



THE SOURCE FOR RETIREES



ZERO IN ON YOUR BENEFITS

2023 OPEN ENROLLMENT: OCTOBER 31 – NOVEMBER 18

This newsletter provides important information about the Oxy retiree medical, dental and hearing/vision benefits for 2023. If you want to make changes, you have until **November 18**, otherwise your retiree benefits will stay the same.

WHAT'S NEW FOR 2023

Oxy Retiree Medical Plan

- **Free COVID Test Kits:** Your Express Scripts prescription drug coverage includes up to eight free COVID test kits for you and each of your enrolled dependents.

Oxy Medicare Advantage PPO Plan

- **\$35 copay cap** on all formulary insulin.
- **\$0 member cost share** on Medicare Part D covered vaccinations.

ENROLLMENT ACTIONS

Open Enrollment for 2023 benefits is October 31 through November 18, 2022. Here's what you need to do.

- **No action required** if you want to keep your current retiree medical and/or dental plan for 2023.
- If you want to opt out of the Oxy Retiree Medical Plan or Oxy Medicare Advantage PPO Plan, call OxyLink at **800-699-6903** or **918-610-1990** (outside U.S.), Monday - Friday, 8:00 a.m. - 4:30 p.m., CST no later than Friday, November 18..

IMPORTANT

Union represented retirees should refer to their collective bargaining agreements for benefit eligibility.

RETIREE MEDICAL PLANS

Here is an overview of the 2023 Oxy Medicare Advantage PPO Plan and Oxy Retiree Medical Plan including eligibility and plan features. For details, refer to the summary plan description found on oxylink.oxy.com under *Plan Documents & Information*. Or call the OxyLink Service Center at **800-699-6903** to request a printed copy.

	Oxy Retiree Medical Plan	Oxy Medicare Advantage PPO Plan
Eligibility	Available to covered retirees under age 65 , spouses and eligible dependents who are not eligible for Medicare and are currently enrolled in the Oxy Retiree Medical Plan. If you become Medicare-eligible during the year: If you, your spouse or covered dependent(s) become eligible for Medicare (due to disability or turning age 65 during the year), you (or the covered dependent) will be moved to the Oxy Medicare Advantage PPO Plan — provided you are enrolled in Medicare Parts A and B and approved by Medicare. Call OxyLink immediately to provide your Medicare ID number and effective date.	Available to covered retirees age 65 and older spouses and eligible dependents who are enrolled in Medicare Parts A and B. Important: You cannot be enrolled in another Medicare Advantage plan or Part D prescription drug plan if you are enrolled in the Oxy Medicare Advantage PPO Plan.
Plan Highlights	<ul style="list-style-type: none">• Access to the Aetna health care network of doctors and hospitals.• Prescription drug coverage through Express Scripts.• Remote health care services from Teladoc by phone or video including general medicine, behavioral health and dermatology visits.	<ul style="list-style-type: none">• Access to Aetna’s nationwide extended service area.• Expanded Medicare Part D prescription drug coverage through Aetna.• CVS Caremark Mail Service Pharmacy for home prescription delivery.• Option to use retail pharmacies rather than mail order to fill your maintenance prescriptions.• Remote health care services from Teladoc by phone or video including general medicine, behavioral health and dermatology visits.• Access to the SilverSneakers® fitness plan, meal service following in-patient hospital stays and covered transportation services — all at no cost.

MEDICAL PLAN FEATURES

	Oxy Retiree Medical Plan (under age 65)	Oxy Medicare Advantage PPO Plan (age 65 and over)
Plan Administrator	Aetna	Aetna
Prescription Drug Administrator	Express Scripts	Aetna; CVS Caremark Mail Service Pharmacy for at home prescription delivery

	What you pay	
Annual Deductible	\$400 Individual / \$800 Family	\$0
Annual Out-of-Pocket Maximum	\$2,500	\$2,000
Healthy Home Visits	Not covered	Covered
Teladoc	Covered	Covered
Preventive Services	\$0	\$0
Doctor Office Visit	20% after deductible	\$30 copay
Specialist Office Visit	20% after deductible	\$40 copay
Acupuncture Therapy	20% after deductible, 26 visits per year	\$40 copay for unlimited visits; \$25 copay for up to 12 visits/90 days if chronic low back pain
Hospitalization	10% after deductible	\$120 copay
Outpatient Surgery	20% after deductible	\$100 copay
Lab or X-ray	20% after deductible	\$40 copay
Ambulance	20% after deductible	\$40 copay
Urgent Care	20% after deductible	\$50 copay
Emergency Room	10% after deductible	\$100 copay, waived if admitted
Annual Eye Exam	\$0	\$0
Home Health Care	20% after deductible, 120 visits per year	\$0, unlimited visits
Hospice Care	10% after deductible, unlimited visits	\$0, unlimited visits
Durable Medical Equipment or Prosthetics	20% after deductible	20% with no deductible
Hearing Aids	20% after deductible, up to a \$2,500 allowance every three years	\$2,500 allowance every three years
Diabetic Monitoring Supplies	20% after deductible	\$0
Transportation Services	Not covered	\$0, 24 one-way trips up to 60 miles each per calendar year
Meal Service after In-patient Stay	Not covered	\$0, up to 14 meals

WHAT IS A MEDICARE ADVANTAGE PLAN?

A Medicare Advantage Plan is another way to provide Medicare Part A (hospital insurance) and Medicare Part B (medical insurance) benefits. In some cases, a Medicare Advantage plan includes Medicare Part D (prescription drug) benefits like the Oxy Medicare Advantage PPO Plan. Medicare Advantage plans are offered through private insurance companies. These plans provide the same coverage as “traditional” Medicare and often provide additional services, like fitness programs and wellness care.

Have a question about your retiree medical benefits? Call Aetna Medicare Service Center at **866-539-6750**.

2023 MEDICAL PLAN CONTRIBUTIONS

Your cost for retiree medical coverage will be one to four times the retiree base rate depending on:

- Your age plus years of service at the time of your retirement.
- Medicare eligibility status for you and each enrolled dependent.
- Your elected level of coverage (Retiree/Surviving Spouse only, Retiree + Spouse/Child, Surviving Spouse + Child, Retiree + Family). You pay the base rate for each individual enrolled. **NOTE:** If you elect Retiree + Family coverage, your premium will not exceed 3 times the base rate, regardless of the number of children you enroll.

Refer to the table below to determine the **individual rate for retiree medical coverage** (e.g. retiree, spouse, eligible child). Calculate the rate for each covered member, then add the rates for your total monthly contribution. See the examples on page 5.

	2023 Monthly Retiree Medical Contributions	
	Medicare-Eligible	Non-Medicare-Eligible
Base Rate	\$75	\$226
Your combined age and years of service on your Oxy retirement date	Your monthly contribution will be a multiple of the retiree base rate for each individual enrolled	
65 - 69	2 x \$75	4 x \$226
70 - 74	2 x \$75	3 x \$226
75 - 79	2 x \$75	2 x \$226
80+	1 x \$75	1 x \$226

NOTE: Call OxyLink at **800-699-6903** for your monthly contribution rate or if you have questions.



MEDICAL PLANS

EXAMPLE SCENARIOS

The following scenarios will help you understand how your retiree medical plan contribution is determined.



Taylor

Retiree Only Coverage
Eligible for Medicare

Taylor is eligible for Medicare. She is single and covers no dependent children. Her age plus service at retirement was 85 (1 x base rate).

As a result, her *Retiree Only* contribution for the Oxy Medicare Advantage PPO Plan for 2023 is \$75 a month.

Taylor	\$75 base x 1
TOTAL: \$75	



CJ & Kayla

Retiree + Spouse Coverage
Eligible for Medicare

CJ and Kayla are both Medicare-eligible. CJ's age plus service at retirement was 75 (2 x base rate). His *Retiree + Spouse* coverage for 2023 will be \$300 per month.

CJ	\$75 base x 2 = \$150
+	
Kayla	\$75 base x 2 = \$150
TOTAL: \$300	

SPLIT COVERAGE

If retiree medical coverage is split between one non-Medicare-eligible participant and one Medicare-eligible participant, each participant will be in a separate medical plan. The base rates will be different, and in some cases, the multiple may be different. If you have questions, contact OxyLink at **800-699-6903**.



Pam & James

Retiree + Spouse Coverage
Split eligibility for Medicare

Pam is not eligible for Medicare but her husband, James, is eligible. This means they are considered a "split" family — one is Medicare-eligible and the other is not.

Their contributions are calculated with separate base rates. Pam's age plus service at retirement was 82 (1 x base rate of \$226). Since her husband, James, is Medicare eligible, his base rate is \$75. Pam's *Retiree + Spouse* contribution for 2023 will be \$301 per month.

Pam	\$226 base x 1 = \$226
+	
James	\$75 base x 1 = \$75
TOTAL: \$301	

FREQUENTLY ASKED QUESTIONS

Do I have to pay for Medicare Part D?

No. The cost of the Oxy expanded Medicare Part D is included in your Oxy monthly contribution rate billed through PayFlex.

I will turn 65 in May 2023. How do I enroll in Medicare?

You should contact Medicare approximately three months prior to turning age 65. If you are eligible for Medicare and receiving Social Security (SS) benefits, you are automatically enrolled in Medicare Part A and B the first of the month that you turn age 65. If you are not receiving SS benefits, you must elect to enroll in Parts A & B. You do have the option to decline Part B, unless you have other medical coverage through a spouse. To be eligible to participate in the Oxy Medicare Advantage PPO Plan you must be enrolled in Medicare Parts A and B.

What is the Income-Related Monthly Adjustment Amount (IRMAA)?

The IRMAA is an added fee you will pay for Parts B and/or D if your income is above a certain level. The funds go directly to Medicare and will be based on your modified adjusted gross income or MAGI. To learn more visit the IRMAA website ([medicare.gov/forms-help-other-resources/mail-you-get-about-medicare/initial-irmaa-determination](https://www.medicare.gov/forms-help-other-resources/mail-you-get-about-medicare/initial-irmaa-determination)).

What if I have a disabled dependent?

If you have an eligible disabled dependent currently covered under an Oxy retiree medical plan, and that dependent is Medicare-eligible or becomes Medicare-eligible, contact OxyLink as soon as possible to provide the date your dependent became or will become eligible for Medicare. This will allow us to enroll your dependent in the new Oxy Medicare Advantage PPO Plan at a lower contribution rate.

DENTAL PLAN & DISCOUNT PROGRAM

Retiree dental coverage is available through Aetna.

If you waived retiree dental coverage when first offered, you may not enroll in the Retiree Dental Plan. However, if you or your spouse (or a surviving spouse) currently has other dental coverage (including COBRA continuation coverage) and you lose eligibility for that coverage you may enroll in the Retiree Dental Plan within 31 days of the loss of coverage.

2023 Retiree Dental Contributions	
Monthly Amount	
Retiree Only	\$47
Retiree + One	\$94
Family	\$141

DENTAL DISCOUNT PROGRAM

Vital Savings by Aetna is an affordable alternative to the Retiree Oxy Dental Plan. The program provides you access to a nationwide network of dentists who have agreed to provide a discount ranging from 15% to 50% on certain services. There is a small monthly fee of \$4 to participate in the program (\$7 per family).

To participate, you must enroll:

- **Online:** Complete and submit an Enrollment Form. Enrollment Forms are available on oxylink.oxy.com > Plan Documents & Information > Discount Programs
- **Phone:** Call **866-36-VITAL** (employer promotional code 882016-018)

For more details, go to vitalsavingsbyaetna.com.

NOTE: Click *No* when asked if you are an employer, administrator or trustee. Then, click *Yes* when asked if you were referred to this site by your employer, administrator, school or trustee. Next, click *I am sending my enrollment form or have enrolled directly with Aetna*.

VISION & HEARING DISCOUNT PROGRAMS

If you are enrolled in an Aetna medical or dental plan, you are automatically eligible for Aetna's vision and hearing discount programs at no cost. These programs can provide you and your enrolled dependents significant savings when you use participating providers and substantial discounts on:

- Hearing exams
- Hearing aids
- Eyeglass frames
- Corrective lenses
- Contact lenses
- Non-prescription sunglasses
- Contact lens solutions and accessories.

The vision program also offers discounts on:

- LASIK surgery
- Eye examinations
- Mail-order contact lens program

NOTE: Routine vision exams are covered at 100% under both the Oxy Retiree Medical Plan and the Oxy Medicare Advantage PPO Plan.

For details, call Aetna at **800-334-0299**. Or, go to aetna.com. **NOTE:** Click *Get Discounts* under *Health Programs*.

IMPORTANT INFORMATION

Save this benefit information so you can refer to it throughout the year.

OXYLINK

Contact OxyLink for questions about retiree medical eligibility and rates or opt out of retiree medical coverage.

- **PHONE:** Contact OxyLink weekdays at **800-699-6903** (**918-610-1990** outside the U.S.), Monday - Friday, 8:00 a.m. - 4:30 p.m., CST.
- **EMAIL:** oxygenlink@oxy.com

UPDATE PERSONAL INFORMATION

It's important to keep your personal contact information up-to-date. To view or make changes to your personal information, log in to oxylink.oxy.com and select *Employee Self Service > Personal Details*.

PAYFLEX MEDICAL/DENTAL BILLING

PayFlex handles the billing services for Oxy's retiree medical and retiree dental plans. Visit payflex.com to view your balance, manage your profile and notifications. You may also set up Electronic Funds Transfer (EFT) by linking your bank account through Account Settings to automatically pay your monthly premium. If you have any questions, please contact PayFlex billing at **888-678-7835**.

BENEFICIARY DESIGNATIONS

It's important to check and update your beneficiary designations, from time to time. If you do not name a beneficiary, benefits will be payable in accordance to plan rules.

- **BASIC LIFE:**
To print a form, go to oxylink.oxy.com and under *Plan Information & Documents* select *Beneficiary Forms* or call OxyLink at **800-699-6903** to request a form.
- **GROUP UNIVERSAL LIFE (GUL):**
Go to mybenefits.metlife.com or call MetLife customer service at **800-756-0124**.

- **HEALTH SAVINGS ACCOUNT (HSA):**
Go to payflex.com and login to your account. Go to *Account Settings*, and select *Beneficiaries*.
- **401(K) & RETIREMENT PLANS:**
Go to oxy.voya.com or call the Oxy Retirement Service Center at **844-699-4015**.

SUMMARY ANNUAL REPORTS (SAR)

SARs are available on **OxyLink Online** under *Plan Documents and Information > Required Notices > Summary Annual Reports (SAR)*.

OXY MEDICARE ADVANTAGE PPO PLAN

For Medicare-eligible participants

- **PROVIDER:** Aetna Medicare Services
- **ONLINE:** oxy.aetnamedicare.com
- **PHONE:** **866-539-6750**, Monday - Friday, 8:00 a.m. - 6:00 p.m. (all time zones)

OXY RETIREE MEDICAL PLAN

For non-Medicare participants

- **PROVIDER:** Aetna
- **ONLINE:** aetna.com
- **PHONE:** **800-334-0299**, Monday - Friday, 8:00 a.m. - 6:00 p.m. CST

The company expects and intends to continue its benefit plans but does not guarantee any specific level of benefits or the continuation of any benefit plan during any periods of active employment, inactive employment, disability or retirement. Benefits are provided solely at the company's discretion and do not create a contract of employment. The company reserves the right to modify, suspend, change or terminate any of its plans at any time. This information is applicable to eligible non-represented employees. Applicability to represented employees is governed by local collective bargaining agreements. Subject to this and future agreements, the company reserves the right to change, amend or terminate any benefit plan at any time. The information provided in this document is not tax advice. While the information is believed to be accurate as of the print date, it is subject to change. Consult a qualified tax advisor for help in determining any tax benefit mentioned herein.