



Delta Family Values – Quality and Service

> Benefits Upgrade You Earned It

2024 Benefits & Resources Guide
Exclusively for our Delta Family

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Scan the QR code,
or visit itdr.com to
learn more.

Welcome To *The Insurance Trust*

A Message From Your Board Of Directors

There's a good reason over 25,000 of your fellow Delta colleagues choose insurance coverage from the Insurance Trust for Delta Retirees. It's because as a member of the Delta Family, you have the unique opportunity for Group Insurance, with flexibility and a wide range of options you won't find elsewhere.

Exclusive Options Just For You

All former employees, regardless of length of service, plus their spouses, survivors, and former spouses can access the ITDR plans. Tell a friend! The non-profit Insurance Trust, or ITDR for short, was created to ensure the Delta Family maintains access to high quality health coverage after age 65. With this in mind, we put together a collection of group health plans and other insurance products to make retirement as healthy and carefree as possible.

With ITDR you can access exclusive group Medicare and prescription drug plans with options you won't find elsewhere, with premiums as low as \$0 per month!

Looking Out For You

As Board Members of the Insurance Trust, we are former Delta employees like you. We work hard to bring the best group benefits and services available to meet the diverse needs of our nationwide Delta family.

We represent **Delta Family Values – Quality and Service**, and we look forward to continuing to serve you in 2024.

Sincerely,

The Insurance Trust for Delta Retirees Board of Directors

Tools to Make It Easy

*Visit [ITDR.com](https://www.itdr.com)
and click on the
Enroll tab.*

From here, you can access:

- **ITDR's simple Online Enrollment Tool**
- **ITDR Medical Plan Cost Estimator**
Compare estimated out-of-pocket expenses under each plan option, and choose the one that best meets your needs.
- **ITDR Medical Plan Comparison Tool**
Choose which plans and which features you want to compare, or you can compare them all.
- **Prescription Drug Comparison Tool**
Check medication prices, see which pharmacies are in-network, and find out what medications are covered. Visit www.anthem.com/itdrrx.

Enrollment

Who Is Eligible?

You are eligible to take advantage of our value-added Medicare plans if you are any of the following of Delta Air Lines, Inc., a Delta Subsidiary, or any entity (and its subsidiaries) acquired by or merged with Delta:

- Retiree
- Former employee (regardless of length of service)
- Spouse
- Former spouse
- Survivor of an employee

If you're currently working at Delta, you'll become eligible when your employment ends and you enroll in Medicare.

Plus, spouses or former spouses age 65+ are eligible to enroll regardless of the Delta employee or retiree's age or enrollment status.

You must enroll in Medicare to take advantage of our Medical Plan offerings. In addition, you must reside in the United States or its territories.

Ready To Get Started?

Enroll online at www.itdr.com from the Enroll tab. You may also call (877) 325-7265 with questions, to enroll by phone or to speak with a Medicare Enrollment Advocate, who can help you evaluate benefits and compare plan options.

Visit itdr.com/callback to schedule a call with an Enrollment Advocate.



When Can You Enroll?

Turning 65?

You can enroll up to three months before the month you turn 65. Enrolling at least 45 days prior to your birthday month allows time to ensure you receive ID cards before your plan coverage starts.

Already 65 And Considering Something New?

If you have never been enrolled in a plan from the Insurance Trust, you may enroll during the Annual Enrollment Period.

Over 65 And Still Working At Delta?

You are eligible when your employment ends. You must enroll no later than the month after your group health coverage ends and within eight months after you leave employment – whichever happens sooner. So get started as soon as you have a retirement date in mind.

Spouse or Former Spouse Over 65?

Spouses and former spouses age 65+ are eligible to enroll in Insurance Trust Plans regardless of the current or former Delta employee's age or enrollment status.

The 2024 *Annual Enrollment Period*

October 9 Through December 31, 2023

If you're already 65 and enrolled in Medicare you can switch to a health plan offered by the Insurance Trust for Delta Retirees during the Annual Enrollment Period. It's best to enroll by November 3rd, 2023 to ensure your new ID card and plan documents arrive before January 1st, 2024. However, with the Insurance Trust, you can make your selection all the way up to December 31st. Just be aware, your new ID cards will take a few weeks to arrive.

Decide Which Plan Is Right For You!

Visit the ENROLL tab on itdr.com for these helpful tools:

Medical Plan Comparison Tool

Use our tools to compare the features of our Medicare plan options. You can choose which plans and which features you want to compare, or you can compare them all.

Medical Plan Cost Estimator

Compare your estimated out-of-pocket expenses under each plan option, so you can choose the one that best meets your needs.

Simply answer questions about your potential healthcare needs in the upcoming year. You can select from a variety of "quick scenarios," or create your own. The tool will provide estimates of what you might spend for each plan — in premiums as well as estimated out-of-pocket costs.

Prescription Drug Comparison Tool

Check medication prices, see which pharmacies are in-network, and find out what medications are covered.



Want to talk it through?

Call (877) 325-7265 with questions about the enrollment process, or to speak with a Medicare Enrollment Advocate, who can help you evaluate benefits and compare plan options. Or visit itdr.com/callback to schedule a phone appointment when it's convenient for you.

How To Enroll

We've made it easy to enroll in any of our insurance plans.

Access our online enrollment from the Enroll tab on itdr.com. While enrolling you can also access our "Live Chat" feature to speak to a representative.

Prefer to enroll by phone?
Call our Retiree Service Center at **(877) 325-7265**.

To enroll you will need to have a few things handy, including:

- The date of birth of the former Delta employee
- The nine-digit Delta PPR number of the former Delta employee or social security number of the former Delta employee and/or spouse

- If you're enrolling in a Medicare health plan, and you're already signed up with Medicare, you'll need your Medicare ID
The fastest way to sign up for Medicare, or just to learn more, is to visit:
www.medicare.gov/basics/get-started-with-medicare/sign-up/how-do-i-sign-up-for-medicare

You may also call Social Security at 1-800-772-1213 with questions

- If you wish to have premium payments automatically deducted from your bank account, you'll need your bank account number and bank routing number



Using Our Website To Access Your Account

When you enroll in coverage with the Insurance Trust, you'll get access to "Your Account," which gives you 24/7 access to your plan information.

From here you will be able to update your contact/personal information, add a secondary address, view current billing/payment status, change your billing method, choose your communication preference, and access links to the Trust's insurance carriers with single sign-on (SSO), and much more!

➤ **Access Important Contact Information on page 24 for phone numbers you may need.**

Medicare Plans

For Our Delta Family

Medical And Prescription Drug Coverage

The Insurance Trust for Delta Retirees has put together an exclusive lineup of five Medical plans, along with a comprehensive prescription drug plan.

- Choose from **three** Medicare Advantage plans, including options with no deductible
NEW for 2024: Standard Medicare Advantage with Prescription Drug Plan (MAPD) at \$0 premium
- Or **two** Medicare Supplement-Type plans, including one not available elsewhere, with no deductible or out-of-pocket costs - NEVER see another medical bill
- **NEW for 2024:** Medicare Pharmacy Plan moving to Anthem

All our Medical Plans include these unique advantages:

- A choice of doctors and hospitals with no network limitations
- Rates that don't increase based on age or location
- Available in all 50 states, Washington DC, and all United States territories
- Foreign travel and emergency care coverage
- Lower cost for 90-day supply of brand medications
- LiveHealth Online real-time telehealth services at \$0 out-of-pocket cost
- Hearing aid discounts for Medicare Supplement Plans
- New Hearing aid benefit for Medicare Advantage Plans
- Affordable access to dental and vision coverage



See Why **25,000** > of our Delta family already
Over selected our Medicare plans.

Call a Medicare Enrollment Advocate to talk through the Insurance Trust's plan options: **(877) 325-7265**, or schedule a call at your convenience at **itdr.com/callback**. Start the sign up process online at **www.itdr.com**, or by calling **(877) 325-7265** to enroll by phone.

Understanding Medicare Supplement & Medicare Advantage

Medicare does not cover all your healthcare costs. In fact, Medicare Part A and Part B only cover about 80% of medical expenses.

Medicare Supplement plans, also called “Medigap” plans, *supplement* your basic Medicare coverage. If you choose one of these plans, you still have your Medicare Part A and Part B coverage plus additional insurance to pay part – or all – of what Medicare does not cover.

Medicare Advantage plans completely replace your Part A and Part B Medicare insurance. You no longer use your Medicare card. Instead, *you’re covered by the Medicare Advantage plan for all your healthcare needs*. Medicare Advantage plans offer comprehensive coverage, and you are usually responsible for a copayment when you access care. These plans often have lower monthly premiums. **NEW for 2024:** The Medicare Advantage with Prescription Drug (MAPD) Standard plan now offered at a **\$0 premium!**

ITDR's Retiree Medical Plans


Who provides Medicare Part A and Part B

Medicare Supplement-Type Plan

Traditional government-sponsored Medicare provides Part A and Part B benefits, and the Anthem Supplement-type Plan provides additional financial protection

Medicare Advantage Plan

The Anthem insurance plan replaces traditional Medicare, providing your Part A and Part B benefits, and they also provide additional financial protection



Provider Networks

Your choice of doctors and hospitals with no network limitations; see any provider who accepts Medicare

Your choice of doctors and hospitals with no network limitations; see any provider who accepts Medicare and the Anthem Medicare Advantage Plan; preauthorization of some procedures may be required



Referrals

Freedom to see any provider who accepts Medicare, with no referral required

Freedom to see any provider who accepts Medicare and the Anthem Medicare Advantage Plan, with no referral required



Your cost-share

You may or may not have a deductible, coinsurance, or any out-of-pocket costs, depending on the Trust Plan option you choose

Your Trust Plan options may have copays, coinsurance and an out-of-pocket cost maximum, and may have a deductible, depending on which plan you choose



Claims Process

Your provider files your claims with Medicare, and then Medicare passes the claims along to Anthem for additional payment consideration

Your provider files your claims with Anthem where it is reviewed for payment of Part A, Part B, and additional benefits



Premiums

You pay insurance premium and Medicare Part B premium

You pay insurance premium and Medicare Part B premium

Anthem Blue Cross and Blue Shield Medicare Advantage Plans with Prescription Drug Coverage (MAPD)

The Insurance Trust offers three MAPD plans:

- Standard Plan
- Enhanced Plan
- Enhanced Plus Plan

All of our medical products are provided by **Anthem Blue Cross and Blue Shield**, so you'll have peace of mind knowing your healthcare is covered by one of the largest, most established health insurers in the nation.

Both the Standard and Enhanced plans cover all your inpatient (Part A) and outpatient (Part B) care. You're responsible for copayments (and a small deductible with the Standard Plan).

Enrollment in each of the Trust's MAPD plans includes prescription drug coverage.

Please review the Summary of Benefits beginning on page 28 for plan details.

Medicare Advantage with Prescription Drug (MAPD) = Comprehensive Coverage

- Your Medicare Part A, Part B, Part D and additional benefits are administered and managed by Anthem.
- \$0 copay for preventive care, including annual wellness visits, all Medicare-covered vaccines, mammograms, and colonoscopies
- Same plans offered in all 50 states, including Washington, DC and all U.S. territories
- Flexibility to use any doctor or hospital who accepts Medicare and the plan
- One ID card for medical and pharmacy coverage, so you can leave your Medicare card at home
- One Explanation of Benefits
- Foreign travel and emergency care coverage
- Telehealth visits with a board-certified doctor or licensed therapist on your smartphone, tablet, or computer at \$0 cost



All three plans are PPOs, with no network restrictions. So, you'll have the freedom to see any provider who accepts Medicare and the Anthem plan, and you don't need referrals.

Three Medicare Advantage Options: What's The Difference?

Our three plans offer different price points and structures to meet the financial needs of our Members.

The \$0 premium Standard Plan has a \$750 deductible. The Enhanced and Enhanced Plus plans have no deductible.

The Standard Plan and the Enhanced Plan both have a \$2,500 out-of-pocket maximum, and the Enhanced Plus Plan has a lower, \$1,500 out-of-pocket maximum.

With the Standard and Enhanced Plans, you pay copays for most services; with the Enhanced Plus plan, you generally pay 10% coinsurance.

Anthem Blue Cross and Blue Shield **Medicare Supplement-Type Plans**

Our Supplement-Type plans offer complete flexibility with low or no out-of-pocket medical expenses. And, like all of our Medical plans, our Supplement-type plan is provided by **Anthem Blue Cross and Blue Shield**, one of the largest, most established health insurers in the nation.

Designed To Supplement Traditional Medicare

Medicare Part A and Part B only pay about 80% of medical costs. That leaves Medicare beneficiaries responsible for the other 20%. Our Medicare Supplement-Type plans help fill the gap by paying for some or all of the healthcare costs that traditional Medicare does not cover.

Enrollment in the Trust's Prescription Drug Plan is automatic when selecting a Medical Plan.

EXCLUSIVE PLAN OPTION **No Medical Deductible &** **No Out-Of-Pocket Medical Costs**

The Insurance Trust offers an **Enhanced Supplement-Type plan** you won't find elsewhere, with no deductible and no out-of-pocket medical costs. You pay your Plan Premium and your Medicare Part B premium, and then you have no deductible or out-of-pocket medical costs for the year...**no bills!**



More Benefits Than Ever Before

- No network limitations and no referrals required – choose any doctor, hospital, or provider that accepts Medicare
- No deductible for inpatient care
- No deductible for outpatient care with our Enhanced plan and a low, \$300 deductible for our Standard plan
- \$0 out-of-pocket cost for all Medicare-approved vaccines
- An out-of-pocket maximum to cap your yearly medical expense to no more than \$1,500 annual and \$0 for our Enhanced plan
- No paperwork – providers submit claims directly on your behalf
- Foreign travel and emergency care coverage
- Telehealth visits with a board-certified doctor or licensed therapist on your smartphone, tablet, or computer at \$0 cost

Please review the Summary of Benefits beginning on page 28 for plan details.

Prescription Drug Coverage from Anthem Blue Cross and Blue Shield

Enrollment in the Anthem Prescription Drug Plan (Medicare Part D) is automatic* when you enroll in any of our Medicare health plans. Our drug list includes coverage of over 99% of Medicare Part D drugs used by Delta Retirees.

If you have a Supplement-Type medical plan, your pharmacy plan name is **Blue MedicareRx (PDP) plan**. If you have a Medicare Advantage medical plan, your plan name is **Anthem Medicare Preferred (PPO) with Senior Rx Plus plan**. **Prescription benefits are the same for all of our medical plans, and are administered by CarelonRx.**

The Trust's Prescription Drug Plan has a \$150 calendar year deductible that applies only to Brand-name drugs - no deductible to meet for Generics.

* Veterans who access their healthcare through the Veterans Administration or through Tricare may opt out of the prescription drug plan through ITDR. Call the Retiree Service Center at (877) 325-7265 for cost and enrollment information.

➤ **Review the Summary of Benefits on page 41 in this booklet for details of our prescription drug coverage.**

Special Programs For Extra Savings

With our Prescription Drug Plan, you may pay as little as \$2 for a 31-day supply or \$4 for a 90-day supply of certain, commonly-prescribed generic drugs when you fill your prescription at a pharmacy in Anthem's Preferred Pharmacy network, which includes major retailers like CVS, Walmart, Costco, Safeway, Harris Teeter, Kroger, Publix and Albertsons, among others. And there is no deductible on generics, so you can immediately take advantage of these savings.

You may also be able to save money when you have your prescriptions delivered to your home.

NEW FOR 2024!

Multi-dose Prescription Packaging Program

You have the option of added convenience with a worry-free, 30-day supply of your eligible daily medications:

- Sorted into individual packs
- Labeled by date and time
- Delivered in a clearly labeled dispenser box



Choose from Thousands of Pharmacies Nationwide

The Anthem plan lets you fill your prescriptions at more than 65,000 pharmacies nationwide, including national chains and thousands of locally-owned and operated independent and specialty pharmacies. You will have a lower cost share when accessing one of the Preferred retail network pharmacies.

Additional Benefits

In addition to our medical and prescription drug plans, the Trust has assembled a wide variety of benefits and services exclusively available to our Members. These additional benefits include:



LiveHealth Online – Real-time, live telehealth services with a physician, nurse practitioner, or therapist through two-way video on your computer or mobile device at \$0 out-of-pocket cost



24/7 NurseLine – Speak with a registered nurse anytime about your health concerns



SilverSneakers® – Gym memberships and at-home virtual classes at no additional cost



Travel Assistance (through Blue Cross Blue Shield Global Core) – 24/7 access to help if you face a medical emergency more than 100 miles from home, or internationally



Hearing Aid Discount Programs – Two hearing aid discount programs for all members, plus an additional annual Medicare Advantage plan benefit



Member Assistance Program – Help with legal and financial matters, identity theft and credit monitoring, and funeral concierge services

Advocacy

For Our Delta Family

Medicare Enrollment Advocate

All members of the Delta family who are eligible for the Insurance Trust have access to a Medicare Enrollment Advocate. And it's at no additional cost regardless of whether or not you choose to get your health coverage through the Insurance Trust.

When you contact a Medicare Enrollment Advocate, they'll help to make sense of your Medicare options: choose an ITDR plan, compare pricing and benefits, and more.

Your Medicare Enrollment Advocate can assist with the following:

- Explain how Medicare works, including Part A, Part B, Part C, and Part D
- Explain what Medicare does and does not cover
- Explain your options to fill Medicare's gaps
- Explain what to expect in the way of out-of-pocket expenses and premium payments
- Explain different plan options, including those offered by the Insurance Trust as well as plans available elsewhere
- Explain how to avoid costly late-enrollment penalties
- Explain what to do if you plan to keep working past age 65
- Explain how to sign up for Medicare and when to do it



Remember, anyone eligible for the Insurance Trust plan may use a Medicare Enrollment Advocate, regardless of the coverage selected. This support is available at no cost, Monday through Friday, from 8:30 a.m. to 9:00 p.m. (EST). Just call **(877) 325-7265**.

Visit itdr.com/callback to schedule an appointment at a time that's best for you.

Personal Health Advocate

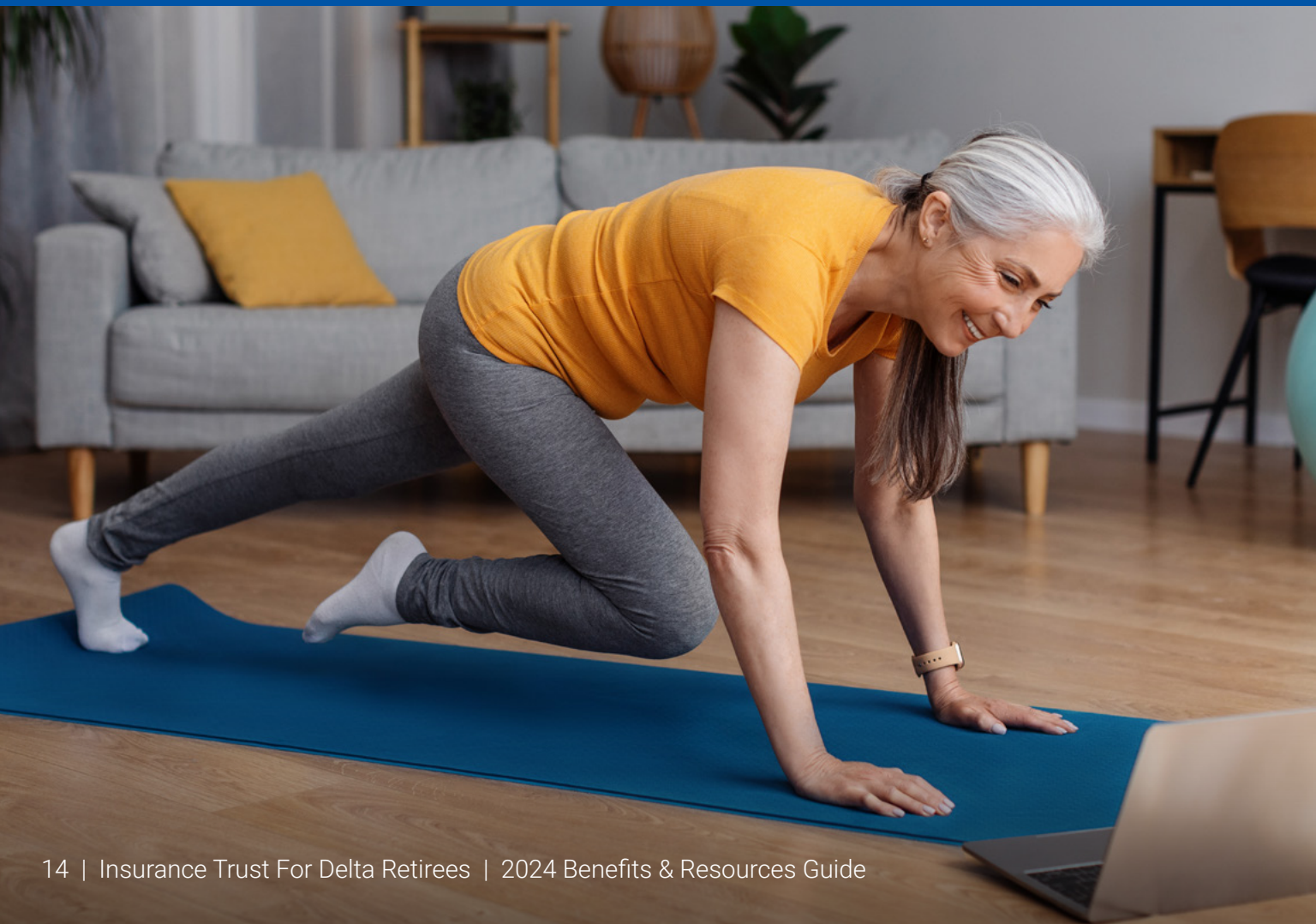
As a Member, you'll have access to a Personal Health Advocate: someone looking out for your best interests about all things health-related. From clinical help about tests, treatment options, and prescriptions, to administrative support to help you access care and understand insurance claims, your Personal Health Advocate is on your side.

Parents and parents-in-law may use these services as well.

When you call, you'll be connected with a registered nurse or administrative specialist, depending on the nature of your inquiry. This expert will stay with you until your problem is resolved.

The advocate can help with the following:

- Understanding tests, treatments, and medications recommended or prescribed by your doctors
- Finding the right physicians for a second opinion
- Home care
- Prescription drugs, including answering formulary and benefit questions
- Finding primary and specialist physicians, hospitals, dentists, and other healthcare providers
- Claims review and appeals
- Billing mistakes, including duplicate or erroneous charges
- Deductibles and co-payments



SilverSneakers® *Fitness Program*

All of the Medicare health plans offered by the Insurance Trust include access to SilverSneakers® – gym memberships and at-home virtual classes at no additional cost. **You can even earn rewards credits** towards college tuition for your grandchildren!

SilverSneakers is a fitness program designed exclusively for Medicare beneficiaries and is available at thousands of fitness centers throughout the U.S., where you can use fitness club amenities, including workout equipment, swimming pools, and saunas at participating locations. Plus, you can participate in SilverSneakers

classes designed just for seniors to improve muscular strength, endurance, mobility, balance, and flexibility. You can even learn about pickleball and play a game!

SilverSneakers classes are offered outside of fitness centers at a wide variety of community venues, including recreation centers and parks. And you're free to take these classes as well.

Working out from home? SilverSneakers also provides online classes through SilverSneakers LIVE virtual classes, SilverSneakers On-Demand videos available 24/7 and a mobile app, SilverSneakers GO.

To find a list of fitness centers in your community that offer the SilverSneakers program, or locations in your community for SilverSneakers classes, or to participate in live virtual classes, visit [SilverSneakers.com](https://www.silversneakers.com) or call (855) 741-4985 (TTY:711), Monday through Friday, 8 a.m. to 8 p.m. Eastern Time.



Hearing Aid

Discount Programs

Our goal is to help you restore the precious sounds of your life by providing personalized service, high-quality care and exceptional products. Get the care you need through our nationwide network of thousands of hearing health care providers that meet our NCQA-accredited credentialing requirements.

When you enroll in any of the Insurance Trust's Medicare health plans, you'll also gain access to a variety of special discounts for hearing aids and audiology services. ITDR offers **two** Hearing Aid discount programs. You can choose the one that best meets your needs.

ATTENTION Medicare Advantage Plan Members: See page 39 for details on your plan's Hearing Aid Benefit, in addition to these discount options.



Amplifon Hearing Health Care

Amplifon has earned the trust of more than 80 million people across the country. In addition to receiving 25% off, plus an extra \$50 off one hearing aid (\$125 on two!), Amplifon members receive:

- Help finding a provider and scheduling appointments
- Substantial savings on top-quality care
- Ongoing service and support for your hearing aids
- Risk-free 60-day trial and warranty protection
- One year of follow-up care
- Two-year supply of batteries or a charging station



NationsHearing

NationsHearing works to help you manage your hearing loss and get back a piece of yourself that has been fading. NationsHearing can help you save thousands on top-quality hearing products, plus they offer:

- No-cost hearing test coordinated with a specialist near your
- Experts to help with device selection
- Three-year supply of free batteries
- Three-year warranty, 60-day money-back guarantee

➤ **See the Summary of Benefits for plan benefit details: Supplement-Type Plans, page 32; Medicare Advantage Plans, page 39. For important contact information, access our directory on page 25.**

Dental Plans

We frequently hear from our Delta family about the importance of quality dental coverage, especially when they learn that Medicare does not cover most dental care such as cleanings, fillings, or dentures. That’s why we offer two dental plan options for our members from Delta Dental, a nationally-recognized insurer.

The Trust’s PPO and HMO-type dental plans are insured by Delta Dental.
Features include:

- Both plans are available in all 50 states
- Expanded network access in many areas
- PPO plan allows two cleanings per year with the timing of your choice (separation by 6 months not required)

Delta Dental PPO Plan



The Delta Dental PPO gives you supreme flexibility to choose any dentist you want regardless of his or her participation in Delta Dental’s network. And, when you use an in-network dentist, many procedures, like preventive care and x-rays, may be 100% covered.

For more complex services, including fillings, root canals, and restorative services, you’ll be responsible for a deductible and a percentage of the cost. For details about the Delta Dental PPO, review the Summary of Benefits on page 44 in this booklet.

Delta Dental HMO-type Plan



This HMO-type dental plan from Delta Dental provides Insurance Trust members with a highly affordable option that covers nearly all dental services when you use an in-network dentist and pay a predetermined copayment.

The Delta Dental HMO has no yearly maximum benefit, and you don’t have to reach a deductible before accessing your benefits. Plus, most preventive services, such as routine teeth cleanings, require no copayment at all.

Out-of-network visits are not covered. You must designate and use a participating provider for benefits.

➤ **For a Summary and Comparison of benefits, please see page 44.**

Vision *Insurance*

Medicare (and the Medicare plans offered by the Insurance Trust for Delta Retirees) cover medical care for eye diseases, including those that most commonly affect seniors. However, Medicare rarely covers the cost of corrective eyewear or most services provided by an optometrist.

For less than \$7 per month, you can purchase vision insurance provided by EyeMed® through the Insurance Trust and access robust benefits that include annual vision exams, eyeglasses, and contact lenses, often with a copay of only \$10 when you use an in-network provider.

Flexible Features and Discounts

With the EyeMed plan, you'll receive a discount of \$20 off any purchase, or \$50 off any purchase of \$200 or more from **Sunglass Hut**.

You'll also enjoy savings on contact lenses when you purchase from **ContactsDirect.com**.

For a more complete list of covered benefits and copayments, including additional discounts on eyeglass frames, review the Summary of Benefits on page 45.

➤ Access Important Contact Information on page 25.



Auto & Home

Benefit Program (Farmers GroupSelectSM)



Farmers GroupSelectSM Auto & Home provides a voluntary group auto and home benefit program that offers you access to insurance coverage for your personal insurance needs. Policies include auto, home, renters, landlord's rental dwelling, condo, RV, boat, and personal excess liability ("umbrella") policies.*

* Not all coverages or payment options are available in all states. Some discounts apply to certain coverages.

To get a no-obligation quote, please call **(800) 438-6381** and mention your Group Program Code: **BRC**.

Or visit www.myautohome.farmers.com.

If you receive a pension from Delta Air Lines, request a quote under Delta's Auto and Home program when you call, as additional discounts may be available.



Frequently Asked Questions

› If I am already enrolled in a plan, will I receive new ID cards for 2024?

Insurance Trust Plan members will receive new ID cards for the 2024 plan year. Medicare Supplement retirees will receive new medical and prescription drug cards. Medicare Advantage members will receive a single card for both medical and pharmacy coverage.

› Who is eligible to enroll in the Insurance Trust?

If you are age 65 or older and a:

- retiree;
- pensioner;
- former employee;
- spouse;
- former spouse;
- or survivor of a retiree

of Delta Air Lines, Inc., a Delta Subsidiary, or any entity (and its subsidiaries) acquired by, or merged with Delta, you are eligible to take advantage of our exclusive insurance products

› Can I elect Medical and Prescription Drug coverage separately?

No. Medical and Prescription drug coverage are included together as a package, unless you are covered by the VA or TRICARE.

If you are currently receiving your prescription benefits through the VA or

TRICARE, you may be eligible to waive the Insurance Trust Plan's Prescription Drug coverage. Please call the Retiree Service Center at **(877) 325-7265** for details.

› What plans do you offer?

We offer five Medicare plans from Anthem Blue Cross and Blue Shield. Enrollment in the Trust's Prescription Drug Plan from Anthem is automatic (unless you have VA/TRICARE benefits) when you join a Medicare Plan. In addition, we offer dental and vision.

› When should I enroll in coverage?

You can enroll as early as three months before the month in which you turn 65. Enrolling 45 to 60 days prior to your birthday month allows enough time to set you up for coverage and for you to receive ID cards for your plan(s).

If you already turned 65 and previously selected another Medicare plan, and have never been enrolled in a plan with the Insurance Trust, you may enroll during the Annual Enrollment Period.

If you're eligible for Medicare but continue to work for Delta, you should enroll before your retirement date. You must enroll no later than the month your employer group health coverage ends or within eight months of separating from your employer, whichever is sooner.

Frequently Asked Questions

› What if I already have my insurance through the Insurance Trust? Do I need to re-enroll?

If you currently have insurance through the Insurance Trust and you want to keep your current selections, **then you do not need to take any action.** Your benefit choices will roll over to 2024 with 2024 premiums.

› What if my spouse and I are both Delta retirees?

If you and your spouse are both retirees of Delta, you can enroll in coverage separately or as a dependent under your spouse's policy. If you decide to enroll separately, you will each need to complete an online or printed enrollment form. You do not need to elect the same coverages.

› What if I am a surviving spouse of a Delta retiree?

If you are a survivor of a Delta retiree and have existing coverage, be sure to enter the Delta PPR number of the deceased Delta retiree. Please note that you will be viewed as a retiree when enrolling for coverage from the Insurance Trust.

› What can I do with my Health Savings Account (HSA)?

Health Savings Accounts (HSAs) are accounts for individuals with high-deductible health plans. Funds contributed to an HSA are not taxed, as long as they are used to pay for qualified medical expenses.

When you enroll in Medicare Part A or Part B, you can no longer contribute pre-tax dollars to your HSA. However, you may continue to withdraw money after you enroll in Medicare to pay for health costs like deductibles, copayments, and coinsurance. You can even use your HSA money to pay premiums for health insurance you purchase through the Insurance Trust.

The Insurance Trust cannot provide tax advice. Members are encouraged to consult their tax advisor.

Frequently Asked Questions

› What happens after I enroll?

After you submit your online or printed enrollment form, you will receive a confirmation of coverage. Once verification of your enrollment has been completed, a welcome packet will be mailed to your primary mailing address. You should receive the packet within 10 to 14 business days.

If you are turning 65 and enroll for coverage more than 45 days prior to the month you turn 65, your packet will be mailed out closer to your effective date of coverage.

› What if I had insurance from the Insurance Trust, but I dropped my coverage? Can I re-enroll?

If you have had medical, dental, or vision coverage in the past, and it terminated, you will only be permitted to re-enroll in that coverage plan if you experience special circumstances, such as losing coverage from another group plan.

You may also be eligible to re-enroll if your spouse independently becomes eligible and enrolls.

› Are there different rules for spouses or former spouses interested in enrolling?

Spouses or former spouses age 65+ are eligible to enroll in Medicare and the Insurance Trust Benefit Plans regardless of the Delta employee or retiree's age or enrollment status.

› If I reside or travel outside the United States, am I eligible to participate in the Trust plan?

Like Medicare, the Trust Plan does not cover people living outside the U.S. and its' territories, however the Trust's Medical Plans provide foreign travel emergency care for U.S. residents traveling outside the U.S. for less than six months, as well as Travel Assistance Services.

› If I decide not to enroll in this plan now, may I enroll later?

Yes, however you can only enroll during annual enrollment or if you or your spouse experiences a change causing you to lose other group coverage. You may also be eligible to add coverage outside of annual enrollment if you experience a life event.

Frequently Asked Questions

› Can I change my Medical, Dental or Vision Plan elections during the year?

Medical, dental, or vision plan elections are made on a calendar year basis. You can change your choice of Medical, Dental or Vision plan options during annual enrollment.

› Are there penalties for late enrollment?

The Trust Plan does not impose a penalty for late enrollment. However Medicare will assess a late enrollment penalty (LEP) if you fail to enroll during your initial Medicare enrollment period and had no other credible coverage. You may incur an increase in premiums. Contact a Personal Health Advocate with questions at **(877) 325-7265**.

› Will my insurance premiums increase based on my age?

No, the Insurance Trust plans are group plans designed to keep your overall cost down. Age does not affect the cost you pay for coverage.

› Do my insurance premiums include my Medicare Part B premium?

No, you must still pay your Medicare Part B premium, as determined by Centers for Medicare and Medicaid Services (CMS).

› Can I designate an individual, or individuals, the right to access my health information?

Yes, you may authorize whomever you choose to be your designated individual. Find the phone numbers beginning on page 24 in the Contacts section of this booklet to notify the medical, prescription drug, dental, and vision insurance companies. Due to the legal requirements surrounding confidentiality, each must be handled separately. Contact a Personal Health Advocate with questions or for assistance at **(877) 325-7265**.

Getting Help

For Questions About...



Enrollment

For help, or for a paper enrollment form, call the Retiree Service Center at **(877) 325-7265**, from 8:30 a.m. to 9 p.m. EST, Monday through Friday. You can also use the “Live Chat” feature on www.itdr.com, which is available from 8:30 a.m. to 6 p.m. EST, Monday through Friday.



Benefits

If you have questions about benefits, or if you would like to review and compare the Insurance Trust plans, call a Medicare Enrollment Advocate at **(877) 325-7265**.

Important Contact Information

Retiree Service Center

(877) 325-7265

Visit www.ITDR.com to access “Your Account,” which gives members access to resources such as online enrollment, single-sign-on to all your Trust insurance plans, updating your contact and communication preference information, billing information, and more.

Medicare Enrollment Advocate

(877) 325-7265

(8 a.m. to midnight EST, Monday – Friday)

Request a phone appointment at itdr.com/callback

Personal Health Advocate

(877) 325-7265

(8 a.m. to midnight EST, Monday – Friday)

email: answers@healthadvocate.com

www.healthadvocate.com/members

(type in “ITDR” for personalized help)

Medicare Advantage Plans (including Prescription Drug) Member Services

(844) 889-6357

(8 a.m. to 9 p.m. EST, Monday – Friday)

www.anthem.com

Medicare Advantage

First Impressions Welcome Team

(for anyone with questions about enrolling in a Medicare Advantage or Prescription Drug Plan)

(844) 889-6356, TTY: 711

(8 a.m. to 9 p.m. EST, Monday – Friday)

Supplement-Type Plans (including Prescription Drug) Member Services

(833) 835-2716

(8 a.m. to 6 p.m. EST, Monday – Friday)

www.anthem.com

Nurse Line (Anthem)

(800) 700-9184

LiveHealth Online

www.livehealthonline.com

SilverSneakers

(855) 741-4985 (TTY: 711)

(8 a.m. to 8 p.m. EST, Monday – Friday)

www.silversneakers.com

Travel Assistance

Blue Cross Blue Shield Global Core

(877) 547-2903 (US and Canada)

(804) 673-1177 (from all other countries; call collect)

www.bcbsglobalcore.com

(this information is also on the back of your medical ID card)

EyeMed

(866) 800-5457

(7:30 a.m. to 11 p.m. EST, Monday – Friday;
8:00 a.m. to 11 p.m. EST, Saturday; 11 a.m. to 8 p.m. EST, Sunday) www.eyemed.com

Delta Dental PPO

(855) 251-0971

(8 a.m. to 8 p.m. EST, Monday – Friday)

www.deltadentalins.com/itdr

Delta Dental HMO-type Plan

(855) 370-4069

(8 a.m. to 9 p.m. EST, Monday – Friday)

www.deltadentalins.com/itdr

Amplifon Hearing Healthcare

(866) 929-1514

www.amplifonusa.com/itdr

NationsHearing

(877) 391-8625

www.nationshearing.com/anthemdiscount

Farmers Group SelectSM

Auto & Home Insurance

(800) 438-6381

Please mention your Group

Program Code: BRC

www.myautohome.farmers.com

Plan

Premiums

> **Trust Plan Administrative Fees**

Administrative fees are included in Insurance Trust premiums to cover administrative/operating expenses, including printing and mailing, legal, audit, and accounting expenses, travel, and other appropriate expenses of Insurance Trust Board Members and other obligations of the Insurance Trust undertaken for the benefit of Members.

> **Help With Prescription Drug Costs**

The Social Security Administration offers a Low Income Subsidy (LIS) program for people who have limited income and resources. To learn more about this program, visit ssa.gov/prescriptionhelp, where you can download and complete an application , or call 1-800-772-1213 for more information.

> For additional information about other resources for members of the Delta Air Lines Family, call a Personal Health Advocate at **(877) 325-7265**.

MEDICAL & PRESCRIPTION DRUG PLANS*

Plan Option	Medical & Prescription Drug Coverage
Supplement-Type Standard + Rx	\$261.41 per member
Supplement-Type Enhanced + Rx	\$384.65 per member
Medicare Advantage Standard + Rx	\$0.00 per member
Medicare Advantage Enhanced + Rx	\$57.32 per member
Medicare Advantage Enhanced Plus + Rx	\$77.32 per member

* Medical Plan Members who have Prescription Drug coverage through the VA/Tricare are eligible for Medical Only coverage. Please call the Retiree Service Center for details: 1-877-325-7265.

DENTAL PLANS

Delta Dental PPO (Ground & Flight Attendant)	\$50.40/\$101.24 w/spouse
Delta Dental PPO (Pilots)	\$59.56/\$119.90 w/spouse
Delta Dental HMO-Type	\$26.03/\$51.33 w/spouse

You do not have to purchase medical and prescription drug coverage through the Insurance Trust in order to purchase Dental or Vision coverage, however, a \$4.00 monthly administrative fee will apply.

VISION PLANS

EyeMed Vision Plan	\$6.73/\$12.52 w/spouse
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SUPPLEMENT-TYPE MEDICAL PLANS | Summary of Benefits

	Supplement-Type Standard Plan	Supplement-Type Enhanced Plan
CALENDAR YEAR DEDUCTIBLE	<p>\$300</p> <p>Only applies to Part B services, and must be satisfied before any Medicare Part B benefits are paid. The Medicare Part B deductible is included in this \$300 calendar year deductible.</p> <p>Note: Plan pays entire Medicare Part A deductible; member pays \$0 of Medicare Part A deductible.</p>	<p>\$0</p>
MAXIMUM ANNUAL OUT OF POCKET	<p>\$1,500</p> <p>Only applies to Part B services. All Part B coinsurance and deductible amounts accrue towards the medical plan maximum annual out-of-pocket amount, with the exception of the foreign travel emergency and urgently needed care deductible or coinsurance amounts.</p>	<p>\$0</p>
INPATIENT HOSPITAL COVERAGE	<p>\$0 copay until 365 days, member pays 100% of all charges beyond 365 days.</p>	<p>\$0 copay until 365 days, member pays 100% of all charges beyond 365 days.</p>
OUTPATIENT HOSPITAL COVERAGE	<p>10% coinsurance, deductible applies.</p>	<p>Member pays \$0.</p>

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Supplement-Type Standard Plan	Supplement-Type Enhanced Plan
DOCTOR VISITS (PRIMARY & SPECIALISTS)	10% coinsurance, deductible applies.	Member pays \$0.
EMERGENCY CARE	10% coinsurance, deductible applies.	Member pays \$0.
SKILLED NURSING FACILITY	\$0 copay until 100 days, member pays 100% of all charges beyond 100 days. Prior hospital stay may be required.	\$0 copay until 100 days, member pays 100% of all charges beyond 100 days. Prior hospital stay may be required.
URGENT CARE	10% coinsurance, deductible applies.	Member pays \$0.

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Supplement-Type Standard Plan	Supplement-Type Enhanced Plan
PREVENTIVE CARE	<p>\$0 for most exams and screenings, Medicare lists screenings that require deductible and coinsurance: https://medicare.gov/coverage/preventive-screening-services.</p> <p>Coverage for expenses incurred for physical exams, preventive screening tests and services and any other tests or preventive measures determined to be appropriate by the attending physician, not otherwise covered by Medicare: Maximum plan benefit of \$120 per calendar year; member pays all expenses over \$120 calendar year maximum.</p> <p>Diabetes Self-Management Training: \$0 copay; 10% coinsurance. Plan deductible applies.</p>	<p>\$0 for most exams and screenings, Medicare lists screenings that require deductible and coinsurance: https://medicare.gov/coverage/preventive-screening-services.</p> <p>Coverage for expenses incurred for physical exams, preventive screening tests and services and any other tests or preventive measures determined to be appropriate by the attending physician, not otherwise covered by Medicare: Maximum plan benefit of \$120 per calendar year; member pays all expenses over \$120 calendar year maximum.</p> <p>Diabetes Self-Management Training: Member pays \$0.</p>
DIAGNOSTIC SERVICES/ LABS/IMAGING	<p>10% coinsurance for each x-ray visit and/or simple diagnostic test, complex diagnostic test and/or radiology visit, deductible applies.</p> <p><u>Member pays \$0 for clinical lab services, blood tests, urinalysis.</u></p>	<p>Member pays \$0.</p>
TRANSPORTATION (MEDICALLY NECESSARY)	<p>10% coinsurance, deductible applies.</p> <p>Non-emergency transportation must be medically necessary and supported by written order from a doctor.</p>	<p>Member pays \$0.</p> <p>Non-emergency transportation must be medically necessary and supported by written order from a doctor.</p>

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Supplement-Type Standard Plan	Supplement-Type Enhanced Plan
MEDICAL SUPPLIES*	10% coinsurance, deductible applies.	Member pays \$0.
PHYSICAL THERAPY	10% coinsurance, deductible applies.	Member pays \$0.
AMBULANCE	10% coinsurance, deductible applies.	Member pays \$0.
HOSPICE CARE	Member pays \$0.	Member pays \$0.
FOREIGN TRAVEL EMERGENCY CARE	<p>\$250 annual deductible.</p> <p>Member pays 20% of expenses incurred for emergency care during the first six months of each trip. Lifetime maximum of \$100,000. Member pays 100% thereafter.</p> <p>After the plan pays benefits for foreign travel emergency and urgently needed services, you are responsible for the remaining cost.</p> <p>Emergency or urgently needed care services while traveling outside the United States or its territories during a temporary absence of less than six months.</p>	<p>Member pays \$0 of expenses incurred for emergency care during the first six months of each trip. Lifetime maximum of \$100,000. Member pays 100% thereafter.</p> <p>After the plan pays benefits for foreign travel emergency and urgently needed services, you are responsible for the remaining cost.</p> <p>Emergency or urgently needed care services while traveling outside the United States or its territories during a temporary absence of less than six months.</p>

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Supplement-Type Standard Plan	Supplement-Type Enhanced Plan
PART B DRUGS	10% coinsurance for Medicare-covered Part B drugs, deductible applies. Member pays \$0 for the pneumonia, influenza, hepatitis B, or other Medicare-covered vaccines.	Member pays \$0. Member pays \$0 for the pneumonia, influenza, hepatitis B, or other Medicare-covered vaccines.
MENTAL HEALTH: OUTPATIENT	10% coinsurance, deductible applies.	Member pays \$0.
MENTAL HEALTH: INPATIENT	\$0 copay until 365 days, member pays 100% of all charges beyond 365 days.	\$0 copay until 365 days, member pays 100% of all charges beyond 365 days.
HEARING SERVICES*	10% coinsurance, deductible applies.	Member pays \$0.
DENTAL SERVICES*	10% coinsurance, deductible applies.	Member pays \$0.

* Hearing services refer to Medicare-covered basic diagnostic hearing and balance exams; to determine if you need medical treatment, and these services are furnished by a physician, audiologist, or other qualified provider.

* Dental services refer to non-routine Medicare-covered services and are limited to: surgery of the jaw or related structures, setting fractures of the jaw or facial bones, extraction of teeth to prepare the jaw for radiation treatments of neoplastic cancer disease, or services that would be covered when provided by a physician.

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Supplement-Type Standard Plan	Supplement-Type Enhanced Plan
EYE HEALTH*	10% coinsurance, deductible applies.	Member pays \$0.

* Eye health refers to glaucoma screenings for high risk members, diabetic retinopathy screening, macular degeneration tests and treatment, and eye protheses (replacement covered once every five years).

For a complete list of services, refer to the Evidence of Coverage (EOC) for each plan, which is available at anthem.com. An additional resource is the “Medicare & You” handbook, which Medicare will mail to you each year. You can also access it online anytime at <https://medicare.gov/medicare-and-you/medicare-and-you.html>.

This information is not a complete description of benefits. **ITDR Benefit Questions: (877) 325-7265.**

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

MEDICARE ADVANTAGE MEDICAL PLANS | Summary of Benefits

	Medicare Advantage Standard Plan	Medicare Advantage Enhanced Plan	Medicare Advantage Enhanced Plus
CALENDAR YEAR DEDUCTIBLE	\$750 Deductible applies to covered services within each category following, prior to the copay or coinsurance, if any, being applied, unless otherwise noted.	\$0	\$0
MAXIMUM ANNUAL OUT OF POCKET	\$2,500 All copays, coinsurance, and deductible amounts accrue towards the medical plan maximum annual out-of-pocket amount, with the exception of the foreign travel emergency and urgently needed care deductible or coinsurance amounts.	\$2,500 All copays and coinsurance amounts accrue towards the medical plan maximum annual out-of-pocket amount, with the exception of the foreign travel emergency and urgently needed care deductible or coinsurance amounts.	\$1,500 All copays and coinsurance amounts accrue towards the medical plan maximum annual out-of-pocket amount, with the exception of the foreign travel emergency and urgently needed care deductible or coinsurance amounts.
INPATIENT HOSPITAL COVERAGE	\$250 copay per day for days 1-5 per admission; then covered 100% by the plan. No limit to the number of days covered by the plan. \$0 copay for physician services received while an inpatient during a hospital stay.	\$95 copay per day for days 1-5 per admission; then covered 100% by the plan. No limit to the number of days covered by the plan. \$0 copay for physician services received while an inpatient during a hospital stay.	\$0 copay per admission, covered 100% by the plan. No limit to the number of days covered by the plan. \$0 copay for physician services received while an inpatient during a hospital stay.

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Medicare Advantage Standard Plan	Medicare Advantage Enhanced Plan	Medicare Advantage Enhanced Plus
OUTPATIENT HOSPITAL COVERAGE	<p>Surgical: \$100 copay for each outpatient hospital facility or ambulatory surgical center visit for surgery.</p> <p>Non-surgical: \$5 copay for a visit to a primary care physician in an outpatient hospital setting/clinic for non-surgical services.</p> <p>\$40 copay for a visit to a specialist in an outpatient hospital setting/clinic for non-surgical services including radiation therapy.</p> <p>For both surgical and non-surgical: \$100 copay for each outpatient observation room visit.</p>	<p>Surgical: \$100 copay for each outpatient hospital facility or ambulatory surgical center visit for surgery.</p> <p>Non-surgical: \$10 copay for a visit to a primary care physician in an outpatient hospital setting/clinic for non-surgical services.</p> <p>\$25 copay for a visit to a specialist in an outpatient hospital setting/clinic for non-surgical services including radiation therapy.</p> <p>For both surgical and non-surgical: \$100 copay for each outpatient observation room visit.</p>	10% coinsurance
DOCTOR VISITS (PRIMARY & SPECIALISTS)	<p>\$5 copay per visit to a Primary Care Physician (PCP) or retail health clinic.</p> <p>\$40 copay per visit to a specialist.</p> <p>10% coinsurance for allergy testing and allergy injections.</p>	<p>\$10 copay per visit to a Primary Care Physician (PCP) or retail health clinic.</p> <p>\$25 copay per visit to a specialist.</p> <p>10% coinsurance for allergy testing and allergy injections.</p>	<p>10% coinsurance per visit to a Primary Care Physician (PCP), retail health clinic or specialist.</p> <p>\$0 copay for Medicare-covered allergy testing and injections.</p>
EMERGENCY CARE	\$75 copay for each emergency room visit.	\$75 copay for each emergency room visit.	\$100 copay for each emergency room visit.

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Medicare Advantage Standard Plan	Medicare Advantage Enhanced Plan	Medicare Advantage Enhanced Plus
SKILLED NURSING FACILITY	<p>\$0 copay for days 1-20 and \$50 copay per day for days 21-100 per benefit period. Deductible applies.</p> <p>No prior hospital stay required.</p> <p>Your provider must obtain approval from the plan before you get skilled nursing care. This is called getting prior authorization.</p>	<p>\$0 copay for days 1-20 and \$50 copay per day for days 21-100 per benefit period.</p> <p>No prior hospital stay required.</p> <p>Your provider must obtain approval from the plan before you get skilled nursing care. This is called getting prior authorization.</p>	<p>\$0 copay until 100 days, member pays 100% of all charges beyond 100 days.</p> <p>No prior hospital stay required.</p> <p>Your provider must obtain approval from the plan before you get skilled nursing care. This is called getting prior authorization.</p>
URGENT CARE	<p>\$40 copay for each visit.</p>	<p>\$30 copay for each visit.</p>	<p>10% coinsurance for each Medicare-covered visit with a \$65 maximum out-of-pocket.</p>
PREVENTIVE CARE	<p>\$0 copay.</p> <p>For all preventive services that are covered at no cost under Original Medicare, we also cover the service at no cost to you. However, if you are treated or monitored for an existing medical condition or an additional non-preventive service, during the visit when you receive the preventive service, a copay or coinsurance may apply for that care received.</p>	<p>\$0 copay.</p> <p>For all preventive services that are covered at no cost under Original Medicare, we also cover the service at no cost to you. However, if you are treated or monitored for an existing medical condition or an additional non-preventive service, during the visit when you receive the preventive service, a copay or coinsurance may apply for that care received.</p>	<p>\$0 copay.</p> <p>For all preventive services that are covered at no cost under Original Medicare, we also cover the service at no cost to you. However, if you are treated or monitored for an existing medical condition or an additional non-preventive service, during the visit when you receive the preventive service, a copay or coinsurance may apply for that care received.</p>
DIAGNOSTIC SERVICES/ LABS/IMAGING	<p>\$40 copay for each x-ray visit and/or simple diagnostic test.</p> <p>10% coinsurance for complex diagnostic test and/or radiology visit.</p> <p>Member pays \$0 for clinical lab services, blood tests, urinalysis.</p>	<p>10% coinsurance for each x-ray visit and/or simple diagnostic test, complex diagnostic test and/or radiology visit.</p> <p>Member pays \$0 for clinical lab services, blood tests, urinalysis.</p>	<p>10% coinsurance for each x-ray visit and/or simple diagnostic test, complex diagnostic test and/or radiology visit.</p> <p>Member pays \$0 for clinical lab services, blood tests, urinalysis.</p>

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Medicare Advantage Standard Plan	Medicare Advantage Enhanced Plan	Medicare Advantage Enhanced Plus
TRANSPORTATION (MEDICALLY NECESSARY)	Non-emergency transportation is covered at 10% coinsurance with prior authorization from the plan.	Non-emergency transportation is covered at 10% coinsurance with prior authorization from the plan.	Non-emergency transportation is covered at 10% coinsurance with prior authorization from the plan.
MEDICAL SUPPLIES*	10% coinsurance. \$0 copay for Medicare-covered Continuous Glucose Monitors (CGMs) and related supplies. Deductible will be waived for 2024 when the CGM is purchased through the pharmacy.	10% coinsurance. TM \$0 copay for Medicare-covered Continuous Glucose Monitors (CGMs) and related supplies.	10% coinsurance. \$0 copay for Medicare-covered Continuous Glucose Monitors (CGMs) and related supplies.
<p>* Medical Supplies refers to Medicare Part B - covered durable medical equipment and supplies. Diabetes testing equipment and supplies (lancets, test strips, blood glucose monitor and therapeutic inserts/shoes) benefit is \$0 copay for preferred brand 30-day supplies and glucometers. \$10 copay applies to non-preferred brand supplies and glucometers. Therapeutic shoes/inserts - deductible waived.</p> <p>* Insulin cost share capped at \$35 copay. No Cost for Part D vaccines.</p>			
PHYSICAL THERAPY	\$40 copay for physical therapy, occupational therapy, and speech language therapy visits. Deductible applies. Your provider must obtain approval before receiving services. This is called getting prior authorization.	\$25 copay for physical therapy, occupational therapy, and speech language therapy visits. Your provider must obtain approval before receiving services. This is called getting prior authorization.	10% coinsurance. Your provider must obtain approval before receiving services. This is called getting prior authorization.
AMBULANCE	10% coinsurance per one-way trip. Your provider must obtain approval before non-emergency ground, air, or water transportation. This is called getting prior authorization.	10% coinsurance per one-way trip. Your provider must obtain approval before non-emergency ground, air, or water transportation. This is called getting prior authorization.	10% coinsurance per one-way trip. Your provider must obtain approval before non-emergency ground, air, or water transportation. This is called getting prior authorization.

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Medicare Advantage Standard Plan	Medicare Advantage Enhanced Plan	Medicare Advantage Enhanced Plus
HOSPICE CARE	<p>\$40 copay for the one time only hospice consultation.</p> <p>Deductible does not apply.</p> <p>When you enroll in a Medicare-certified hospice program, your hospice services and your Part A and B services are paid for by Original Medicare, not this plan.</p>	<p>\$25 copay for the one time only hospice consultation.</p> <p>When you enroll in a Medicare-certified hospice program, your hospice services and your Part A and B services are paid for by Original Medicare, not this plan.</p>	<p>\$0 copay for the one time only hospice consultation.</p> <p>When you enroll in a Medicare-certified hospice program, your hospice services and your Part A and B services are paid for by Original Medicare, not this plan.</p>
FOREIGN TRAVEL EMERGENCY CARE	<p>Plan deductible applies.</p> <p>Member pays 20% of expenses incurred for emergency care. Lifetime maximum of \$100,000. Member pays 100% thereafter.</p> <p>After the plan pays benefits for foreign travel emergency and urgently needed services, you are responsible for the remaining cost.</p> <p>Emergency or urgently needed care services while traveling outside the United States or its territories during a temporary absence of less than six months.</p>	<p>\$250 per lifetime deductible.</p> <p>Member pays 20% of expenses incurred for emergency care. Lifetime maximum of \$100,000. Member pays 100% thereafter.</p> <p>After the plan pays benefits for foreign travel emergency and urgently needed services, you are responsible for the remaining cost.</p> <p>Emergency or urgently needed care services while traveling outside the United States or its territories during a temporary absence of less than six months.</p>	<p>No deductible applies.</p> <p>Member pays 20% of expenses incurred for emergency care. Lifetime maximum of \$100,000. Member pays 100% thereafter.</p> <p>After the plan pays benefits for foreign travel emergency and urgently needed services, you are responsible for the remaining cost.</p> <p>Emergency or urgently needed care services while traveling outside the United States or its territories during a temporary absence of less than six months.</p>
PART B DRUGS	<p>10% coinsurance for Medicare-covered Part B drugs.</p> <p>Member pays \$0 for the Covid-19, pneumonia, influenza, hepatitis B, or other Medicare-covered vaccines.</p>	<p>10% coinsurance for Medicare-covered Part B drugs.</p> <p>Member pays \$0 for the Covid-19, pneumonia, influenza, hepatitis B, or other Medicare-covered vaccines.</p>	<p>10% coinsurance for Medicare-covered Part B drugs.</p> <p>Member pays \$0 for the Covid-19, pneumonia, influenza, hepatitis B, or other Medicare-covered vaccines.</p>

* Covid-19 vaccine added per CMS mandate \$0 copay INN/OON.

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Medicare Advantage Standard Plan	Medicare Advantage Enhanced Plan	Medicare Advantage Enhanced Plus
MENTAL HEALTH: OUTPATIENT	<p>\$40 copay for each:</p> <ul style="list-style-type: none"> • professional or group therapy visit. • professional partial hospitalization visit. <p>\$0 copay for each:</p> <ul style="list-style-type: none"> • outpatient hospital facility individual or group therapy visit. • partial hospitalization facility visit. Deductible applies. <p>Your provider must obtain prior plan approval for intensive outpatient mental health services or partial hospitalization for mental health.</p>	<p>\$25 copay for each:</p> <ul style="list-style-type: none"> • professional or group therapy visit. • professional partial hospitalization visit. <p>\$0 copay for each:</p> <ul style="list-style-type: none"> • outpatient hospital facility individual or group therapy visit. • partial hospitalization facility visit. <p>Your provider must obtain prior plan approval for intensive outpatient mental health services or partial hospitalization for mental health.</p>	<p>10% coinsurance for each:</p> <ul style="list-style-type: none"> • professional or group therapy visit. • professional partial hospitalization visit. • outpatient hospital facility individual or group therapy visit. <p>10% coinsurance with a maximum of \$75 per day for each Medicare-covered partial hospitalization facility visit.</p> <p>Your provider must obtain prior plan approval for intensive outpatient mental health services or partial hospitalization for mental health.</p>
MENTAL HEALTH: INPATIENT	<p>\$250 copay per day for days 1-5 per admission; then covered by the plan 100%. Deductible applies.</p> <p>No limit to the number of days covered by the plan.</p> <p>\$0 copay for physician services received while an inpatient during a hospital stay.</p>	<p>\$95 copay per day for days 1-5 per admission; then covered by the plan 100%.</p> <p>No limit to the number of days covered by the plan.</p> <p>\$0 copay for physician services received while an inpatient during a hospital stay.</p>	<p>\$0 copay per admission</p> <p>No limit to the number of days covered by the plan.</p> <p>\$0 copay for physician services received while an inpatient during a hospital stay.</p>
HEARING SERVICES*	<p>\$5 copay per visit to a Primary Care Physician (PCP) or retail health clinic. Deductible applies.</p> <p>\$40 copay per visit to a specialist. Deductible applies.</p> <p>Hearing aids are limited to a \$500 benefit per ear with a maximum benefit of \$1,000 every three calendar years.**</p>	<p>\$10 copay per visit to a Primary Care Physician (PCP) or retail health clinic.</p> <p>\$25 copay per visit to a specialist.</p> <p>Hearing aids are limited to a \$500 benefit per ear with a maximum benefit of \$1,000 every three calendar years.**</p>	<p>10% coinsurance per visit to a Primary Care Physician (PCP) or retail health clinic.</p> <p>10% coinsurance per visit to a specialist.</p> <p>Hearing aids are limited to a \$500 benefit per ear with a maximum benefit of \$1,000 every three calendar years.**</p>

* Hearing services refer to Medicare-covered basic diagnostic hearing and balance exams; to determine if you need medical treatment, and these services are furnished by a physician, audiologist, or other qualified provider. Routine hearing exams and fitting evaluations are limited to a \$70 maximum annual benefit, combined in- and out-of-network.

** Hearing aids must be ordered through Hearing Care Solutions.

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

	Medicare Advantage Standard Plan	Medicare Advantage Enhanced Plan	Medicare Advantage Enhanced Plus
DENTAL SERVICES*	\$5 copay per visit to a Primary Care Physician (PCP) or retail health clinic.	\$10 copay per visit to a Primary Care Physician (PCP) or retail health clinic.	10% coinsurance per visit to a Primary Care Physician (PCP) or retail health clinic.
	\$40 copay per visit to a specialist.	\$25 copay per visit to a specialist.	10% coinsurance per visit to a specialist.

* Dental services refer to non-routine Medicare-covered services and are limited to: surgery of the jaw or related structures, setting fractures of the jaw or facial bones, extraction of teeth to prepare the jaw for radiation treatments of neoplastic cancer disease, or services that would be covered when provided by a physician.

EYE HEALTH*	\$5 copay for visits to a primary care physician for exams to diagnose and treat diseases of the eye.	\$10 copay for visits to a primary care physician for exams to diagnose and treat diseases of the eye.	10% coinsurance for visits to a primary care physician for exams to diagnose and treat diseases of the eye.
	\$40 copay for visits to a specialist for exams to diagnose and treat diseases of the eye.	\$25 copay for visits to a specialist for exams to diagnose and treat diseases of the eye.	10% coinsurance for visits to a specialist for exams to diagnose and treat diseases of the eye.
	\$0 copay for glaucoma and diabetic retinopathy screenings.	\$0 copay for glaucoma and diabetic retinopathy screenings.	\$0 copay for glaucoma and diabetic retinopathy screenings.
	10% coinsurance for glasses/contacts following cataract surgery.	10% coinsurance for glasses/contacts following cataract surgery.	10% coinsurance for glasses/contacts following cataract surgery.

* Eye health refers to glaucoma screenings for high risk members, diabetic retinopathy screening, macular degeneration tests and treatment, and eye prostheses (replacement covered once every five years).

For a complete list of services, refer to the Evidence of Coverage (EOC) for each plan, which is available at anthem.com. An additional resource is the “Medicare & You” handbook, which Medicare will mail to you each year. You can also access it online anytime at <https://medicare.gov/medicare-and-you/medicare-and-you.html>.

This information is not a complete description of benefits. **ITDR Benefit Questions: (877) 325-7265.** Out-of-network/non-contracted providers are under no obligation to treat Plan members, except in emergency situations. Please call our member services number or see your Evidence of Coverage for more information, including the cost-sharing that applies to out-of-network services.

If your Medical Plan has a deductible, it must be met before copayments or coinsurance will apply. See page 41 for details regarding Prescription Drug Plan deductible, copays and coinsurance.

PRESCRIPTION DRUG PLAN | Summary of Benefits

INITIAL COVERAGE

You are responsible for the following copayments and coinsurance after you meet your \$150 Brand-only deductible. Generic Drugs have no deductible.

DRUG CATEGORY/TIER	A 31-Day Supply When Your Rx Is Filled At A Pharmacy In Our Preferred Network	A 31-Day Supply When Your Rx Is Filled At A Standard Network Pharmacy	A 90-Day Supply When Your Rx Is Filled By Mail For Home Delivery
Select Generic Drugs	\$2 No deductible applies	\$4 No deductible applies	\$2 No deductible applies
Generic Drugs	\$15 No deductible applies	\$20 No deductible applies	\$37.50 No deductible applies
Preferred Brand Drugs	\$25	\$30	\$60
Non-Preferred Brand Drugs	\$50	\$55	\$110
Specialty Drugs* (Including Generic Specialty Drugs)	25% of total cost	30% of total cost	25% of total cost

If the actual drug cost is less than the copayment, then the member pays the lower price. For prescriptions with less than a 31-day supply, the member pays a prorated amount of the copayment based on the actual supply.

The Preferred Network includes more than 28,000 pharmacies, including CVS, Walmart, Costco, Safeway, Harris Teeter, Kroger, Publix, and Albertsons, among others.

RETAIL PHARMACY 90-DAY SUPPLY

DRUG CATEGORY/TIER	A 90-Day Supply When Your Rx Is Filled At A Pharmacy In Our Preferred Network	A 90-Day Supply When Your Rx Is Filled At A Standard Network Pharmacy	A 90-Day Supply When Your Rx Is Filled By Mail For Home Delivery
Select Generic Drugs	\$4 No deductible applies	\$8 No deductible applies	\$4 No deductible applies
Generic Drugs	\$30 No deductible applies	\$37.50 No deductible applies	\$37.50 No deductible applies
Preferred Brand Drugs	\$50	\$60	\$60
Non-Preferred Brand Drugs	\$100	\$110	\$110
Specialty Drugs* (Including Generic Specialty Drugs)	25% of total cost	30% of total cost	25% of total cost

* Specialty limited to a 31-day supply

COVERAGE GAP

If your prescription drug costs reach or exceed \$5,030 in a year, you are responsible for the following copayment and coinsurances until your out-of-pocket yearly drug costs exceed \$8,000.

DRUG CATEGORY/TIER	A 31-Day Supply When Your Rx Is Filled At A Pharmacy In Our Preferred Network	A 31-Day Supply When Your Rx Is Filled At A Standard Network Pharmacy	A 90-Day Supply When Your Rx Is Filled By Mail For Home Delivery
Select Generics	\$2	\$4	\$4
Generic Drugs – Tier 1**	\$15	\$20	\$37.50
All Brand Drugs*	25% coinsurance	25% coinsurance	25% coinsurance

* In addition to your 25%, 70% of brand-name prescription drug prices apply toward your yearly out-of-pocket total, even though you are not paying that 70%. This helps you reach your out-of-pocket total faster.

** Not all Generic Drugs are Tier 1.

CATASTROPHIC COVERAGE

After your yearly out-of-pocket costs reach \$8,000, you are responsible for the following copayment or coinsurances.

DRUG CATEGORY/TIER	Up to a 90-Day Supply When Your Rx Is Filled At A Pharmacy In Our Preferred Network	Up to a 90-Day Supply When Your Rx Is Filled At A Standard Network Pharmacy	A 90-Day Supply When Your Rx Is Filled By Mail For Home Delivery
Generic Drugs	\$0 copay per prescription	\$0 copay per prescription	\$0 copay per prescription
All Brand Drugs	\$0 copay per prescription	\$0 copay per prescription	\$0 copay per prescription

IMPORTANT PLAN INFORMATION

- The amount you pay may differ depending on what type of pharmacy you use; for example, retail or home delivery.
- To find a network pharmacy, visit www.anthem.com/find-care/ or call Anthem First Impressions at (844) 889-6356.
- This plan uses a formulary – a list of covered drugs. The amount you pay depends on the drug's tier and on the coverage stage you've reached. To search the formulary for a drug, visit www.anthem.com/itdrx. To view the full formulary, visit your Anthem member portal or the Enroll 2024 tab on www.itdr.com.
- For a list of drugs covered under the ITDR Low Cost Generic Drug Program visit itdr.com, or call Anthem First Impressions at 1-844-889-6356. Select generics can be filled at Preferred and Standard Pharmacies or delivered to your door from CarelonRx Home Delivery up to a 90-day supply.
- You may receive up to a 90-day supply of certain medications taken on a long-term basis and delivered by mail through the CarelonRx Pharmacy. There is no charge for standard shipping through CarelonRx Pharmacy. Not all drugs are available at a 90-day supply.
- Your healthcare provider may require prior authorization from CarelonRx for certain drugs, when required by plan rules.
- If your medication has restrictions (such as prior authorization, step therapy or quantity limits), Medicare guidelines may allow at least a one-month, temporary supply of that drug, to give you time to speak with CarelonRx and/or your doctor about switching your drug or requesting an exception.
- You must live in the plan's service area to participate, which includes all 50 states, Washington, D.C., Puerto Rico, the U.S. Virgin Islands, Guam, the Northern Mariana Islands and American Samoa.

This information is not a complete description of benefits. Limitations, copayments and restrictions may apply. Benefits, premiums and/or copayments/coinsurance may change on January 1 of each year. The formulary and/or pharmacy network may change at any time. You will receive notice when necessary. Anthem (PDP) is a prescription drug plan with a Medicare contract. Enrollment in Anthem Medicare depends on contract renewal.

DENTAL PLANS | Summary of Benefits

	DELTA DENTAL PPO		DELTA DENTAL HMO-TYPE PLAN
	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK ONLY
Calendar Year Maximum Benefit	\$2,000 per person	\$2,000 per person	No maximum
Calendar Year Deductible	\$60 per person (does not apply to Type A services)	\$60 per person (does not apply to Type A services)	\$0
Type A Covered Services: Preventive and Diagnostic Services	100% of the network dentist contracted amount (subject to frequency limits)	100% of reasonable and customary charge	Most preventive services covered with no copay, most other services have copays, see benefit schedule for details*
Type B Covered Services: Basic and Restorative Services	70% of the network dentist contracted amount after deductible	70% of reasonable and customary charge after deductible	Amalgam fillings covered with no copays, most other services have copays, see benefit schedule for details*
Type C Covered Services: Major Restorative Services	50% of the network dentist contracted amount after deductible	50% of reasonable and customary charge after deductible	Most services have copays, see benefit schedule for details*
Dentures Repairs and Adjustments Initial Installation (Full or Partial) Replacement Limit	Covered as Type B Covered as Type C Once every 60 mos.	Covered as Type B Covered as Type C Once every 60 mos	Services have copays, see benefit schedule for details* Once every 60 months
Orthodontic Services Lifetime Maximum	50% of the network dentist contracted amount after deductible \$2,500	50% of reasonable and customary charge after deductible \$2,500	Services have copays, see benefit schedule for details* Maximum benefit period of 24 months
Teeth Whitening	Not Covered	Not Covered	Services have copays

* Delta Dental HMO-type Plan does not cover services provided by out-of-network dental providers. Copies of benefit plan materials are available to you via mail or email, and may be requested by calling Delta Dental. See page 25 for carrier contact information.

VISION PLAN | Summary of Benefits

	IN-NETWORK	OUT-OF-NETWORK
Vision Exam (once every calendar year) <i>With dilation as necessary</i>	Covered in full after \$10 copay	Up to \$42
Eyeglass Lenses * (once every calendar year) <div> Single Vision Bifocal Trifocal Lenticular Standard Progressive Premium Progressive Tier 1 Premium Progressive Tier 2 Premium Progressive Tier 3 Premium Progressive Tier 4 </div>	Covered in full after \$10 copay Covered in full after \$10 copay Covered in full after \$10 copay Covered in full after \$10 copay \$10 copay \$30 copay \$40 copay \$55 copay \$10 copay, 20% off retail less \$120 Allowance	Up to \$32 Up to \$46 Up to \$61 Up to \$61 \$80 \$80 \$80 \$80 \$80
Eyeglass Frames (once every 2 years) <i>Any available frame at provider location</i>	\$0 copay, covered up to \$140; 20% off balance over \$140	Up to \$75
Contact Lens Fitting (once every calendar year) <div> Standard Specialty </div>	Covered in full after \$25 copay Covered up to \$55 after \$25 copay	Up to \$42 Up to \$42
Contact Lenses (once every calendar year)* <div> Conventional Disposable Medically Necessary </div>	Up to \$130 Up to \$130 Paid in Full	Up to \$100 Up to \$100 Up to \$210
Vision Correction Procedures LASIK - Call EyeMed for full details	15% discount or 5% off sale price	No benefit

* Contacts (in lieu of eyeglass lenses); Eyeglass lenses (in lieu of contact lenses).

Important Information

Regarding Your Medicare Advantage Plan

I understand that I need to keep my **Medicare Parts A & B**. I must maintain my Medicare Part B insurance by continuing to pay the Part B premium, if applicable.

I understand that by enrolling in this Medicare Advantage plan, I will automatically be disenrolled by the Centers for Medicare & Medicaid Services (CMS) from any other Medicare Advantage plan of which I am currently a member. **I can only be in one Medicare Advantage plan, and one Medicare Part D prescription drug plan at a time.** It is my responsibility to inform you of any prescription drug coverage that I have or may get in the future.

I will read the Evidence of Coverage document from this Medicare Advantage plan that can be accessed online when available on [anthem.com](https://www.anthem.com) to know which rules I must follow in order to receive coverage with this Medicare Advantage plan. I understand that beneficiaries of Medicare generally are not covered under Medicare while out of the country except for limited coverage near the U.S. border.

Release of Information: By joining this Medicare health plan, I acknowledge that the Medicare health plan will release my information to Medicare and other plans as is necessary for treatment, payment and health care operations.

Once I am a member of this Medicare Advantage plan, I have the right to appeal plan decisions about payment or services if I disagree. I will read the Evidence of Coverage from the plan when I receive it to know which rules I must follow to receive coverage with this Medicare Advantage plan.

I understand that when my Anthem Medicare Preferred (PPO) coverage begins, I must receive all of my medical benefits from Anthem. Benefits and services authorized by Anthem and contained in my Anthem Medicare Preferred (PPO) Evidence of Coverage document (also known as a member contract or subscriber agreement) will be covered. **Without authorization, neither Medicare nor Anthem will pay for benefits or services.**

ITDR has made every attempt to ensure the accuracy of the information described in this benefits guide. Any discrepancy between it and the insurance contracts or other legal documents that govern the plans of benefits described here will be resolved according to the insurance contracts and legal documents. Nothing in this guide will amend, modify, increase, expand, enhance or in any other way alter the terms of the underlying benefit plans as set forth in the insurance contracts and other legal documents that govern them.

V. 7, 11/2023



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Insurance Trust for Delta Retirees Plan administered by Mercer Health & Benefits Administration LLC

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CarelonRx, Inc. is an independent company providing pharmacy benefit management services on behalf of your health plan.

Travel Assistance and Identity Theft Support Services provided by Blue Cross Blue Shield Global Core.

EyeMed Vision Plan underwritten by Fidelity Security Life Insurance Company

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