Post-65 Retiree Health Care Coverage

GENERAL FAQs:

What is a Private Medicare Exchange?
A private Medicare exchange is a service that helps Medicare-eligible individuals research and enroll in individual health care plans that coordinate with their Medicare coverage.

Private Medicare exchanges are different from the public exchanges associated with Health Care Reform, because private exchanges are not run or sponsored by the federal or any state government.

OneExchange® is the country’s largest private Medicare exchange, and one of the first companies of their kind. More than their longevity, Lockheed Martin chose OneExchange because of their focus on customer service. With their motto “no retiree left behind,” OneExchange provides unmatched support to those who use their services. Their U.S.-based benefits advisors are highly trained and certified, and are experts on the Medicare options available in every U.S. market.

Why is Lockheed Martin making this change?
Lockheed Martin regularly reviews the benefits we offer to keep them competitive and ensure they continue to align with the needs of both our employees and the company. After modeling individual health care coverage for post-age 65, Medicare-eligible retirees and their spouses/same-sex domestic partners, the Company found that moving from the current Lockheed Martin retiree health care coverage to a private Medicare exchange will provide retirees with more choices, greater flexibility, and in most cases, lower costs for coverage.

Additionally, eligible retirees and their spouses/same-sex domestic partners will receive concierge service to analyze their claims and spending to ensure they select the best coverage for their needs – an offering that is not available today.

How do I know if this impacts me?
This change is only for post-65 retirees who were non-represented at the time of retirement. All eligible retirees and their spouses/same-sex domestic partners were mailed a formal announcement package starting Jan. 21, 2015.

I'm a post-65 retiree. How do I know if I’m eligible?
All eligible retirees and their spouses/same-sex domestic partners were mailed a formal announcement package starting Jan. 21, 2015. If you are a post-65 retiree and have not received an announcement package, contact OneExchange®. They can be reached toll-free at 1-844-596-0460 (Monday through Friday from 8 a.m. to 9 p.m. Eastern Time).

I'm thinking of retiring and am post-65. How will this impact me?
OneExchange representatives are available now for general questions about the enrollment process or the transition to OneExchange®. They can be reached toll-free at 1-844-596-0460 (Monday through Friday from 8 a.m. to 9 p.m. Eastern Time), or online at medicare.oneexchange.com/lockheedmartin.

I am a retiree who is under 65. Are there plans to change pre-65 coverage?
This is the first step in evaluating retiree coverage. We regularly review our plan benefits in light of the programs offered by other companies to assess the effectiveness of our plans in terms of coverage and cost.

*I’m a post-65 retiree, but not part of this transition. Can I switch to OneExchange?*
Anyone who is post-65 can use OneExchange® to evaluate and select their Medicare coverage options. However, retirees who are not transitioned as part of this announcement may forfeit their current Lockheed Martin-provided subsidy if they do not elect the current Lockheed Martin coverage.

*I live outside the United States – how does this impact me?*
If your current address is outside the United States and you are enrolled in the Cigna Global Plan, your current coverage is not impacted by this change. For additional information regarding your current international coverage, please contact the Lockheed Martin Employee Service Center (LMESC) for assistance. Customer Service Representatives are available at 866-562-2363, 201-242-4397 for international callers, or 800-833-8834 for the hearing impaired, Monday through Friday 8 a.m. to 8 p.m. Eastern Time. The LMESC is also available online at https://lmc.lifeatworkportal.com. Log in with your social security number and PIN, then choose Contact Us at the top of the page to send a message to the LMESC.

*How does this announcement impact health coverage for active employees?*
This announcement only impacts post-65 retirees. Lockheed Martin regularly reviews the benefits we offer to keep them competitive and ensure they continue to align with the needs of both our employees and the company.

**Eligible Retirees:**

**THE PROCESS & ACTIONS TO TAKE**

*When can I make my enrollment appointment?*
You are encouraged to make an enrollment appointment as soon as possible. Contact OneExchange at 1-844-596-0460 (Monday through Friday from 8 a.m. to 9 p.m. Eastern time) or visit the Lockheed Martin OneExchange site at medicare.oneexchange.com/lockheedmartin.

*I have made my enrollment appointment with OneExchange. What can I expect on that call?*
The enrollment and application process can take up to 90 minutes to complete per person. You may wish to have a piece of paper and pen available to take notes. Note that certain information is required by the Centers for Medicare and Medicaid Services (CMS) for enrollment in Medicare plans and by the insurance carrier. Medicare regulations also require that certain information be read to you before completing your enrollment.

During your scheduled appointment, your benefit advisor will verify your personal information, review your needs and speak with you about your Health Reimbursement Arrangement (HRA), if applicable. The benefit advisor will identify plan options based on your health care needs and budget. Once you select a plan or plans, your benefit advisor will transfer you to an application specialist who will work with you to complete the enrollment process.

*Can I call OneExchange from outside the United States?*
If you need to contact OneExchange from outside the United States, please call: 1-801-349-4444.
PLAN OPTIONS, BENEFITS & SERVICES
I want to enroll in a plan that provides similar coverage to what I have today. Which plan should I choose?
With over 90 carriers and thousands of Medicare supplemental plans offered through OneExchange, your benefit advisor can provide plan options similar to the plan benefits you have today. Note: Medicare Part C plans (also known as Medicare Advantage Plans) are most similar to Lockheed Martin’s current Senior HMO and PPO Plans. Note: If you are currently enrolled in a Kaiser Group Medical Plan or interested in enrolling in a Kaiser Plan, you can ask your benefit advisor to transfer you to Kaiser.

Do you offer plans that cover me if I live in more than one state?
Yes, there are plans available that provide nationwide coverage. If you travel frequently or live part of the year out-of-state, be sure to discuss your situation with a benefit advisor to find the plan that best meets your needs.

Will I need to get new prescriptions from my doctor for my new coverage through OneExchange starting June 1, 2015?
This will depend on the plan you select and your current prescriptions. In general, for prescriptions refilled every 30 days, you will not need to ask your doctor for a new prescription. Those prescriptions will be carried forward to the new coverage you elect through OneExchange®, however, you may be required to transfer pharmacies. For mail-order 90-day supply prescriptions, you will need to ask your doctor for a new prescription. Your OneExchange® benefit advisor will help you select prescription drug coverage and discuss any steps you need to take to continue receiving your medications without interruption.

I am scheduled to have surgery. What impact will the transition to OneExchange have?
Since each retiree’s situation is different, please contact OneExchange® at 1-844-596-0460 (Monday through Friday from 8 a.m. to 9 p.m. Eastern time) to discuss any questions you may have about a scheduled surgery or other ongoing treatments.

PAYMENTS & BILLING
If I have to pay my first insurance premium before June 1, 2015, can I submit a claim for reimbursement from my HRA before June 1?
No claims can be reimbursed before June 1. If you are eligible for an HRA, your account will be effective June 1, 2015. You will receive a Funding and Reimbursement Guide from OneExchange® in late May that will explain how to access and manage your account.

How will I pay for coverage through OneExchange?
With your new individual coverage, payment will be made by you directly to the insurance carriers of the plans you elect. Ask your benefit advisor about the payment options (i.e. check, credit card or automatic reimbursement) available to you at the time you enroll.