

ADDENDUM

FOR RETIREES WITH A RETIREMENT DATE ON OR BEFORE 12/31/17

- **For retirees aging into Medicare on or after 2/1/18:** Mercer Marketplace 365+ Retiree will only reimburse for medical, prescription drug, dental and vision premiums purchased through Mercer Marketplace 365+ Retiree. Part B premiums are eligible for reimbursement even if a retiree does not purchase a plan through Mercer Marketplace 365+ Retiree.
- For Pre-65 retirees and Medicare eligible retirees **who aged-in to Medicare on or prior to 1/1/18:** Mercer Marketplace 365+ Retiree will reimburse for eligible¹ medical, prescription drug, dental, vision and part B premiums purchased outside of Mercer Marketplace 365.
- If you are under age 65 and Medicare eligible due to disability: Mercer Marketplace 365+ Retiree will only reimburse for medical, prescription drug, dental and vision premiums purchased through Mercer Marketplace 365+ Retiree. Part B premiums are eligible for reimbursement even if a retiree does not purchase a plan through Mercer Marketplace 365+ Retiree.
- For Pre-65 and Medicare-eligible retirees: regarding post-tax group premiums, Mercer Marketplace 365+ Retiree will administer the RRA to allow for post-tax group premiums for all retirees eligible for an RRA. This will include any medical, dental and vision post-tax group premium, including non-Comcast NBCUniversal COBRA and group plans, as well as post-tax premiums for Tricare medical, prescription drug, dental and vision coverage.

In addition to the documentation required, as outlined in Step 3 on page 11 of the RRA Instructional Guide, retirees submitting RRA claims for non-Comcast NBCUniversal COBRA and group plans will need to include a statement from the carrier or plan administrator stating that the premiums are post-tax payments.

- For all Pre-65 and Medicare-eligible retirees: Some retirees are enrolled in a family healthcare plan that only provides the total cost for all family members and does not

¹Reference the “How the RRA Works” section of The Comcast NBCUniversal Post-Retirement Health Care & Retiree Reimbursement Account Program Summary Plan Description (SPD) for details on what is an eligible reimbursement claim. You may download a copy of the SPD by visiting <http://retiree.mercermarketplace.com/comcastnbcu>. Using the menu at the top, click on “Comcast NBCU RRA Program SPD.”

show a detailed breakdown of the premium attributed to each person. When this situation occurs, Mercer Marketplace 365+ Retiree will process the reimbursement claim in question using the following factor:

- **Plans covering two individuals:** Premiums will be split 50/50 and the covered individuals will only be able to submit half the premium under the retiree or eligible spouse or domestic partner individual accounts.
- **Plans covering three or more individuals:** Premiums will be divided by 3 (three) and the covered individuals will only be able to submit 1/3 (one-third) of the premium under the retiree or eligible spouse/DP individual accounts.

FOR RETIREES WITH A RETIREMENT DATE ON OR AFTER 1/1/18

- For Pre-65 and Pre-65 Medicare-eligible retirees: post-tax group premiums, including post-tax Tricare premiums, will not be an eligible expense for the RRA. Mercer Marketplace 365+ Retiree will administer the RRA to only allow for reimbursements for eligible individual plan premiums. This will include any medical, prescription drug, dental and vision individual premiums.
- For Pre-65 retirees: Mercer Marketplace 365+ Retiree will reimburse for eligible¹ individual medical, prescription drug, dental and vision purchased outside of Mercer Marketplace 365+ Retiree.

FOR RETIREES REGARDLESS OF RETIREMENT DATE

- For all Medicare-eligible retirees: Mercer Marketplace 365+ Retiree will reimburse and process all claims for Part B premiums as a Recurring Premium Reimbursement.
- For all Pre-65 retirees: Starting on 1/1/2019, only medical plans that are ACA-compliant will be eligible for reimbursement.
- Effective June 1, 2019, out of pocket Comcast COBRA premiums for **coverage periods** beginning on or after June 1, 2019 will be an eligible expense under the Comcast NBCU RRA plan.

For further information on your RRA, please see the Comcast NBCUniversal Post-Retirement Health Care & Retiree Reimbursement Account Program Summary Plan Description (SPD) by visiting <http://retiree.mercermarketplace.com/comcastnbcu>.