

For Medicare-eligible participants

At IBM, we continuously look for ways to improve and reinvent. That includes the benefits we offer.

We have taken a comprehensive look at the medical coverage offered to retirees today and have listened to your feedback. And we have kept an eye on the market, seeing health insurance products emerge that are increasingly popular with retirees.

We are happy to announce a new approach to IBM's retiree medical benefits. Beginning this Fall, and effective January 1, 2023, you will have a choice of two IBM-sponsored Group Medicare Advantage plan options, including a zero-premium option. These plan options will cover healthcare and prescription drugs. They are administered by UnitedHealthcare and provide broad protection and unique features not available to you today through individual plans.

With a new partner and a fresh perspective, we are excited to welcome you to our new retiree benefit offerings.

Sincerely,

Marianne McManus

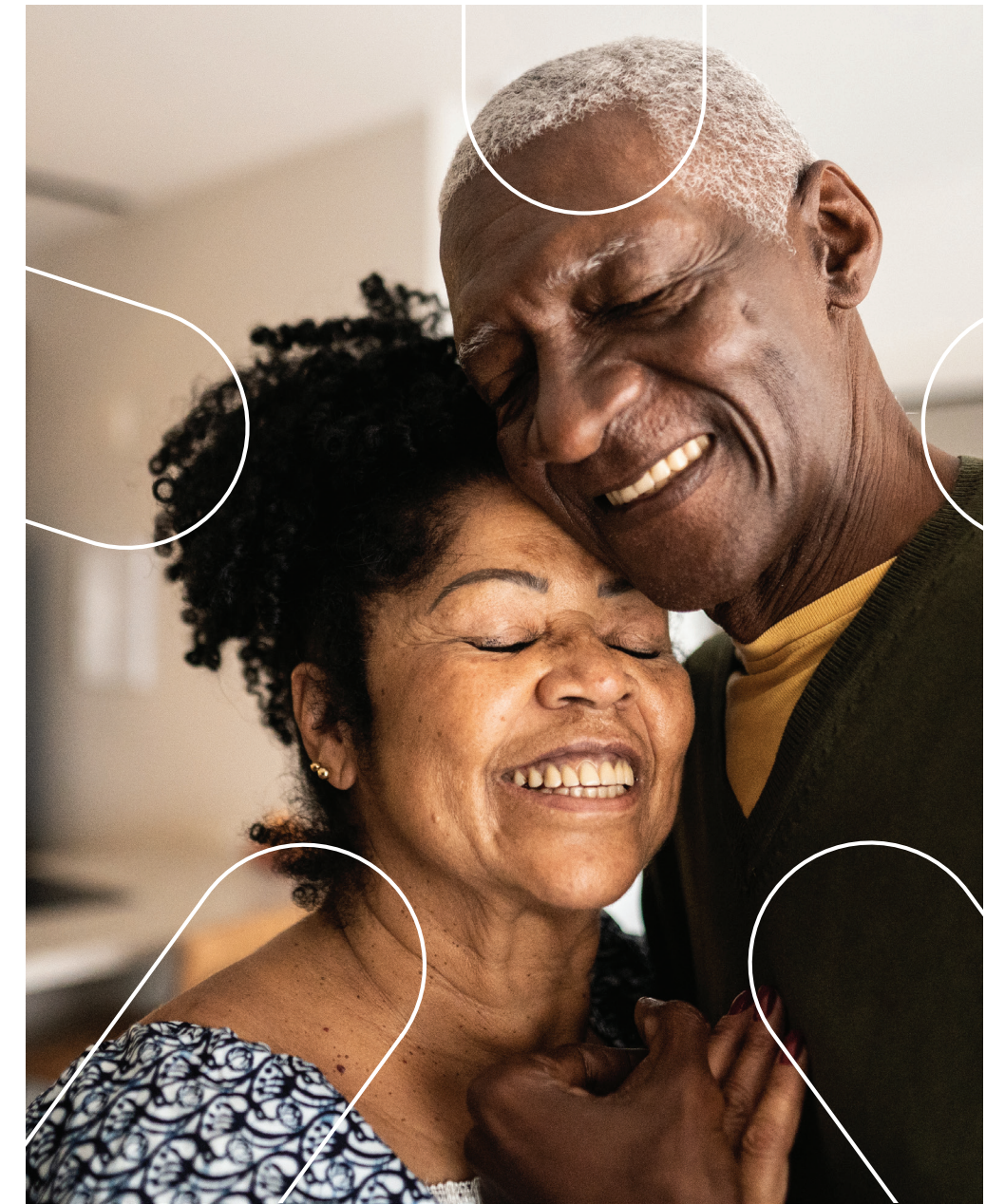
IBM Vice President, Global Benefits



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*Important information regarding
2023 Benefits for Medicare-eligible
participants under the IBM Retiree
Medical Plan*

IBM Retiree Call Center
administered by UnitedHealthcare
877-852-0641, TTY 711
8 a.m. – 8 p.m. local time, 7 days a week
retiree.uhc.com/ibm



Get ready to make an important choice!

Information regarding 2023 Benefits for Medicare-eligible participants under the IBM Retiree Medical Plan



NOTE: IBM is also making changes to the administration of the IBM Personal Pension Plan, effective January 1, 2023. If you are affected, you will receive more information under separate cover. Additional information about the IBM Personal Pension change can be found at [www.ibm.com/pensionplan.com](https://www.ibm.com/pensionplan).

Highlights of the new plan options

- You can see your current providers as long as they are a Medicare provider accepting the plan. In fact, 99.9% of UnitedHealthcare Medicare Advantage members continue to have access to their chosen providers.
- The plan options provide features that are not commonly available through individual plans. These plan features include no limits on skilled nursing facility benefits, no lifetime maximum for inpatient hospitalization, a dedicated UnitedHealthcare team supporting IBM retirees, and more.
- Both plan options have a large drug list, uniquely designed for IBM, which will cover nearly all Medicare Part D medications. A complete drug list will be coming soon.

It's your choice – consider your alternatives now!

1. Transition to the new Group Medicare Advantage plan options, which are designed exclusively for IBM retiree benefit participants eligible for Medicare. There are two options under the IBM retiree medical plan – the Enhanced Plan and the Essential Plan. While you do have a choice, based on UnitedHealthcare's experience, the Enhanced Plan is the best option for the majority of participants. Keep in mind that the IBM subsidy is only available when you enroll in one of the new UnitedHealthcare plan options.

OR

2. Remain enrolled in the coverage you have today – If you would like to remain enrolled in your current plans, including those through Via Benefits, you can do so. **Please be aware that, if you choose to remain in your current plans, you will no longer be eligible for IBM's subsidy while enrolled there. IBM is only able to assist with Via Benefits administration issues through the end of the 2022 plan year.** Special rules apply for those currently enrolled in Kaiser, Medicaid, TRICARE, VA Benefits, and those living abroad. Call UnitedHealthcare for details.

More information about premiums and plan details (including the way the IBM subsidy works with these new plan options, if you are eligible) is coming within the Educational Brochure.

What to expect from UnitedHealthcare*

Anyone who is currently receiving IBM retiree medical benefits and is eligible for Medicare will receive more information as outlined below.

September 14	Enrollment period begins. Contact the IBM Retiree Call Center, administered by UnitedHealthcare, to enroll.
Late September	An Educational Brochure , mailed to your home that explains the features of the new plan options, plan costs and how the IBM subsidy works, along with a handy worksheet to complete prior to contacting the IBM Retiree Call Center.
Early October	A Plan Guide , mailed to your home that includes: <ul style="list-style-type: none">• A side-by-side comparison of the two Group Medicare Advantage plan options,• A summary of medical and prescription drug coverage,• Information on the enrollment process, and <i>more</i>.
October 17 - November 4	Virtual Retiree Meetings. You'll receive additional details regarding the meeting dates and how to participate included with the Educational Brochure and on the IBM Retiree Medical Website.
December 16	Enrollment period ends
January 1, 2023	Your elections take effect

** The materials outlined above will not be sent to individuals who are not currently receiving IBM retiree medical benefits and are eligible for Medicare. You may call the IBM Retiree Call Center if you are interested in learning more about these plan options or would like to enroll.*



What you need to do



Watch your mailbox for additional details regarding your plan options available through UnitedHealthcare. Medicare enrollment is a busy time and you will get lots of mail.



To enroll in one of the new IBM plan options, you must contact the IBM Retiree Call Center, which is open **now**. Knowledgeable UnitedHealthcare Customer Service Advocates are ready and waiting to assist you with enrollment and answer any questions you may have.



During the enrollment period, you will also have an opportunity to attend a virtual meeting to learn about your options. A pre-recorded version will also be available. The meeting schedule is included with the Educational Brochure and on the IBM Retiree Medical Website.

The deadline to enroll is December 16, 2022. If you do not take action, you will not be enrolled in the IBM plan, and will not receive any IBM subsidy for 2023. If you have a dependent who is eligible for Medicare under this plan, they must make their own independent election by calling the IBM Retiree Call Center.

Your resources

You have resources to support you through the transition, including communication and education materials, as well as the IBM Retiree Call Center and website to answer your questions:

IBM Retiree Call Center
administered by UnitedHealthcare

877-852-0641, TTY 711

**8 a.m. – 8 p.m. local time,
7 days a week**

IBM Retiree Medical Website:
retiree.uhc.com/ibm

Virtual Education Center:
uhcvirtualretiree.com/ibm

If any conflict should arise between the content of this communication (including accompanying material) and the legal Plan documents, or if any point is not discussed in this communication or is only partially discussed, the terms of the legal Plan documents (as interpreted by the plan administrator) will govern in all cases. As always, IBM reserves the right, in its sole discretion, to amend and/or terminate the Plan and any of IBM's other benefit plans.

