the IRS. See IRS publication 969 [www.irs.gov/pub/irs-pdf/p969.pdf](http://www.irs.gov/pub/irs-pdf/p969.pdf).

**6. Can I be reimbursed for a bundled policy, such as health and non-health insurance?**

If you are enrolled in a policy that provides payments for other than healthcare insurance—such as life insurance or Accidental Death and Dismemberment—the healthcare cost must be separately stated in the insurance contract or statement. If you do not provide a premium break out, your request for SERMA reimbursement will be denied.

**7. How do I find out more?**

Go to [www.intel.com/go/myben](http://www.intel.com/go/myben) and refer to the IRMP and SERMA Plan Document and Summary Plan Description located in the Plan Documents tile. You can also review IRS Publication 969, section on Health Reimbursement Arrangements: [www.irs.gov/pub/irs-pdf/p969.pdf](http://www.irs.gov/pub/irs-pdf/p969.pdf).

For information on DP SERMA reimbursement, go to [www.intel.com/go/myben](http://www.intel.com/go/myben) and click on the domestic partner tile.

<sup>4</sup> Reimbursements for a DP and children of a DP are generally treated as taxable income unless your DP is a tax dependent. Intel will provide you with a 1099 for any reimbursements from SERMA for your DP's (or their children's) eligible expenses.



## SECTION 5

# Health Savings Accounts

When enrolling in a High Deductible Health Plan—or HDHP—it's important to maximize your dollars and manage your budget by understanding how to use a Health Savings Account—or HSA.<sup>1</sup> The basic concept of an HSA is that of a savings account used specifically for qualified medical expenses, with preferential tax treatment.



## What Changes in 2021?

Annual HSA Contribution for 2021:

- \$3,600 – Individual
- \$7,200 – Family
- \$1,000 – Age 55+ Catch up contribution

## Using Your HSA or Opening an HSA

Fidelity is an industry leader that provides Intel employees and retirees with higher interest rates on savings, improved investment options, lower fees, and great tools. If you are eligible, you can open an HSA with a provider of your choice. For administrative convenience, Intel has partnered with Fidelity, an HSA administrator, to establish HSAs<sup>1</sup> for participants of the IRMP HDHP. If you already have an existing Fidelity HSA, that HSA remains open and available to you. Intel will cover the administration fees on the Fidelity HSA as long as you remain enrolled in the IRMP Anthem HDHP.

<sup>1</sup> HSA is not an Intel-sponsored benefit. Eligibility requirements apply, and contribution limits are set by the IRS.

<sup>2</sup> Qualified medical expenses for you and your eligible dependents include insurance premiums for health insurance coverage under COBRA, copays, coinsurance, deductibles, healthcare coverage while receiving unemployment compensation, Medicare (but not Medigap) premiums, long-term care insurance. See IRS Publication 969 and 502 <https://www.irs.gov/publications/p969/ar02.html>.

## HSA Common Questions:

**Q:** If I have a Fidelity HSA, and enroll in IRMP HDHP, do I need to do anything?

If you already have a Fidelity HSA and you enroll in IRMP HDHP you do not need to do anything. You may continue to use your HSA for eligible expenses.

**Q:** If I do not have a Fidelity HSA, what do I need to do to open an account?

You need to open your HSA online by following the steps outlined on My Health Benefits at [www.intel.com/go/myben](http://www.intel.com/go/myben) and click on the HSA tile.

Once your account is open, you will receive your HSA debit card in the mail. You can also request additional debit cards for your qualified dependents through the HSA “Paying” tab on Fidelity NetBenefits. You can call Fidelity to inquire about your account at 888-401-7377.

## HSA and Medicare

If you're enrolled in Medicare Part A or B, you can no longer contribute to your HSA. However, you can withdraw HSA money after you enroll in Medicare to help pay for qualified medical expenses, deductibles, premiums, copayments, and coinsurance.<sup>2</sup> If you use your HSA for qualified medical expenses, distributions are tax-free. Please consult with your tax advisor for more information.



## SECTION 6

# Intel Retiree Medical Plan Eligibility

### Checking eligibility for different IRMP options

Use the information below to determine whether you and your family members are eligible for the different IRMP options:

- Ensure that only your eligible dependents are enrolled.
- Anthem Medicare Preferred (PPO) eligibility requirements<sup>1</sup>:
  - You must be enrolled in Medicare Part A and Part B
  - You must live in United States
- If you are Medicare-eligible and your dependent is not, or vice versa, the Medicare-eligible person can enroll in the IRMP Anthem Medicare Preferred (PPO) option, while the non-Medicare eligible person can enroll in the IRMP Anthem HDHP.

- To enroll your eligible dependent(s) in the IRMP medical or vision options, you must also be enrolled in the plan. However, in the event of your death, your eligible dependent(s) are eligible to enroll in the IRMP medical or vision options.
- For a complete description of IRMP eligibility, refer to the IRMP and SERMA SPD. For a copy of the SPD, contact the Intel Health Benefits Center at 877-GoMyBen (466-9236), or visit My Health Benefits at [www.intel.com/go/myben](http://www.intel.com/go/myben), click on the My Health Benefits website link to log on to UPoint, select the “Plan Information” tile, then “IRMP and SERMA Summary Plan Description” under Additional Information. If you’re accessing the UPoint site for the first time, you must create a User ID and password to log on.
- During 2021 Annual Enrollment, Intel is waiving the requirement to provide proof of continuous healthcare coverage for the previous 18 months if you or your eligible dependents are new enrollees to IRMP.

<sup>1</sup> Medicare must approve all enrollment submissions. Anthem will review your enrollment request and then send to Medicare to confirm eligibility. You will receive an enrollment confirmation letter upon Medicare acceptance. Anthem Medicare Preferred (PPO) plan premium is based on individual enrollment and will be calculated based on the number of Medicare eligible individuals enrolled.

## SECTION 7

# Enrollment and Key Dates

### Your Action Required:

1. Carefully review the options available to at [www.intel.com/go/myben](http://www.intel.com/go/myben).
2. Complete your IRMP elections and/or select no coverage option.
3. Submit your enrollment action to ensure continued IRMP coverage in 2021.

### Get Answers to your Questions

Contact the Intel Health Benefits Center at 877-GoMyBen (466-9236) about:

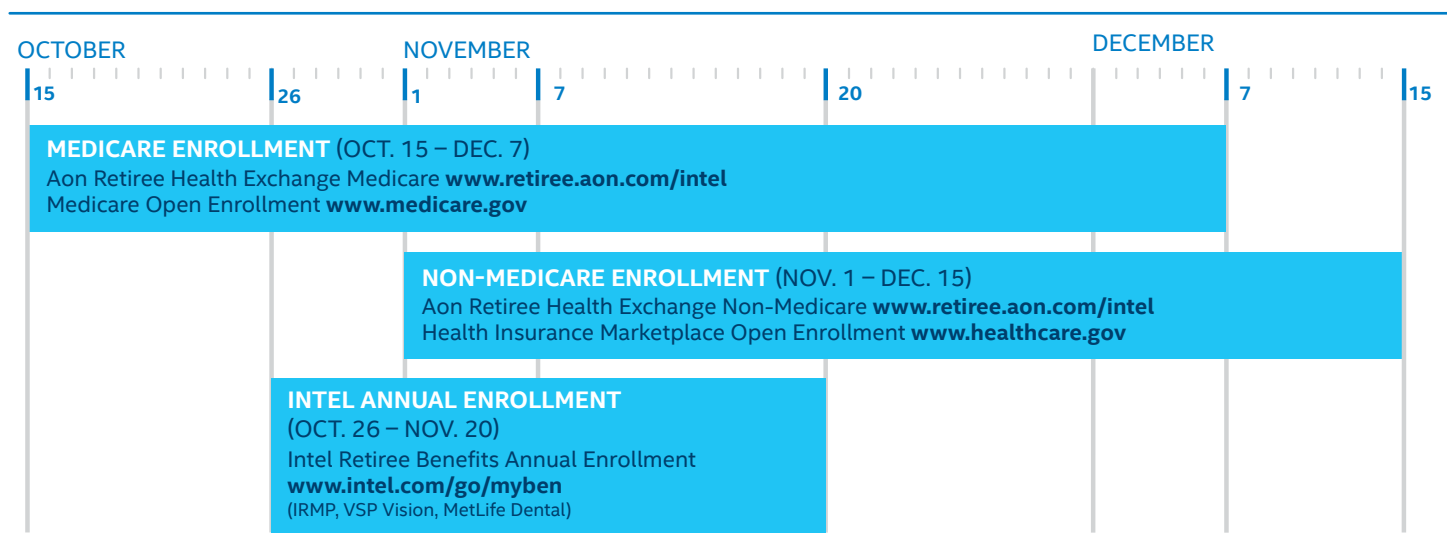
- Annual Enrollment
- IRMP medical and vision
- SERMA
- Catastrophic Rx HRA
- Online resources available at [www.intel.com/go/myben](http://www.intel.com/go/myben)
- The Aon Retiree Health Exchange or to schedule an appointment with a Benefits Advisor

### What if I don't take action?

- If you are enrolled in either IRMP Indemnity plan with Rx, or IRMP Indemnity plan without Rx your coverage will end on December 31, 2020. IMPORTANT: If you do not enroll in IRMP, your enrolled dependents will lose coverage effective December 31, 2020.
- If you and/or your eligible dependents are currently enrolled in IRMP Cigna HDHP and you do not enroll in IRMP Anthem HDHP during Annual Enrollment, we will automatically enroll you/your eligible dependents into the IRMP Anthem HDHP option. Any SERMA contribution you elected for IRMP in 2020 will automatically continue in 2021.

## Healthcare Enrollment Windows

Please enroll in IRMP and make your elections during the Annual Enrollment period from October 26 to November 20. Further details are provided below.



### Enroll October 26–November 20, 2020 if you choose any IRMP options

You can make your elections online, or by calling the Intel Health Benefits Center at 877-GoMyBen (466-9236). To enroll online:

- Go to [www.intel.com/go/myben](http://www.intel.com/go/myben) and click on “My Health Benefits website” then log on by entering your User ID and password.
- If you're logging on to the site for the first time, you must create a User ID and password:
  - Select “Create Your User ID” or “Are you a new user?” and follow the instructions.
  - Create a password and answer a series of security questions.
  - Passwords are not required when accessing your account by calling the Intel Health Benefits Center.
- Click “Enroll” and select the medical plan or vision plan.
- Select the plan option you want to enroll in.
- Save your choices by selecting the “Complete Enrollment” button.
- Print a copy of your confirmed elections for your records. You can visit My Health Benefits at any time to view your elections. You may also make changes to your elections multiple times during Annual Enrollment until November 20, 2020.

### Enroll November 1–December 15, 2020 if you choose Aon Retiree Health Exchange options

- Complete your enrollment online through eHealth at [www.ehealthinsurance.com](http://www.ehealthinsurance.com). If you need further assistance, call the Aon Retiree Health Exchange. You can speak with a Benefits Advisor who will work with an eHealth agent to help you complete your online enrollment.
- After calling the Intel Health Benefits Center at 877-GoMyBen (466-9236) and saying, “Aon Retiree Health Exchange,” you have the option to “Reach your Benefits Advisor using their extension” (the extension will typically be given to you during your appointment) or obtain answers to any other questions.

### Changes NOT available online

You **must call** the Intel Health Benefits Center at 877-GoMyBen (466-9236) to complete your enrollment if you:

- Have dependents with split eligibility (e.g., one who is Medicare eligible and one who is not).
- Enroll in IRMP for the first time.
- Have a mailing address that is different from your physical address.
- Experience a qualifying change-in-status life event, such as marriage or divorce.
- Enroll in a plan through the Aon Retiree Health Exchange after November 30 but before your applicable deadline (**non-Medicare = December 15, Medicare = December 7**), and you need to make changes or remove previous 2020 IRMP choices or adjust SERMA, including “Opt Out.”

## SECTION 8

# Resources

Your Intel Benefits Center is your one-stop shop for information about Annual Enrollment. Please call 877-GoMyBen (466-9236), or visit My Health Benefits at [www.intel.com/go/myben](http://www.intel.com/go/myben).

Make your Annual Enrollment elections during the window from October 26 – November 20. The next opportunity to make IRMP changes is during next year's Annual Enrollment, or if you experience a qualifying change-in-status life event at any time. You may be asked to provide proof of 18 months of continuous health coverage.

**While your Intel Benefits Center is your one-stop shop, please call or visit:**

### **IRMP and SERMA Summary Plan Description (SPD)**

For a copy, call the Intel Health Benefits Center at 877-GoMyBen (466-9236), or visit My Health Benefits at [www.intel.com/go/myben](http://www.intel.com/go/myben), log on to UPoint and select the "Plan Documents" tile.

### **Anthem Medicare Preferred (PPO) with Senior Rx Medical and Prescription Drug plan**

For a complete description of benefits go to [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/) for the Pre-Enrollment Guide.

### **Anthem**

Dedicated Concierge team available at 1-800-811-2711 or visit [www.anthem.com/ca/intelretiree/](http://www.anthem.com/ca/intelretiree/).

### **Vision**

Call VSP at 855-663-2836 or visit VSP online at [www.vsp.com/advantage](http://www.vsp.com/advantage).

### **Health Savings Account – Fidelity HSA**

Call Fidelity at 1-888-401-7377 or visit Fidelity NetBenefits website <https://nb.fidelity.com/public/nb/intel/home>.

### **Medicare**

Call 800-633-4227 or visit Medicare online at [www.medicare.gov](http://www.medicare.gov).

### **Health Insurance Marketplace**

Call Aon Retiree Health Exchange at 877-GoMyBen (466-9236); [www.healthcare.gov](http://www.healthcare.gov) and [kff.org/health-reform](http://kff.org/health-reform).

### **MetLife Dental**

Call MetLife at 866-832-5756.

### **MetLife Legal**

Call 877-770-4638 and select prompt 1.

### **intel.com**

Stay connected to Intel through the U.S. Retiree web portal. You'll find educational resources, news, information, and services to help you navigate retirement. Visit our page at [www.intel.com/employee/retiree](http://www.intel.com/employee/retiree).

# Connecting with Intel Retirees

Learn how you can connect with other Intel retirees through the Intel Retiree Organization (IRO). Sign up today by visiting: <http://intelretiree.com/contact-us/join-iro/>.

## Tell me more

The IRO provides members access to an exclusive website ([intelretiree.com](http://intelretiree.com)) where you can get answers to questions about healthcare, benefits, discounts, volunteering, reconnect with former colleagues, or hear about what others are doing. It's inspiring! Plus, the IRO connects you to a team volunteer who can help answer your questions, address issues, or give you additional Intel contacts.

## And let's not leave out fun

The IRO sponsors an annual dinner event for members who have retired from one of the main U.S. Intel sites. Intel retirees experience a fun-filled evening of gourmet dining, social connection, door prize giveaways—and an opportunity to hear from Intel executives about news and events.

## More about IRO

The IRO was formed in 2001, and membership has grown to more than 4,000 retiree members. Governed by a Board of Directors, there are several committees in the IRO for communications, health and benefits, volunteering, website development, and strategic planning. The organization is managed by retiree volunteers who have helped pioneer the retirement experience for the company.

This Guide is intended to be a Summary of Material Modifications (SMM) to your benefits. This SMM is to be read together with the 2021 Intel Retiree Medical Plan and Sheltered Employee Retirement Medical Account Plan Document and Summary Plan Description (the "SPD"). In the event of a discrepancy between the information in this guide and the SPD, the SPD will prevail. For a copy of the current SPD, contact the Intel Health Benefits Center at 877-GoMyBen (466-9236) or online at [www.intel.com/go/myben](http://www.intel.com/go/myben). The SPD will be available with 2021 updates in Q1 2021. Intel reserves the right to modify, change, or discontinue benefit plans at any time, in its sole discretion.

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