



Dear

We appreciate the service of former IBMers and retirees. These contributions have had a significant impact on the organization we are today.

When it comes to the health and well-being of IBMers in retirement, we take our role as stewards of IBM benefits very seriously. We continuously assess the market and weigh opportunities to modernize and update our benefit offerings, while at the same time aligning to our business strategy.

I am writing to you today to share information about changes to IBM's retiree medical coverage for Medicare-eligible participants.

New IBM-Sponsored Group Medicare Advantage Program, Starting January 1, 2023

When IBM changed its retiree medical benefits for Medicare-eligibles to the Via Benefits individual Medicare marketplace program in 2014, it was the best alternative at the time. Since then, however, we have received ongoing feedback about the complexity of that experience. In addition, the landscape for retiree medical coverage has shifted considerably, with simpler, cost-effective solutions becoming available.

As a result, coverage under the IBM retiree medical plan for Medicare-eligible participants will transition to a new IBM-sponsored Group Medicare Advantage program administered by UnitedHealthcare, starting on January 1, 2023.

This new program will offer a simpler and better overall approach with two new plan choices designed specifically for IBM, including a zero-premium option. You will also see valuable benefits and features that are not offered through the individual plans currently available to you, as well as a new level of coordination and support for your overall health.

IBM is also making changes to the IBM Personal Pension Plan for some plan participants, effective January 1, 2023. No pension payment amounts, payment dates or banking arrangements will be affected as a result. If this applies to you, you can expect to receive more information under separate cover.

What's Ahead

If you are eligible for Medicare, a comprehensive communication and education plan is in place to help you understand what's ahead.*

By Mail	You will receive additional information by mail beginning in late September from IBM and UnitedHealthcare with plan details and information about what you need to do to enroll.
In Meetings	Retiree meetings focused on this transition will be taking place in October. Additional information, including signup instructions, will be included in your home mailing.
Online	retiree.uhc.com/ibm A member learning portal with up-to-date plan information and additional details about what you need to know about this transition.
By Phone	1-877-852-0641 / TTY-711 The IBM Retiree Call Center is staffed by a highly trained team of representatives Monday - Friday, 8am - 8pm ET. They can walk you through your plan options and help you enroll.

**If you will become eligible for Medicare in the future, you can expect to begin hearing from UnitedHealthcare and IBM as you approach Medicare-eligibility.*

Please direct any questions to the website and phone number above.

We appreciate your active engagement and participation during the transition as we work to bring you this new retiree medical offering.

Regards,



Nickle LaMoreaux
IBM Senior Vice President
Chief Human Resources Officer