DTE Energy
Medicare-Eligible Retirees and Dependents
2015 Retiree Health Program
Agenda

- Program Overview
- Medicare Basics
- RHA Program
- Retiree Reimbursement Account
- Questions and Answers
Program Overview

Medicare remains your primary health care insurance provider

- Replaces the current DTE Energy medical and dental benefit with a tax-free Retiree Reimbursement Account (“RRA”)
- Provides more choices
- Reflects national trends
- Shares risk with retirees
- Benchmarks very favorably with other companies
  - Annual allocation is at the top of the range
  - Vast majority of companies do not adjust allocation as DTE Energy program does
Medicare Basics
Signing up for Medicare Parts A & B

• If you’re already getting benefits from Social Security
  – You’ll automatically get Parts A and B starting the first day of the month you turn 65
    • If your birthday is on the first day of the month, Parts A & B will start on the first day of the prior month
  – If you’re automatically enrolled, you’ll get your red, white and blue Medicare card in the mail 3 months before your 65th birthday

• If you’re close to 65, but not getting Social Security benefits
  – You’ll need to sign up
  – Contact Social Security 3 months before you turn 65
    • You can also apply on-line at socialsecurity.gov/retirement
What Types of Medicare Plans are Available?

• **Original Medicare** includes:
  – **Part A**: Hospital, skilled nursing facility, hospice, and home health services
    • 100% coverage after deductibles: $1,260 annually; $0 coinsurance for hospital days 1-60; $315 coinsurance/day for hospital days 61-90 in 2015
    • No retiree premiums
  – **Part B**: Professional services, outpatient care
    • 80% coverage after $147 annual deductible in 2015
    • $104.90 monthly retiree premium in 2015 (depending on income, can be higher)

• **Other types of Medicare Plans**
  – **Medigap**: Medicare Supplement
  – **Part C**: Medicare Advantage
  – **Part D**: Prescription Drug Coverage

• For more information about Medicare, go to [www.Medicare.gov](http://www.Medicare.gov)
### Types of Medicare Plans with Retiree Reimbursement Account

<table>
<thead>
<tr>
<th>Option 1</th>
<th>Option 2</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medigap plan</strong> (Medicare Supplement) + <strong>Prescription Drug (Part D) plan</strong></td>
<td><strong>Medicare Advantage plan with prescription drug coverage (MAPD)</strong></td>
</tr>
<tr>
<td>- Medigap plan fills ‘gaps” in Medicare Parts A and B.</td>
<td>- All-in-one plan; bundling Part A, Part B and Part D with additional benefits</td>
</tr>
<tr>
<td>- Part D provides prescription coverage.</td>
<td>- Has a network of providers</td>
</tr>
</tbody>
</table>

An RHA Benefit Advisor will help you determine which option is best for you.
### Summary of Medigap Plans

<table>
<thead>
<tr>
<th>Medigap Benefits</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>F*</th>
<th>G</th>
<th>K</th>
<th>L</th>
<th>M</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicare Part A Coinsurance hospital costs up to an additional 365 days after Medicare benefits are used up</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>Medicare Part B Coinsurance or Copayment</td>
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<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>50%</td>
<td>75%</td>
<td>✔</td>
</tr>
<tr>
<td>Blood (First 3 Pints)</td>
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<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>50%</td>
<td>75%</td>
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<tr>
<td>Part A Hospice Care Coinsurance or Copayment</td>
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<td>✔</td>
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<td>✔</td>
<td>✔</td>
<td>50%</td>
<td>75%</td>
<td>✔</td>
</tr>
<tr>
<td>Skilled Nursing Facility Care Coinsurance</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>50%</td>
<td>75%</td>
<td>✔</td>
</tr>
<tr>
<td>Medicare Part A Deductible</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>50%</td>
<td>75%</td>
<td>✔</td>
</tr>
<tr>
<td>Medicare Part B Deductible</td>
<td>✔</td>
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<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
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<td>✔</td>
<td>✔</td>
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</tr>
<tr>
<td>Medicare Part B Excess Charges</td>
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<td>✔</td>
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<td>✔</td>
</tr>
<tr>
<td>Foreign Travel Emergency (Up to Plan Limits)</td>
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<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
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<td>✔</td>
<td>✔</td>
</tr>
</tbody>
</table>

*** Plan N pays 100% of the Part B coinsurance, except for a copayment of up to $20 for some office visits and up to a $50 copayment for emergency room visits that don't result in inpatient admission.
Sample Medicare Premium Rates

<table>
<thead>
<tr>
<th>Medicare Plan</th>
<th>Lowest Annual Premium</th>
<th>Highest Annual Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAPD/Rx</td>
<td>$0</td>
<td>$2,436.00</td>
</tr>
<tr>
<td>Medigap A</td>
<td>$1,501.44</td>
<td>$3,250.44</td>
</tr>
<tr>
<td>Medigap F</td>
<td>$2,699.40</td>
<td>$3,849.24</td>
</tr>
<tr>
<td>Rx Only</td>
<td>$151.20</td>
<td>$1,300.80</td>
</tr>
</tbody>
</table>

Assumptions:
- Male individual at age 70, located in Troy, MI 48083
- Premiums are for 2014 individual plans offered in the Detroit area, showing the high and the low premiums in that area.
- Medigap plans are underwritten by age. The 2014 Aetna Medigap Plan F premiums increase at each age between 1.3% and 4.7% depending on the Medigap plan chosen.
RHA Program
RHA Program

• Your new Medicare supplement insurance program
  – Health care insurance exchange
  – Personalized, confidential expert advice
  – Side-by-side plan comparisons
  – Ongoing advocacy support
DTE Energy has partnered with RHA Program

- eHealth provides the RHA Benefit Advisors
  - To offer you personal attention from licensed RHA Benefit Advisors
  - Call toll-free 1.844.866.8257 M-F 9am to 7pm EST

- You have access to online plan comparison tools at: [www.rhaexchange.com/dte](http://www.rhaexchange.com/dte)

- PayFlex administers the RRA

- All at no cost to you
RHA Program

- Determines your eligibility for the RHA program
- Determines and provides your RRA allocation amount for the year

in partnership with

- Educates you on options for your individual retiree health insurance policy
- Helps you shop and enroll both online and telephonically
- Provides your RRA allocation amount for the year

Health Insurance Policy Carriers

- Receives and processes your enrollment
- Bills you each month for your premium

PayFlex

- Administers your RRA balance
- Pays out your claims reimbursements
RHA Program California Call Center

- Staffed with licensed RHA Benefit Advisors
- CMS and State licensed agents handling enrollment
- Unbiased plan selection support
- Confidential
- If you enroll through RHA, Benefit Advisors will be available to help you with your post-enrollment needs, assisting with your:
  - Carrier
  - Providers
  - RRA questions
Retiree Reimbursement Account
(or “Health Reimbursement Account”)
Retiree Reimbursement Account (RRA)

- Each **unmarried** Medicare-eligible participant will have their own RRA
- Each **married** Medicare-eligible participant will share a joint RRA
- Must be a participant in Medicare A and B
- Tax-advantaged account provided by DTE Energy
- Reimbursements from the RRA are **not taxed** (reimbursements can only be used for qualified medical expenses)
- Any unused amount will roll over from year to year
Eligible RRA Medical Expenses

- Medical and/or Drug Insurance Premiums
  - Medicare Parts B and D
  - Medicare Advantage plans
  - Medigap (Medicare Supplement) policies

- Deductibles under health care plans in which you are enrolled

- Coinsurance and copayments for covered medical services

- Dental or vision premiums or expenses

For a complete list of qualified expenses, refer to www.irs.gov/pub/irs-pdf/p502.pdf
Accessing Your RRA

• Pay Me
  – Get reimbursed for premiums or other qualified expenses
  – Attach supporting documentation
    • Requires proof of coverage and proof of payment
  – Submit by mail, fax, online or PayFlex Mobile™ app
  – Reimbursement by check or direct deposit

• Pay Them
  – Pay health care provider directly from RRA
  – Fax or upload documentation
  – Reimbursement by check or direct deposit

Note: You may need to pay your first premium when you enroll.
Accessing Your RRA

• Proof of coverage requirements:
  – You can submit a policy statement, receipt, invoice, EOB or coupon book as long as it has all of the following information:
    • Participant name – retire or spouse
    • Insurance company or other provider name
    • Date of service or coverage period
    • Type of service or type of coverage
    • Amount
  – For Medicare premiums deducted through Social Security, you can provide the Social Security “Cost of Living Statement”
Accessing Your RRA

• Proof of **payment** requirements
  – For premium reimbursement, need **one** of the following:
    • Bank statement or credit card statement that shows your payment has cleared
      – Your name and the banking institution needs to be visible
    • Health plan statement showing your payment has been posted
    • Screen print-out from your banking site showing the check has been cleared
    • Front and back of cancelled check (payment amount and bank stamp must be visible)
Accessing Your RRA

• Proof of **payment** requirements – cont’d
  – For all other out-of-pocket claims, need Itemized receipt or an Explanation of benefits (EOB)
While DTE Energy currently intends to continue providing this benefit program, the company reserves the right to modify or terminate any of its benefit plans at any time. For more information on the procedures to modify or terminate benefit plans, refer to the Plan Documents. The Company will provide advance notification of any future benefit changes at the time and in the form required by applicable law.