Lockheed Martin Corporation, Retiree Medicare Exchange

Updated June 2025

VIA BENEFITS™

Over Age 65 Retirees

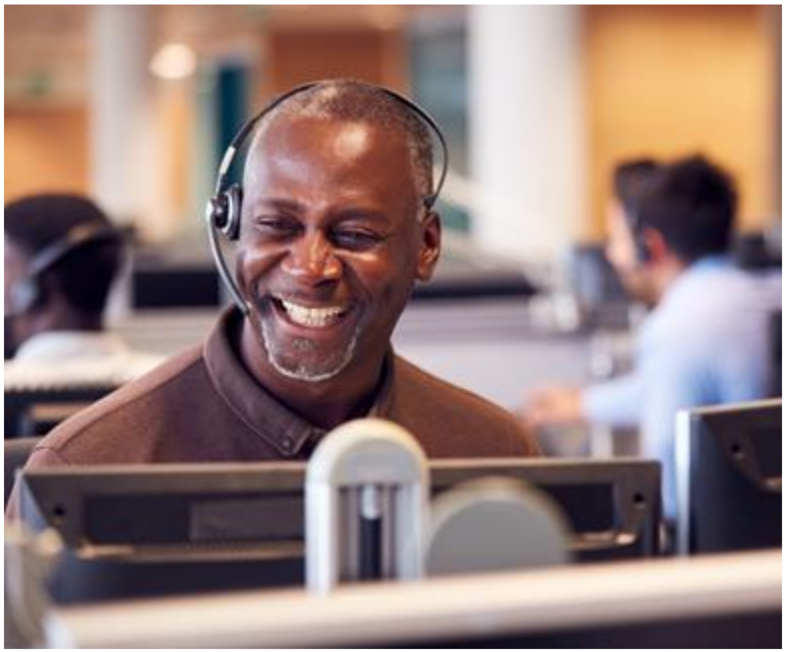
- Administered by **Via Benefits**
- Rolled out to non-represented retiree population in 2015
- Negotiated for certain represented employees as set forth in respective Collective Bargaining Agreements

Introducing Via Benefits

Experience That Counts When You Need it Most:

- **First** and **largest** Medicare marketplace
- Now in our **20th** Enrollment Season
- We've helped over **2** million retirees
- **98%** of retirees felt they chose a cost-effective plan using Via Benefits
- One on One Consultative and Enrollment experience

Planning for Your Future Health Benefits



- Our service is at no cost to you!
- We take the time you need to listen to your needs
- We are objective – we don't pressure you into any plan
- You are ALWAYS in the driver's seat
- We are with you every step of the way
- We are there for you every year

Our goal is to find a plan that is right for you, to provide you with peace of mind

1-844-596-0460 (TTY:711)
Monday - Friday 8am-7pm ET

my.viabenefits.com/LockheedMartin
Available: 24/7

Plans and Insurers

PLANS

Medicare Supplement
(Medigap)

Prescription Drug
(Part D)

Medicare Advantage
(Part C)

Dental

Vision

Hospital Indemnity

INSURERS

Eligibility and Requirements

Who is Eligible?

- Non-represented and certain represented retirees and spouses who are over Age 65 and are eligible for retiree medical
- Opportunity to qualify for the Company subsidy/Health Reimbursement Arrangement (HRA) at time you/your spouse first become eligible for over Age 65 retiree medical or anytime you/your spouse enroll through Via Benefits

Retiring BEFORE Age 65

- **Under Age 65 options:** LMC Under Age 65 retiree medical, COBRA, spouse's plan, etc.
- **Do NOT need to be enrolled in a LMC Under Age 65 health plan to be eligible for coverage or HRA Subsidy through Via Benefits**.

Eligibility and Requirements

Turning Age 65 after retirement:

- **Medicare Initial Enrollment Period (IEP) is available for the retiree and spouse when turning Age 65. When turning Age 65 all plans are Guaranteed Issue* .**

Retiring AFTER Age 65

- **If retiree and spouse are enrolled in LMC active medical coverage immediately upon retirement and lose that coverage upon retirement, a Special Enrollment Period (SEP) is activated and Guaranteed Issue applies***
- If retiree and spouse are not enrolled in LMC active medical coverage immediately prior to retirement, retiree and spouse will NOT activate an SEP and will NOT have Guaranteed Issue*
- **Retiree and spouse may enroll in different plans**

To be eligible for the HRA subsidy at Age 65, the retiree and/or spouse must enroll through Via Benefits. If the retiree and/or spouse enrolls through another employer plan or COBRA, they cannot qualify for the HRA subsidy until they enroll through Via Benefits.

Retiree or spouse may enroll in a Via Benefits medical plan at a later date and still be eligible for the HRA subsidy.

If the retiree and/or spouse enrolls through TRICARE For Life, the retiree and/or spouse should call Via Benefits immediately to notify of their enrollment and request a funding exception to qualify for funding.

Kaiser Individual Medicare plans have been added to the Via Benefits platform. Participants that become eligible for Via Benefits enrollment on or after 1/1/2022 and wish to enroll in a Kaiser plan, will need to enroll through Via Benefits to qualify for the subsidy. Participants enrolled in a Kaiser plan prior to 1/1/2022 and have received funding exception can continue their enrollment directly with Kaiser and continue to receive their subsidy.

** Guaranteed Issue means the policy is offered without regard to health status*

VIA BENEFITS™

What is Medicare and Who is Eligible

- Medicare is health insurance for individuals 65 years and older, some under Age 65 with disabilities, and those with ESRD (End Stage Renal Disease), and ALS (Lou Gehrig's Disease)
  - For LMC participation with Via Benefits only retirees and spouses over Age 65 are eligible
- Medicare is administered by a federal agency within the Department of Health and Human Services, the Centers for Medicare & Medicaid Services (CMS). CMS also administers Medicaid and the State Children's Health Insurance Program (SCHIP)

Medicare Part A

Known as Hospital Insurance

- Eligibility for Part A is earned though working in the U.S. and paying Medicare Taxes (FICA) for at least 10 years or 40 quarters. A qualifying person turning Age 65 is automatically enrolled in premium-free Part A.

- If a beneficiary does not have enough work credits to qualify for Part A, they purchase this coverage through the Social Security Administration
  - 30-39 quarters is one premium
  - 0-29 quarters is a higher premium

Medicare Part B

Known as Medical Insurance

- Enrollment into Medicare Part B is optional for all beneficiaries. If an individual **is still actively employed** and has coverage under a group plan or other coverage, they may opt to defer enrollment into Part B until that employment or coverage ends.

  - **2025 Annual Deductible - $257**
  - **2025 Part B Standard Premium - $185**
  - **20% Coinsurance After Deductible**

Medicare usually pays 80% of the "allowed amount" and the Medicare recipient has the responsibility to pay the coinsurance amount.

Paying for Medicare Part B

The premium for Medicare Part B is tied to the Cost of Living Adjustment (COLA) received for Social Security.

Most Medicare beneficiaries will pay the base rate of $185 per month (2025 amount - this figure typically changes every year). The premium for Part B is usually deducted automatically from a beneficiary's Social Security check by the Social Security Administration (SSA).

There is a provision for high income Medicare beneficiaries with reporting incomes over $106K for an individual tax return, or $212K for a joint tax return, to be charged a premium surcharge for both Medicare Part B and for their prescription drug plan (Part D).

- Medicare uses the "modified adjusted gross income" reported on tax returns from 2 years ago which is the most recent tax return provided to Social Security by the Internal Revenue Service (IRS).

Medicare Supplement Insurance (Medigap)

Single-Lettered Plans in 47 States (different in MA / MN / WI)

	Medicare Supplement Insurance (Medigap) Policies								Medicare-Eligible Before 2020 ONLY	
Benefits	**A**	**B**	**D**	**G**	**K**	**L**	**M**	**N**	**C**	**F**
Medicare Part A coinsurance and hospital costs	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Medicare Part B coinsurance or copayment	100%	100%	100%	100%	50%	75%	100%	100%	100%	100%
Blood (first 3 pints)	100%	100%	100%	100%	50%	75%	100%	100%	100%	100%
Part A hospice care coinsurance or copayment	100%	100%	100%	100%	50%	75%	100%	100%	100%	100%
Skilled nursing facility care coinsurance			100%	100%	50%	75%	100%	100%	100%	100%
Part A deductible		100%	100%	100%	50%	75%	50%	100%	100%	100%
Part B deductible									100%	100%
Part B excess charges*				100%						100%
Foreign travel emergency (up to plan limits)			80%	80%			80%	80%	80%	80%

Out-of-Pocket Limit in 2025	
$7,220	$3,610

Source: CMS

** No Excess Charges States*
- CT, MA, MN, NY, OH, PA, RI, VT.

Prescription Drugs — 5 Tiers of Co-Pays

A prescription drug plan will typically break the formulary into "tiers." The tiers correspond to the copayment or coinsurance the beneficiary will pay.

Cost-sharing increases with the tier number. Tier 1 is the least expensive, tier 4 or 5 is the most expensive.

Tier 1 – Preferred generic

Tier 2 – Non-preferred generic

Tier 3 – Preferred brand

Tier 4 – Non-preferred brand

Tier 5 – Specialty drugs

Medicare Prescription Drug Coverage 2025

Phases	Deductible	Initial Coverage	**Catastrophic Coverage** (only 4% reach Catastrophic)
Participant Pays	**Full retail until deductible is met**	**Copays for your plan coverage (25%)**	***Part D plans & drug manufacturers pay a larger share vs. Medicare***
Total Cost	**$0 – $590**	**Maximum $2000 out-of-pocket for the year**	**$0**

Let's Look at Some Scenarios

Medicare Advantage Plans

- Healthy, not many doctor visits
- Routine care in one geographic area only
- Pay copay or coinsurance

OR

Medigap

- Many doctor/specialist visits
- Routine care anywhere in the USA that accepts Medicare
- Pay up front higher premium

VIA BENEFITS™

Medicare Options

Option 1

Medicare Advantage (HMO or PPO)

- Prefers low or no monthly premium
- May or may not include prescription drug coverage
- Comfortable with copays
- Familiar with network plans – limited or no availability in rural areas
- Preferred physicians are participating providers
- Not age-rated

Prescription Drug Plan (PDP) - (Part D)

- Typically provides limited coverage in the Medicare Part D gap or "donut hole"
- Not age-rated

MAPD

Medigap

NEEDS ASSESSMENT

Option 2

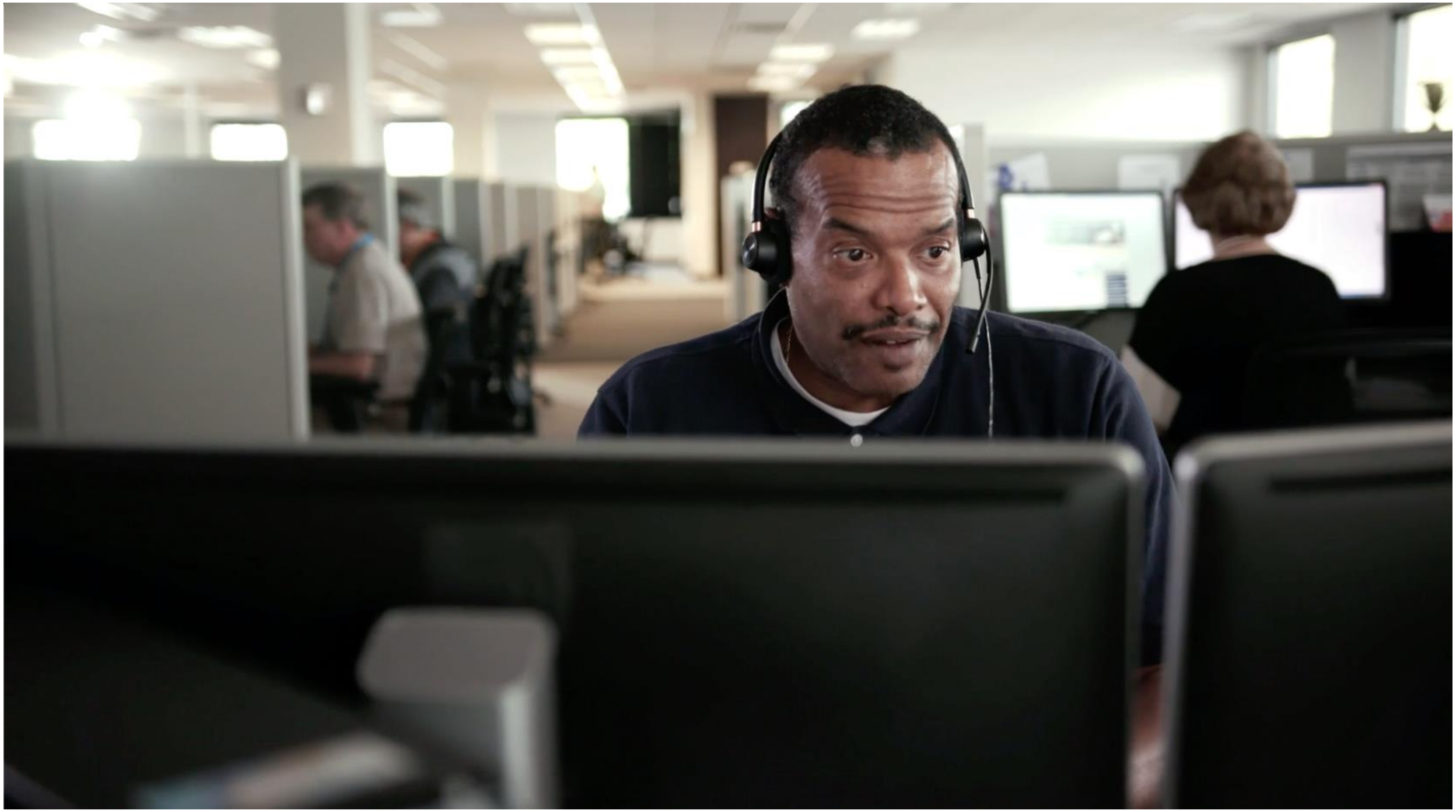
Medigap (Medicare Supplement)

- Prefers monthly premium as opposed to paying at point of care
- Travels outside the Medicare Advantage service area
- Does not want a network-based plan
- Designed to cover gaps in Medicare A and B
- Premiums may vary base on Age, gender and smoker status
- No medical underwriting if elected when first available.

Prescription Drug Plan (PDP) - (Part D)

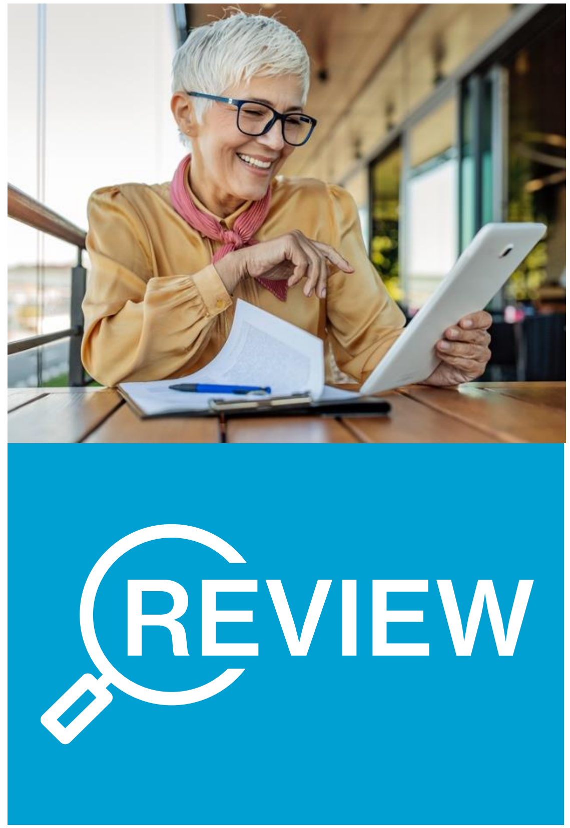
- Typically provides limited coverage in the Medicare Part D gap or "donut hole"
- Not age-rated

How to Work With Us



Via Benefits

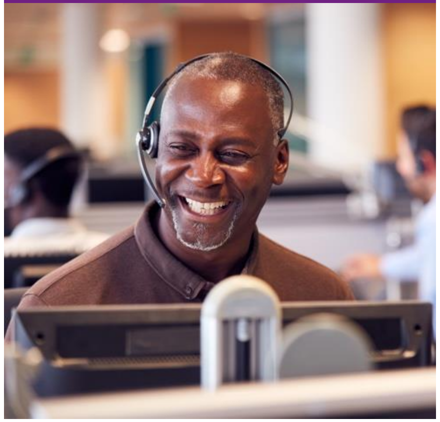
Fast, safe, secure



Your time is valuable. Go to our website and take these steps to maximize your time.

PREPARE

Pre-enrollment Call



We'll reach out to you before your enrollment begins to help:

- Guide you through your benefit changes
- Set up your online account
- Identify the type of plans that work with your health needs, finances, and lifestyle
- Decide to enroll by phone or on our website

If you are ready, don't wait for us! Contact us any time at **1-844-596-0460 (TTY:711)**.

Go to **my.viabenefits.com/LockheedMartin**, create an account, and start window-shopping.

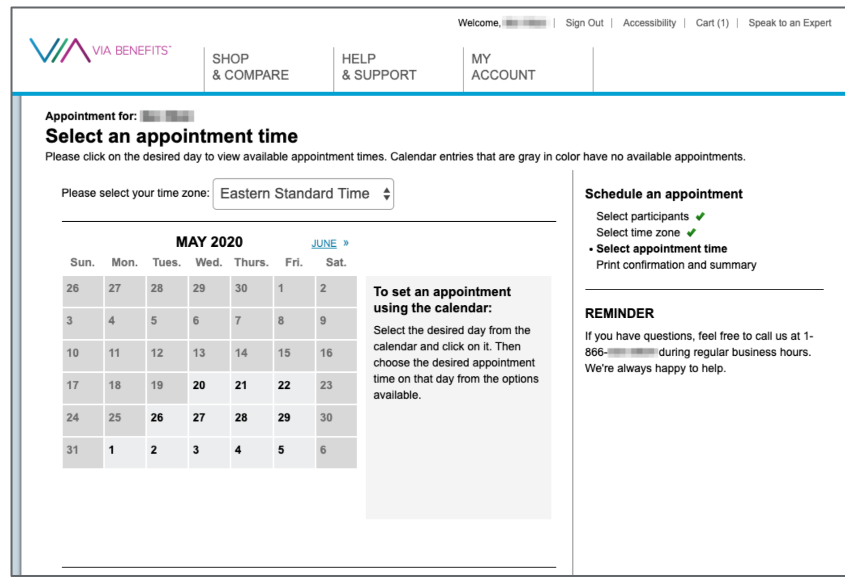
PREPARE

Schedule an Appointment

Call

1-844-596-0460 (TTY:711)
Mon-Fri 8:00am-7:00pm ET

Web



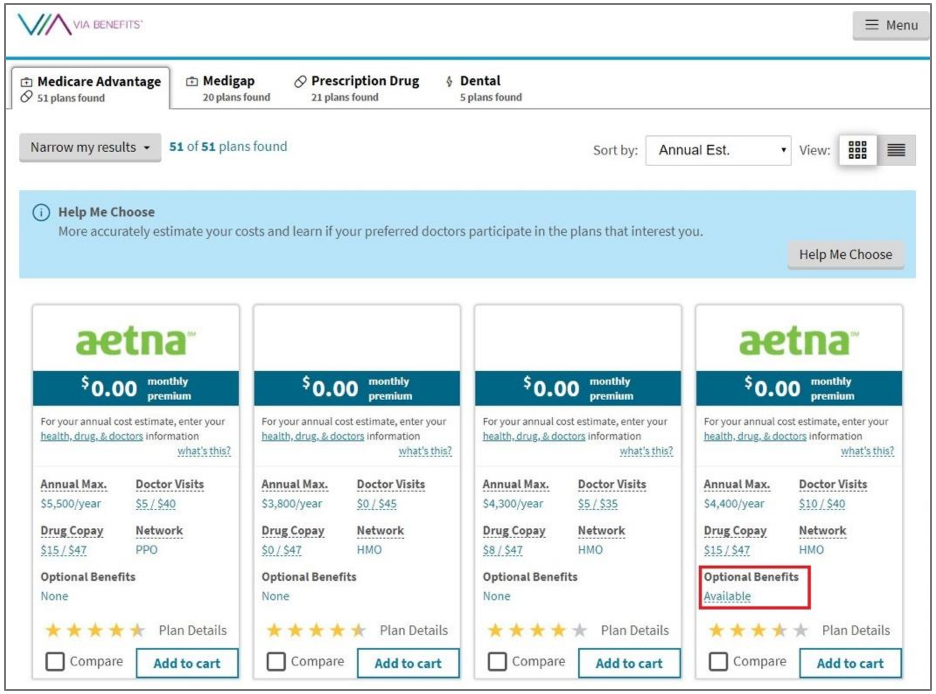
my.viabenefits.com/LockheedMartin

Enrollment Guide

- Pre-enrollment checklist
- Your enrollment period
- Information about your HRA
- **my.viabenefits.com/LockheedMartin**

Shop & Compare allows you to view Medicare plans available in your area

- Sort plans
- Compare plans side by side

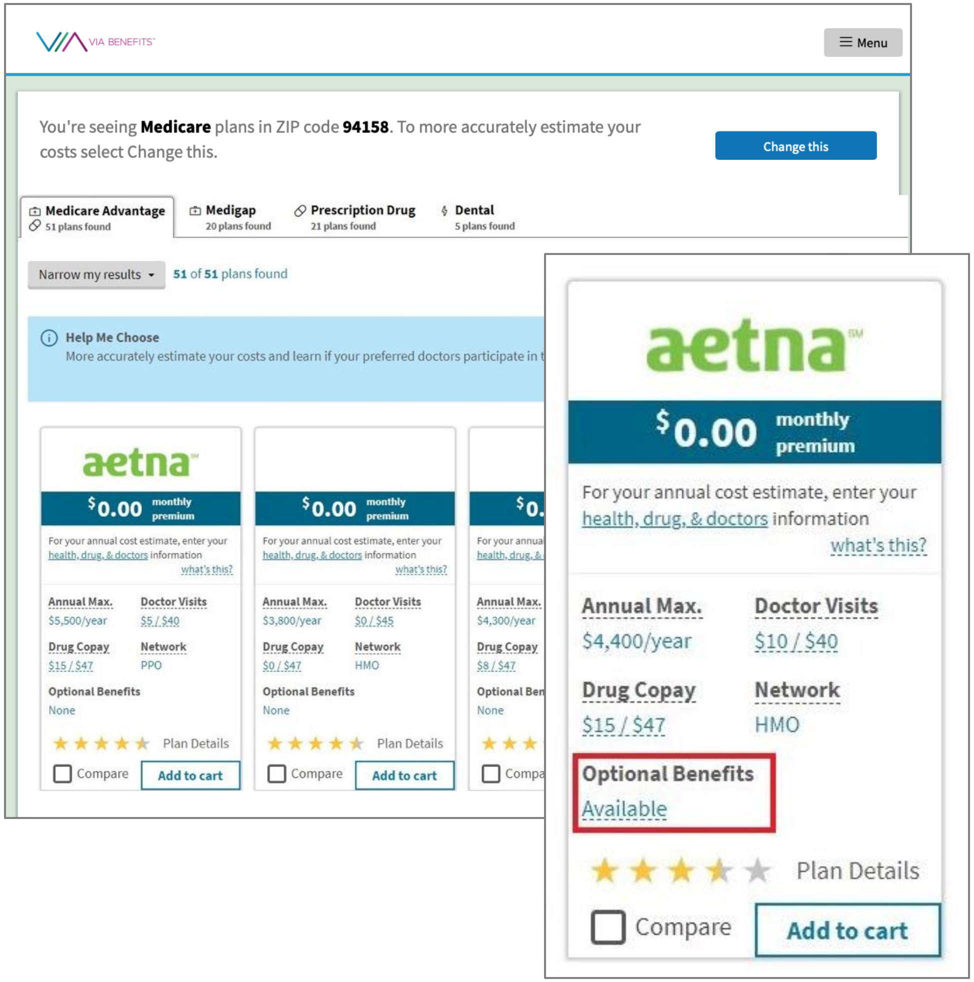


Insurance companies update plans and pricing annually in October.

REVIEW

If the Medicare Advantage plan offers Optional Benefits, it's listed as shown. Some benefits offered are:

- Dental
- Vision
- Meal plans
- Gym memberships
- Hearing



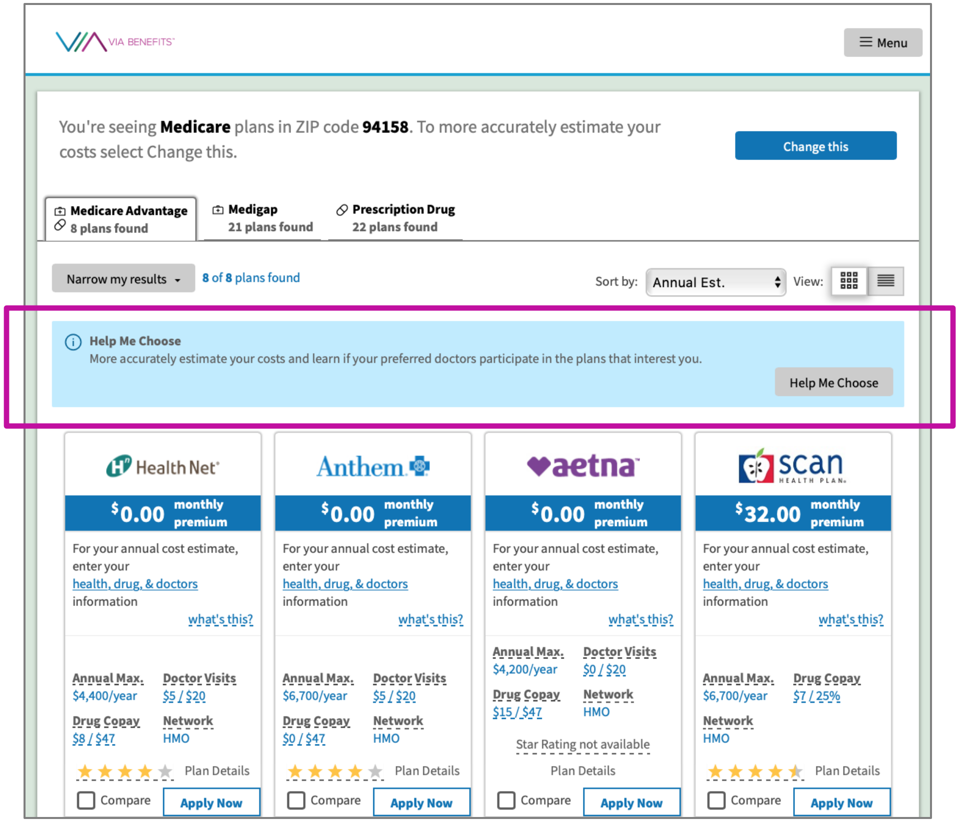
REVIEW

Refine your choices with

Help Me Choose

my.viabenefits.com/LockheedMartin

View plan options with 24/7 access

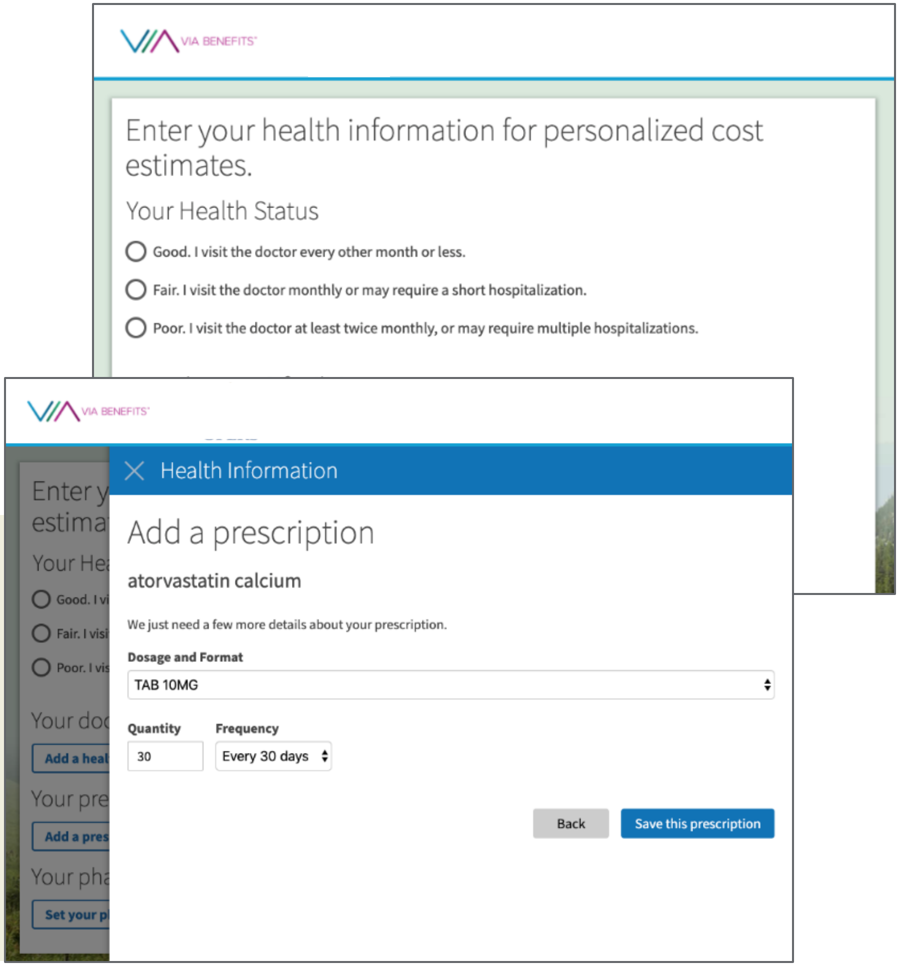


REVIEW

Target drug plans which cover your prescriptions
my.viabenefits.com/LockheedMartin

Enter your prescriptions

- Name
- Dosage
- Frequency



Discover the Part D plans which cover your prescriptions and estimate your annual out-of-pocket costs by entering in the prescription drugs you currently take.

REVIEW

Pre-Enrollment Checklist

- Consultation with a licensed benefit advisor or go online
- Create an account and enter providers and prescription drug information
- Complete a needs analysis
- Choose a plan type
- Decide to enroll by phone and make an appointment

No appointment?
No problem, you can schedule one.

Visit:
my.viabenefits.com/LockheedMartin

Call:
1-844-596-0460 (TTY:711)

ENROLL

Enroll During Your Enrollment Period

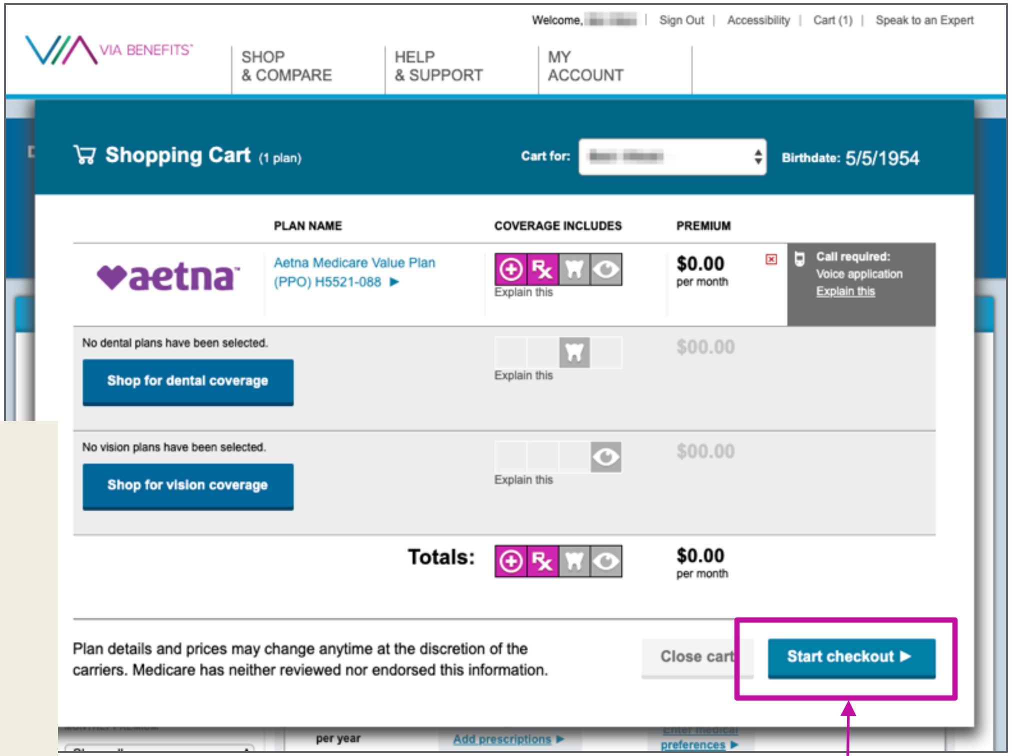
By Phone: 1-844-596-0460 (TTY:711)

Visit: my.viabenefits.com/LockheedMartin

ENROLL

Enroll on our Website

Fast, secure, easy



Click Here

Can't Enroll on our Website?

Call us and we'll take it from there

1-844-596-0460
(TTY:711)

Note: Plans and rates for 2024 are available beginning October 1, 2023.

Selection Confirmation Letter

- Review the plan(s) that you selected
- The Selection Confirmation Letter will be sent shortly after you enroll
- This letter confirms that your applications have been submitted

This form cannot be used as proof of insurance

VIA BENEFITS™

Selection Confirmation

Your applications have been submitted for the plans listed below

Information Center
2105 West 2300 South
Salt Lake City, UT 84119

1 1 SP 0.900
**********************SNGLP T1 P1
John Sample
1234 Street Name
Any Town, State 00000

Dear John Sample,

This letter confirms that you have made your plan selection(s) for 2021, and that your applications have been submitted to the insurance carriers listed below. Please review this statement carefully to ensure it reflects the choices you have made. If the plans or premiums are not what you expected, please contact Via Benefits Insurance Services immediately at 1-000-000-0000.

This letter does not confirm acceptance of your applications or that your plans have been issued, and it cannot be used as proof of coverage. This letter only confirms that your applications have been submitted. Once your applications are accepted, you will begin to receive information directly from your insurance carrier.

Please note: **Due to final rate approvals and insurance carrier applied discounts, final premiums may vary from those shown below. Your insurance carrier will contact you with your final premium cost.**

Plan name	Premium	Requested coverage start date	Automatic Reimbursement status
Medical carrier name, plan name that might be more than two lines Confirmation #: App Confirmation ID	$000.00 per month	January 1, 2021	Medical auto reimbursement status
Part D carrier name, plan name that might be more than two lines Confirmation #: App Confirmation ID	$000.00 per month	January 1, 2021	RX auto reimbursement status
Dental carrier name, plan name that might be more than two lines Confirmation #: App Confirmation ID	$000.00 per month	January 1, 2021	Dental auto reimbursement status
Vision carrier name, plan name that might be more than two lines Confirmation #: App Confirmation ID	$000.00 per month	January 1, 2021	Vision auto reimbursement status

Advocacy All Year Long

We're here to assist you when you need it

Help & Support on our Website

- **Help & Support**
- **Shop & Compare**
- **Help Me Choose**
- **Coverage Checkup**

During Business Hours

1-844-596-0460 (TTY:711)

Your plans will automatically renew from year to year. No need to re-enroll unless you want to make a change.

Health Reimbursement Arrangement (HRA)

Health Reimbursement Arrangement

If you are eligible

Lockheed Martin will make an **annual contribution**

Tax-free account

Used to reimburse you for eligible health care expenses

Get reimbursed

For eligible medical, prescription drug, dental and vision premiums as well as out-of-pocket expenses

Your HRA funding will be available: **1st of the month that you transition or qualify for funding**

Unused funds **DO** roll over

Health Reimbursement Arrangement

How the HRA works

1

You make the premium payment or pay your provider

2

Submit a reimbursement request either by the mobile app, online, or by mail or fax

3

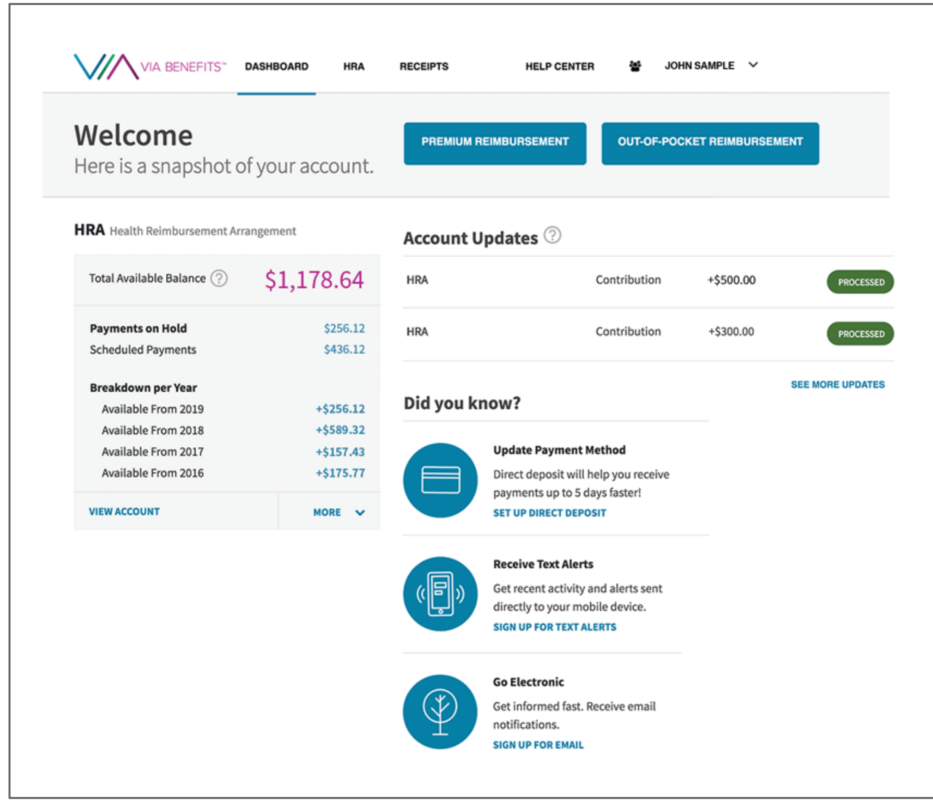
Via Benefits approves the request and reimburses you

Important: You may be reimbursed up to the amount available in your HRA

Maximize Your Account

Sign in, Set Up, and Automate

- Sign onto your online account
- Set up Direct Deposit
- Automate your reimbursements
- Go paperless
- Submit reimbursement requests



Managing your HRA using our website is fast, safe, and secure, and up to 10 days faster than mail or fax

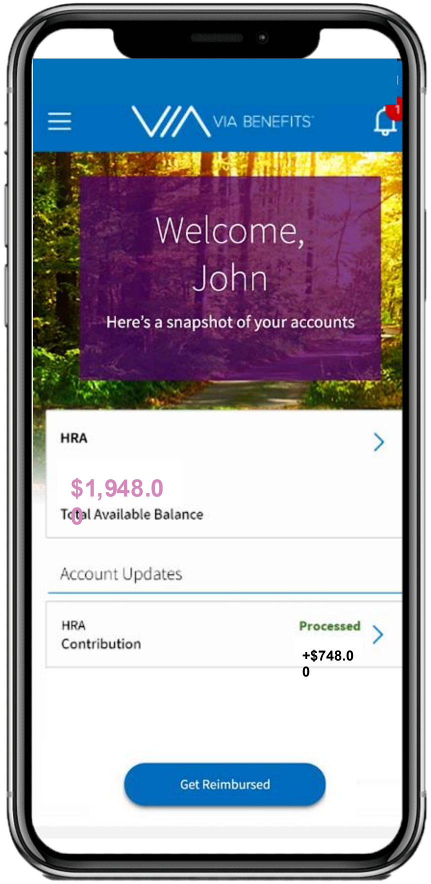
'Via Benefits Accounts' - Mobile App

- ❑ Download and install – use the QR code OR from the Apple iOS App Store or the Android Google Play Store
- ❑ *Use same username / password as your online account*
- ❑ Take a snapshot of your proof of payment – Easy!
- ❑ *Set up push notifications to keep informed on the go*
- ❑ ***** Note >> Won't activate until the HRA is funded**

Download our mobile app by scanning this QR code with your smartphone's camera

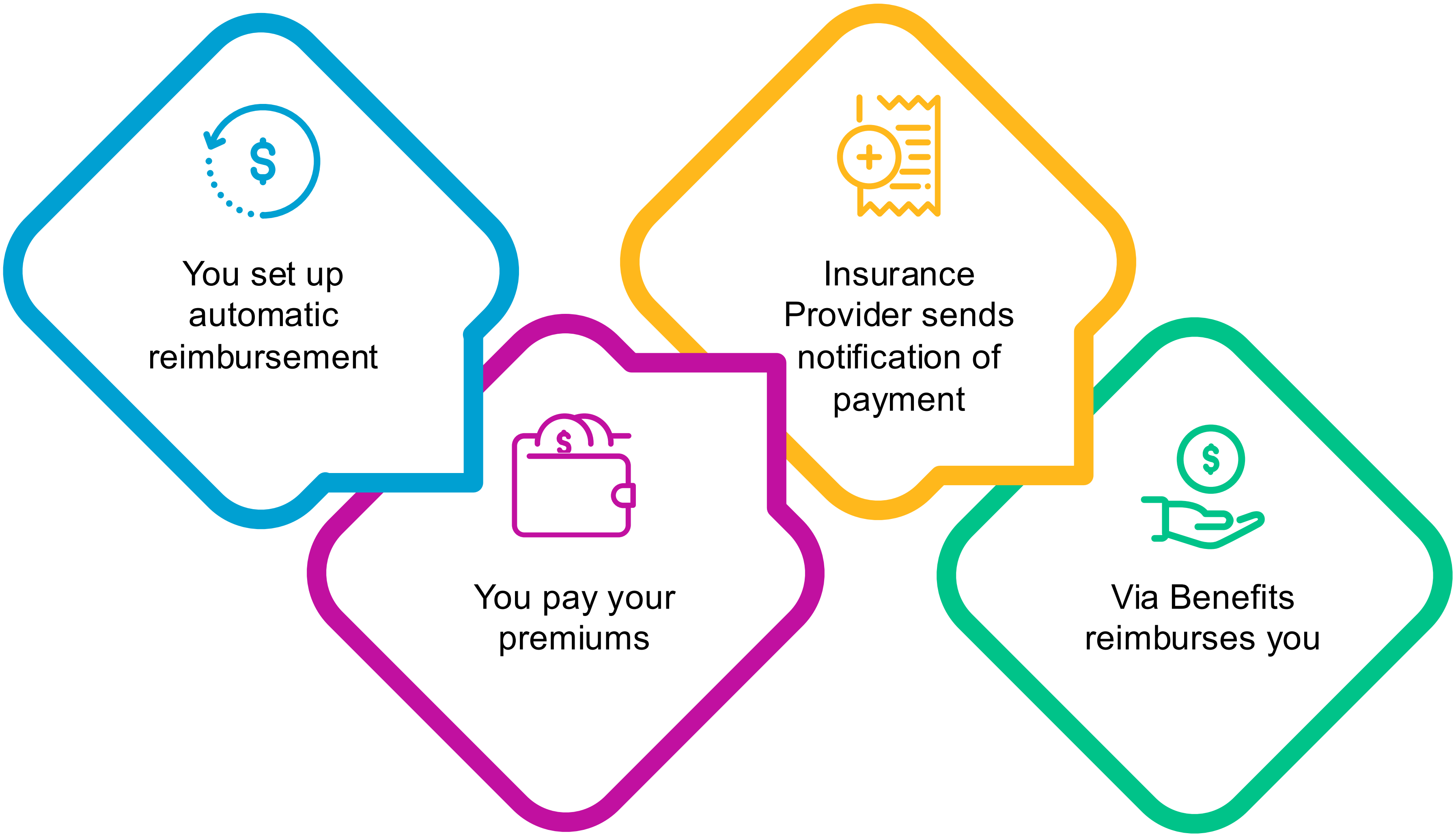
GET IT ON Google Play

Download on the App Store



Health Reimbursement Arrangement

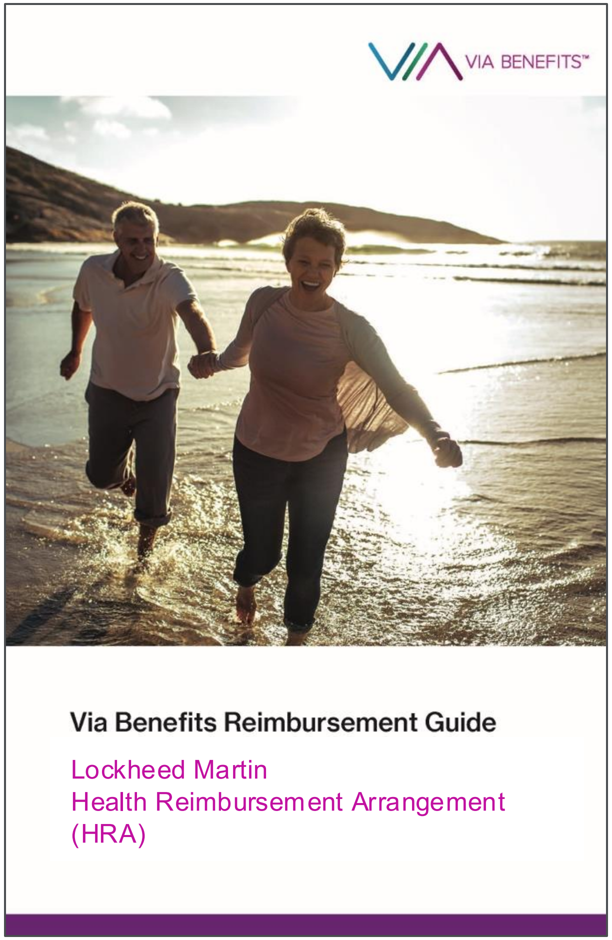
Sign in, Set up and Automate



Qualify for Your Health Reimbursement Arrangement

Via Benefits Reimbursement Guide

- Enroll in a medical plan through Via Benefits before your enrollment period ends to have access to your HRA
- You must remain enrolled through Via Benefits to continue to have access to your HRA or forever forfeit rights to your HRA
- If you do need to make a change in your medical plan, make sure to make that change through Via Benefits to remain qualified.



Important Reminders

Enrollment Checklist

- Pre-enrollment consultation with a licensed benefit advisor or go to our website
- Create an account and enter providers and prescription drug information
- Choose a plan type
- Decide to enroll online or by phone
- Schedule an enrollment appointment if enrolling by phone
- Enroll on our website or over the phone before your enrollment window ends

No appointment?
No problem, you can schedule one.

Online:
my.viabenefits.com/LockheedMartin

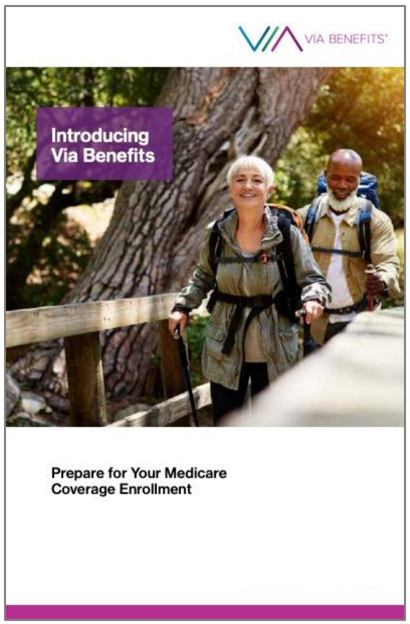
Call:
1-844-596-0460 (TTY:711)

Education and Communications

64th Birthday Introduction Letter

7 Months Prior to 65th Birthday

3 Months Prior to 65th Birthday



Enrollment Process if you are under Age 65 when you retire

- Request/submit retirement package as early as 90 days prior to retirement commencement date

- The Lockheed Martin Employee Service Center (LMESC) will send you a notice reminding you of eligibility for Via Benefits as you approach Age 65

- Via Benefits will start sending you information/reminders if you are between ages 64 and 65. Enrollment information will be sent if you are at or over Age 65

- Enroll in Medicare Parts A and B prior to turning Age 65

- If you want your spouse to be eligible for the HRA Subsidy, contact the LMESC to ensure spouse information is up-to-date and ask them to ensure your spouse is on the file to Via Benefits

- Contact Via Benefits to start enrollment process prior to 65th birthday.

- Review plan offerings/make decisions on which plan(s) you want
  - Enroll in plans through Via Benefits
    - Enrollment process can take up to 90 minutes per person due to Medicare enrollment requirements
  - Set up reimbursement method (various)

After Enrollment:

- Make sure to keep address up-to-date with Via Benefits.
- Each Annual Enrollment remember to contact Via Benefits directly to review or change plans. Enrollment directly with the carrier can disqualify you for the HRA subsidy until you can re-enroll through Via Benefits

VIA BENEFITS™

Enrollment Process if over Age 65 when you retire

- Request/submit retirement package as early as 90 days prior to retirement commencement date

- Enroll in Medicare Parts A and B prior to retirement commencement date

- If you want your spouse to be eligible for the HRA Subsidy, contact the LMESC to ensure spouse information is up-to-date and ask them to ensure your spouse is on the file to Via Benefits

- Contact Via Benefits to start enrollment process after you have submitted your completed retirement package.
  - Review plan offerings/make decisions on which plan(s) you want
  - Enroll in plans through Via Benefits
    - ➢ Enrollment process can take up to 90 minutes per person due to Medicare enrollment requirements
  - Set up reimbursement method (various)

After Enrollment:

- Make sure to keep address up to date with Via Benefits.

- Each Annual Enrollment remember to contact Via Benefits directly to review or change plans. Enrollment directly with the carrier can disqualify you for the HRA subsidy until you can re-enroll through Via Benefits

Call Now, We Are Ready!

1-844-596-0460

My.ViaBenefits.com/LockheedMartin

[redacted]