

What's changing for 2024?

Pre-2003 HP Retiree Medical Program or former Digital Retiree Health Program



HP recognizes the importance of health care costs for retirees, which is why we offer a range of cost-effective medical options along with expanded choices for Medicare-eligible retirees through Aight Retiree Health Solutions.

We encourage you to carefully consider whether your current medical coverage remains the right fit for your life, your health, and your budget. Take time to explore your options and confirm or change your coverage during the enrollment period from October 16 to November 3, 2023.

Review the information below for highlights of what's changing before you enroll.

Retiree medical premium increases

Based on rising claims costs for HP retirees and continuing national health care inflation, premiums for most HP retiree medical options will increase—in some cases significantly—in 2024.

- **For Medicare-eligible participants:** Premiums for the UnitedHealthcare Medicare Advantage PPOs will experience smaller increases (with premiums for the PPO Core option having a small reduction), but you may notice higher increases for Medicare HMOs including Kaiser. If you haven't already done so, you can also consider coverage options through Aight Retiree Health Solutions, which offers lower-cost alternatives across a wide range of medical, dental, and hearing care plans, with HP funding a Retiree Reimbursement Account (RRA) to help pay premium costs.

- **For non-Medicare family members:** Premiums for most HP medical options will increase more significantly than in recent years. As described below, HP is helping to limit these increases, but you'll still see higher costs in 2024. It's important to consider all your options, including lower-cost options such as HP's High Deductible Health Plan (HDHP) or coverage available through public health care exchanges in your state.

The increases for 2024 were determined by our medical carriers—not HP—based on retiree claim costs and health care inflation. We understand how critical health care is to our retirees, and, although our retiree medical program limits the amounts HP contributes toward retiree coverage costs, **we have authorized special additional subsidies for 2024 to ensure retiree increases for the Pre-2003 HP Retiree Medical Program and former Digital Retiree Health Program do not exceed 10% of 2023 premiums.**

HP continues to take strong action to help control increases, by leveraging our purchasing power, monitoring health plans for quality and efficiency, and implementing benefit features that promote preventive care and efficient use of services. You can do your part by using health care wisely, including using in-network providers, limiting use of the emergency room, taking advantage of preventive care features and options like second opinions, and using generic and/or mail-order drugs.

Other changes for retirees and family members who are not yet Medicare-eligible

Tufts HMO medical option	This option will no longer be available. If you're enrolled in this option, we'll automatically enroll you in one of HP's Exclusive Provider Organization (EPO) options. You can also consider a variety of other options available where you live.
Combined medical and prescription drug out-of-pocket maximum	For the CDHP w/HRA, EPO, PPO, and CMP medical options, medical and prescription drug out-of-pocket maximums will be combined, so expenses of either type will count toward a single maximum expense. The new, combined out-of-pocket maximum will also be lower—reducing overall health care costs for the majority of retirees and their families.