



Annual Notice of Changes 2025

UnitedHealthcare® Group Medicare Advantage (PPO)

Group Name (Plan Sponsor): NOKIA

Group Number: 12350



retiree.uhc.com/nokia



Toll-free 1-888-980-8117, TTY 711

8 a.m.-8 p.m. local time, Monday-Friday

Do we have the right address for you?

If not, please let us know so we can keep you informed about your plan.

**United
Healthcare®**

NOKIA

Find updates to your plan for next year

This notice provides information about updates to your plan, but it doesn't include all of the details. Throughout this notice you will be directed to retiree.uhc.com/nokia to review the details online, which are available anytime.

Provider Directory

Review the 2025 Provider Directory online to make sure your providers (primary care provider, specialists, hospitals, etc.) will be in the network next year.

Evidence of Coverage (EOC)

Review your 2025 EOC for details about plan costs and benefits. The EOC is the legal, detailed description of your plan benefits. It explains your rights and the rules you need to follow to get covered services. It also has information about the quality program, how medical coverage decisions are made and your Rights and Responsibilities as a member.

Reduce the clutter and get plan documents faster.

Visit retiree.uhc.com/nokia to sign up for paperless delivery.

Would you rather get paper copies?

If you want a paper copy of what is listed above, please contact our Customer Service at 1-888-980-8117 (TTY users should call 711). Hours are 8 a.m.-8 p.m. local time, Monday-Friday.

**UnitedHealthcare® Group Medicare Advantage (PPO) offered by
UnitedHealthcare**

Annual Notice of Changes for the 2025 plan year



You are currently enrolled as a member of UnitedHealthcare® Group Medicare Advantage (PPO).

Next plan year, there will be changes to the plan's costs and benefits. Please see page 7 for a Summary of Important Costs. This document tells about the changes to your plan. To get more information about costs, benefits, or rules please review the Evidence of Coverage, which is located on our website at retiree.uhc.com/nokia. You may also call Customer Service to ask us to mail you an Evidence of Coverage.

Members enrolled in our plan through a former employer, union group or trust administrator (plan sponsor) can make plan changes at times designated by your plan sponsor.

What to do now

1. Ask: Which changes apply to you

- Check the changes to our benefits and costs to see if they affect you.
 - Review the changes to medical care costs (doctor, hospital).
 - Think about how much you will spend on premiums, deductibles, and cost sharing.
- Check to see if your primary care doctors, specialists, hospitals and other providers will be in our network next year.
- Think about whether you are happy with our plan.
- Because you are a member of the UnitedHealthcare® Group Medicare Advantage (PPO) plan, you can see any provider (network or out-of-network) at the same cost share, as long as they

accept the plan and have not opted out of or been excluded or precluded from the Medicare Program.

2. **Choose:** Decide whether you want to change your plan

- If you want to **keep** UnitedHealthcare® Group Medicare Advantage (PPO), you don't need to do anything. You will stay in UnitedHealthcare® Group Medicare Advantage (PPO).
- Members enrolled in our plan through a plan sponsor can make plan changes at times designated by your plan sponsor.
- You should consult with your plan sponsor regarding the availability of other “employer-sponsored” coverage before you enroll in a plan not offered by your plan sponsor, or before ending your membership in our plan outside of your plan sponsor’s open enrollment period. It is important to understand your plan sponsor’s eligibility policies, and the possible impact to your retiree health care coverage options and other retirement benefits before submitting a request to enroll in a plan not offered by your plan sponsor, or a request to end your membership in our plan.

Additional Resources

- UnitedHealthcare does not discriminate on the basis of race, color, national origin, sex, age, or disability in health programs and activities.
- UnitedHealthcare provides free services to help you communicate with us such as documents in other languages, braille, large print and audio. You can also ask for an interpreter. For more information, please call us toll-free at 1-888-980-8117, TTY 711, 8 a.m.-8 p.m. local time, Monday-Friday.
- UnitedHealthcare ofrece servicios gratuitos para ayudarle a que se comunique con nosotros. Por ejemplo, documentos en otros idiomas, braille, en letra grande y en audio. También puede pedir un intérprete. Para obtener más información, llámenos al número gratuito al 1-888-980-8117, TTY 711, de 8 a.m. a 8 p.m., hora local, de lunes a viernes.
- Coverage under this plan qualifies as Qualifying Health Coverage (QHC)** and satisfies the Patient Protection and Affordable Care Act’s (ACA) individual shared responsibility requirement. Please visit the Internal Revenue Service (IRS) website at www.irs.gov/Affordable-Care-Act/Individuals-and-Families for more information.

About UnitedHealthcare® Group Medicare Advantage (PPO)

- Plans are insured through UnitedHealthcare Insurance Company or one of its affiliated companies, a Medicare Advantage organization with a Medicare contract. Enrollment in the plan depends on the plan’s contract renewal with Medicare.

- When this document says “we,” “us,” or “our,” it means UnitedHealthcare Insurance Company or one of its affiliates. When it says “plan” or “our plan,” it means UnitedHealthcare® Group Medicare Advantage (PPO).

Annual Notice of Changes for 2025

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Summary of important costs for 2025


The table below compares the 2024 costs and 2025 costs for UnitedHealthcare® Group Medicare Advantage (PPO) in several important areas. **Please note this is only a summary of costs.**

Cost	2024 (this plan year)	2025 (next plan year)
Deductible	<p>\$300 combined in-network and out-of-network (does not apply to insulin furnished through durable medical equipment)</p> <p>See Chapter 4 of the Evidence of Coverage for a list of items and services that apply to the deductible.</p>	<p>\$300 combined in-network and out-of-network (does not apply to insulin furnished through durable medical equipment)</p> <p>See Chapter 4 of the Evidence of Coverage for a list of items and services that apply to the deductible.</p>
<p>Maximum out-of-pocket amounts</p> <p>This is the <u>most</u> you will pay out-of-pocket for your covered Part A and Part B services.</p> <p>(See Section 1.2 for details.)</p>	<p>From in-network and out-of-network providers combined: \$1,700</p>	<p>From in-network and out-of-network providers combined: \$1,700</p>
Doctor office visits	<p>Primary care visits: You pay 20% coinsurance per visit (in-network).</p> <p>You pay 20% coinsurance per visit (out-of-network).</p> <p>Specialist visits: You pay 20% coinsurance per visit (in-network).</p> <p>You pay 20% coinsurance per visit (out-of-network).</p>	<p>Primary care visits: You pay 20% coinsurance per visit (in-network).</p> <p>You pay 20% coinsurance per visit (out-of-network).</p> <p>Specialist visits: You pay 20% coinsurance per visit (in-network).</p> <p>You pay 20% coinsurance per visit (out-of-network).</p>



Questions? Call Customer Service at **1-888-980-8117**, TTY **711**, 8 a.m.-8 p.m. local time, Monday-Friday

Cost	2024 (this plan year)	2025 (next plan year)
Inpatient hospital stays	<p>You pay 10% of the total cost for each Medicare-covered hospital stay for unlimited days (in-network).</p> <p>You pay 10% of the total cost for each Medicare-covered hospital stay for unlimited days (out-of-network).</p>	<p>You pay 10% of the total cost for each Medicare-covered hospital stay for unlimited days (in-network).</p> <p>You pay 10% of the total cost for each Medicare-covered hospital stay for unlimited days (out-of-network).</p>

 **Questions?** Call Customer Service at **1-888-980-8117**, TTY **711**, 8 a.m.-8 p.m. local time, Monday-Friday

Section 1 Changes to Benefits and Costs for Next Plan Year

Section 1.1 Changes to the Monthly Premium

Your group plan benefit administrator will notify you of any changes to your plan premium, if applicable. View your personalized health and welfare coverage options and costs at digital.alight.com/nokia.

Section 1.2 Changes to Your Maximum Out-of-Pocket Amounts

Medicare requires all health plans to limit how much you pay out-of-pocket for the year. These limits are called the maximum out-of-pocket amounts. Once you reach this amount, you generally pay nothing for covered Part A and Part B services for the rest of the plan year.

Cost	2024 (this plan year)	2025 (next plan year)
<p>Combined maximum out-of-pocket amount</p> <p>Your costs for covered medical services (such as copays and deductibles) from in-network and out-of-network providers count toward your combined maximum out-of-pocket amount.</p> <p>Your plan premium, if applicable, does not count toward your maximum out-of-pocket amount.</p>	<p>\$1,700</p> <p>Once you have paid \$1,700 out-of-pocket for covered Part A and Part B services, you will pay nothing for your covered Part A and Part B services from in-network or out-of-network providers for the rest of the plan year.</p>	<p>\$1,700</p> <p>Once you have paid \$1,700 out-of-pocket for covered Part A and Part B services, you will pay nothing for your covered Part A and Part B services from in-network or out-of-network providers for the rest of the plan year.</p>

Section 1.3 Changes to the Provider Network

An updated Provider Directory is located on our website at retiree.uhc.com/nokia. You may also call Customer Service for updated provider information or to ask us to mail you a directory, which we will mail within three business days.

There are changes to our network of providers for next plan year. **Please review the 2025 Provider Directory (retiree.uhc.com/nokia) to see if your providers (primary care provider, specialists, hospitals, etc.) are in our network.** Because you are a member of the UnitedHealthcare Group Medicare Advantage (PPO) plan, **you can see any provider (network or out-of-network) at the same cost share, as long as they accept the plan and have not opted out of or been excluded or precluded from the Medicare Program.**

It is important that you know that we may make changes to the hospitals, doctors and specialists (providers) that are part of your plan during the plan year. If a mid-year change in our providers affects you, please contact Customer Service so we may assist.

Section 1.4 Changes to Benefits and Costs for Medical Services

We are making changes to costs and benefits for certain medical services next year. The information below describes these changes.

Cost	2024 (this plan year)	2025 (next plan year)
<p>Fitness program</p>	<p>Renew Active® by UnitedHealthcare® is the gold standard in Medicare fitness programs for body and mind. It's available to you at no additional cost and includes:</p> <ul style="list-style-type: none"> • A free gym membership at a fitness location you select from a large nationwide network • Thousands of on-demand workout videos and live streaming fitness classes • Social activities at local health and wellness clubs, classes and events • An online Fitbit® Community. No Fitbit device is needed. • An online program offering content about brain health with exclusive content for Renew Active members through AARP® Staying Sharp® 	<p>Renew Active® by UnitedHealthcare® is the gold standard in Medicare fitness programs. It's available to you at no additional cost and includes:</p> <ul style="list-style-type: none"> • A free gym membership at a fitness location you select from a large nationwide network • Thousands of on-demand workout videos and live streaming fitness classes • Social activities at local health and wellness clubs, classes and events <p>Call or go online to learn more and to get your confirmation code. Sign in to your member site, look for My Coverage and select Access gym code or call the number on your UnitedHealthcare member ID card to obtain your code.</p>

Cost	2024 (this plan year)	2025 (next plan year)
24/7 Nurse Support	Covered	<p>24/7 Nurse Support is being replaced with 24/7 access to doctor visits.</p> <p>Talk with a doctor about medical concerns using your computer, tablet or smartphone - anytime, day or night</p> <ul style="list-style-type: none"> <input type="checkbox"/> \$0 virtual visits with Amwell and Doctor on Demand® <input type="checkbox"/> \$0 virtual and phone visits with Teladoc® <p>Please see Virtual Doctor Visits in your Evidence of Coverage for more information.</p>

Section 2 Deciding Which Plan to Choose

Section 2.1 If You Want to Stay in UnitedHealthcare® Group Medicare Advantage (PPO)

To stay in our plan, you don't need to do anything. If you do not sign up for a different plan or change to Original Medicare, you will automatically stay enrolled as a member for the new 2025 plan year. View your 2025 default coverage, other options available to you and your costs, if any, at digital.alight.com/nokia.

Section 2.2 If You Want to Change Plans

You should consult with your plan sponsor regarding the availability of other “employer-sponsored” coverage before you enroll in a plan not offered by your plan sponsor, or before ending your membership in our plan outside of your plan sponsor’s open enrollment period. It is important to understand your plan sponsor’s eligibility policies, and the possible impact to your retiree health care coverage options and other retirement benefits before submitting a request to enroll in a plan not offered by your plan sponsor, or a request to end your membership in our plan.

To learn more about Original Medicare and the different types of Medicare plans, use the Medicare Plan Finder (www.medicare.gov/plan-compare), read the **Medicare & You 2025 handbook**, call your State Health Insurance Assistance Program (see Section 4), or call Medicare (see Section 5.2).

**Important Information for Participants in the Nokia
Medical Expense Plan for Retired Employees**

Because you are enrolled in our plan through your plan sponsor, or former employer, you are only allowed to make plan changes at times designated by your plan sponsor or if you experience a qualified status change. To change your coverage for 2025 during the annual open enrollment period, use the Your Benefits Resources website at digital.alight.com/nokia. Outside of Nokia's annual open enrollment period, call the Nokia Benefits Resource Center at 1-888-232-4111 to disenroll.

Section 3 Deadline for Changing Plans

Because you are enrolled in our plan through your plan sponsor, you are only allowed to make plan changes at times designated by your plan sponsor.

Important Note: You may join or leave a plan only at certain times designated by your plan sponsor. If you choose to enroll in a Medicare health plan or Medicare prescription drug plan that is not offered by your plan sponsor, you may lose the option to enroll in a plan offered by your plan sponsor in the future. You could also lose coverage for other retirement benefits you may currently have through your plan sponsor. Once enrolled in our plan, if you choose to end your membership outside of your plan sponsor's open enrollment period, re-enrollment in any plan your plan sponsor offers may not be permitted, or you may have to wait until their next open enrollment period.

You should consult with your plan sponsor regarding the availability of other "employer-sponsored" coverage before you enroll in a plan not offered by your plan sponsor, or before ending your membership in our plan outside of your plan sponsor's open enrollment period. It is important to understand your plan sponsor's eligibility policies, and the possible impact to your retiree health care coverage options and other retirement benefits before submitting a request to enroll in a plan not offered by your plan sponsor, or a request to end your membership in our plan.

Section 4 Programs That Offer Free Counseling about Medicare

The State Health Insurance Assistance Program (SHIP) is an independent government program with trained counselors in every state.

It is a state program that gets money from the federal government to give **free** local health insurance counseling to people with Medicare. State Health Insurance Assistance Program counselors can help you with your Medicare questions or problems. They can help you understand

your Medicare plan choices and answer questions about switching plans. You can find your SHIP number and address in Exhibit A of the **Evidence of Coverage**.

Section 5 Questions?

Section 5.1 Getting Help from UnitedHealthcare® Group Medicare Advantage (PPO)

Questions? We're here to help. Please call Customer Service at 1-888-980-8117. (TTY only, call 711.) We are available for phone calls 8 a.m.-8 p.m. local time, Monday-Friday. Calls to these numbers are free.

Read your 2025 Evidence of Coverage (it has details about next plan year's benefits and costs)

This **Annual Notice of Changes** gives you a summary of changes in your benefits and costs for 2025. For details, look in the 2025 **Evidence of Coverage** for UnitedHealthcare® Group Medicare Advantage (PPO). The **Evidence of Coverage** is the legal, detailed description of your plan benefits. It explains your rights and the rules you need to follow to get covered services. A copy of the Evidence of Coverage is located on our website at retiree.uhc.com/nokia. You may also call Customer Service to ask us to mail you an Evidence of Coverage.

Visit our Website

You can also visit our website at retiree.uhc.com/nokia. As a reminder, our website has the most up-to-date information about our provider network (Provider Directory).

Section 5.2 Getting Help from Medicare

To get information directly from Medicare:

Call 1-800-MEDICARE (1-800-633-4227)

You can call 1-800-MEDICARE (1-800-633-4227), 24 hours a day, 7 days a week. TTY users should call 1-877-486-2048.

Visit the Medicare Website

Visit the Medicare website (www.medicare.gov). It has information about cost, coverage, and quality Star Ratings to help you compare Medicare health plans in your area. To view the information about plans, go to www.medicare.gov/plan-compare.

Read Medicare & You 2025

Read the **Medicare & You 2025** handbook. Every fall, this document is mailed to people with Medicare. It has a summary of Medicare benefits, rights and protections, and answers to the most frequently asked questions about Medicare. If you don't have a copy of this document, you can get

it at the Medicare website ([medicare.gov/Pubs/pdf/10050-medicare-and-you.pdf](https://www.medicare.gov/Pubs/pdf/10050-medicare-and-you.pdf)) or by calling 1-800-MEDICARE (1-800-633-4227), 24 hours a day, 7 days a week. TTY users should call 1-877-486-2048.

Multi-language Interpreter Services

English: We have free interpreter services to answer any questions you may have about our health or drug plan. To get an interpreter, please call us using the toll-free number on your member identification card. Someone who speaks your language can help you. This is a free service.

Spanish: Contamos con servicios gratuitos de intérprete para responder cualquier pregunta que pudiera tener sobre nuestro plan de salud o de medicamentos. Para obtener los servicios de un intérprete, llámenos al número de teléfono gratuito que figura en su tarjeta de identificación de miembro. Una persona que habla su idioma podrá ayudarle. Es un servicio gratuito.

Chinese Mandarin: 我们提供免费口译服务，解答您对我们的健康或药物计划的任何疑问。如需寻找一名口译员，请使用您的会员身份证上的免费电话号码联系我们。一名与您讲相同语言的人可以为您提供帮助。这是一项免费服务。

Chinese Cantonese: 我們提供免費的口譯服務，可回答您可能對我們的健康或藥物計劃的任何問題。如需口譯員，請撥打您的會員識別卡上的免付費電話號碼聯絡我們。會說您的語言的人可協助您。這是免費服務。

Tagalog: Mayroon kaming libreng serbisyo ng interpreter para sagutin anumang tanong na maaaring mayroon ka tungkol sa kalusugan o plano ng gamot. Para makakuha ng interpreter, pakitawagan kami gamit ang libreng numero sa iyong kard ng pagkakakilanlan ng kasapi. Sinumang nagsasalita ng wika mo ay puwedeng makatulong sa iyo. Ang serbisiyong ito ay libre.

French: Nous disposons de services d'interprétation gratuits pour répondre à toutes les questions que vous pourriez vous poser sur notre régime d'assurance maladie ou d'assurance-médicaments. Pour recevoir l'aide d'un interprète, veuillez nous appeler en composant le numéro gratuit figurant sur votre carte d'identification de membre. Quelqu'un parlant votre langue peut vous aider. Ce service est gratuit.

Vietnamese: Chúng tôi có dịch vụ thông dịch viên miễn phí để trả lời các câu hỏi mà bạn có về chương trình sức khỏe hay thuốc của chúng tôi. Để gặp thông dịch viên, vui lòng gọi cho chúng tôi theo số điện thoại miễn phí trên thẻ nhận dạng thành viên của bạn. Người nói cùng ngôn ngữ với bạn có thể giúp bạn. Đây là dịch vụ miễn phí.

German: Wir verfügen über kostenlose Dolmetscherdienste, um alle Fragen zu beantworten, die Sie über unseren Gesundheits- oder Medikamentenplan haben mögen. Um einen Dolmetscher zu erhalten, rufen Sie uns bitte unter der kostenfreien Nummer auf Ihrem Mitgliedsausweis an. Jemand, der Ihre Sprache spricht, kann Ihnen helfen. Dies ist eine kostenlose Dienstleistung.

Korean: 건강 또는 의약품 플랜에 관한 질문에 답변해드리기 위해 무료 통역 서비스를 제공합니다. 통역 서비스를 이용하려면, 가입자 ID 카드에 있는 수신자 부담 전화번호로 전화해 주십시오. 한국어를 사용하는 통역사가 도움을 드릴 수 있습니다. 이 서비스는 무료입니다.

Russian: Если у Вас возникнут какие-либо вопросы о нашем плане медицинского страхования или плане по приобретению препаратов, мы предоставим Вам бесплатные услуги устного перевода. Для того чтобы воспользоваться услугами устного перевода, пожалуйста, свяжитесь с нами по бесплатному номеру телефона, указанному на Вашей идентификационной карте участника плана. Сотрудник, который говорит на Вашем языке, сможет Вам помочь. Данная услуга предоставляется бесплатно.

Arabic: لدينا خدمات ترجمة فورية للرد على أي أسئلة قد تكون لديك حول الخطة الصحية أو خطة الأدوية الخاصة بنا. للحصول على مترجم، اتصل بنا باستخدام رقم الهاتف المجاني على بطاقة تعريف عضويتك. سيساعدك شخص ما يتحدث لغتك. هذه خدمة مجانية.

Hindi: हमारे स्वास्थ्य या दवा प्लान के बारे में आपके किसी भी प्रश्न का उत्तर देने के लिए हमारे पास मुफ्त दुभाषिया सेवाएं मौजूद हैं। दुभाषिया पाने के लिए, कृपया अपने सदस्य पहचान पत्र पर टोल-फ्री नंबर का उपयोग करके हमें कॉल करें। आपकी भाषा बोलने वाला कोई व्यक्ति आपकी मदद कर सकता है। यह एक निःशुल्क सेवा है।

Italian: Mettiamo a disposizione un servizio di interpretariato gratuito per rispondere a eventuali domande sul nostro piano sanitario o farmaceutico. Per avvalersi di un interprete, si prega di chiamare il numero verde riportato sulla tessera identificativa. Una persona che parla italiano potrà fornire l'assistenza richiesta. Il servizio è gratuito.

Portuguese: Dispomos de serviços de intérprete gratuitos para esclarecer quaisquer dúvidas que tenha sobre o nosso plano de saúde ou medicação. Para obter um intérprete, contacte-nos através do número gratuito no seu cartão de identificação de membro. Alguém que fala a sua língua pode ajudá-lo(a). Este é um serviço gratuito.

French Creole: Nou gen sèvis entèprèt gratis pou reponn tout kesyon ou gendwa genyen konsènan plan sante oswa medikaman nou an. Pou jwenn yon entèprèt, tanpri rele nou apati nimewo apèl gratis ki sou kat idantifikasyon kòm manm ou an. Yon moun ki pale lang ou ka ede ou. Sa se yon sèvis gratis.

Polish: Oferujemy bezpłatne usługi tłumaczeniowe, aby odpowiedzieć na wszelkie pytania dotyczące naszego planu ubezpieczenia zdrowotnego lub planu refundacji leków. Aby skorzystać z pomocy tłumacza, proszę zadzwonić pod bezpłatny numer telefonu podany na karcie identyfikacyjnej członka planu. Osoba posługująca się Pana/Pani językiem Panu/Pani pomoże. Usługa ta jest bezpłatna.

Japanese: 当社の医療または処方薬プランに関する質問にお答えするために、無料の通訳サービスをご利用いただけます。通訳が必要な場合には、会員IDカードに記載されているフリーダイヤル番号を使用して、当社までお問い合わせください。お客様の言語を話す通訳者がお手伝いいたします。これは無料のサービスです。



NOKIA

PO Box 31385
Salt Lake City, UT 84131

**2025 Annual Notice
of Changes enclosed.**

Time-sensitive material
Important plan information

12350ANOC2025_001



PO Box 31385
Salt Lake City, UT 84131

**2025 Annual
Notice of
Changes
enclosed.**

Time-sensitive material

Important plan information

12350ANOC2025_001