

Retiree Benefits Guide



You & Medicare

Continuing coverage after 65



Welcome



There's a lot to think about when you get ready to retire or even after you've terminated. That's why Huber and UnitedHealthcare® are working together to make your transition to retirement and Medicare insurance as smooth and easy as possible. It's important that you read over these materials, so you can make decisions about—and enroll in—new medical, prescription drug, dental and vision coverage that best suits your needs.

What's new?

- Additional choices – You will be able to choose from several medical, prescription drug, dental and vision plans available in your area based on your personal needs and budget.
- Dedicated support – You will receive detailed information and personal support, enrollment assistance and much more.
- More flexibility – You can make plan changes throughout the year in some plans. You don't have to choose the same plan(s) as your spouse/dependent.

What's staying the same?

- Eligibility – Eligible retirees and spouses will continue to receive a subsidy from Huber, to help you pay for your coverage. For those retirees and spouses not eligible for a subsidy from Huber, you are still eligible to enroll in these programs. Keep in mind, you will be responsible for the full cost of these plans.
- Mail order prescription drug coverage – You will have access to a mail order program for your prescription drugs, mailing a 90-day supply.
- To ensure no gap in coverage or loss of any Huber subsidy (if eligible) – Enrollment is required within 31 days from becoming eligible for coverage.

Coverage for your eligible spouses

Retirees and spouses who are Medicare-eligible will need to choose one or more new individual medical and/or prescription drug plan(s). Additionally, you will have the option to add dental and/or vision coverage or both.

- If both you and your spouse are Medicare-eligible, you will each enroll separately in new plans through UnitedHealthcare.
- You do not need to enroll in the same plan as your spouse. You can each choose and enroll in the plan(s) that are best for your individual medical and prescription drug needs.

- Spouses who are under age 65 will continue to receive coverage under Huber's current retiree medical plan.
- Dependent children will continue to receive coverage through Huber's current medical option until age 19 (or 24 if full-time student). Once they are no longer eligible dependent children, they will be dropped from our Plan.

Choosing the right partner

Huber continues to work with UnitedHealthcare for a number of reasons:

- A proven track record and endorsement from AARP® – As a leader in the individual Medicare market, UnitedHealthcare has the experience and resources to help you enroll in the plan that's best for you.
- A broad range of options – UnitedHealthcare offers choices of various individual medical and prescription drug, dental and vision plans for many types of needs and budgets.
- Support, tools and resources – UnitedHealthcare will be available to guide you through the process and offer personal enrollment assistance.

Resource support

- UnitedHealthcare licensed sales representatives. UnitedHealthcare customer care professionals will be available by phone to provide personal support from 8am to 8pm local time, 7 days a week, at **1-866-658-3505**, TTY 711.
- UnitedHealthcare website. Learn more about Medicare coverage basics, take individual assessments and get enrollment support. Website is available now at **www.myuhcplans.com/jmhuber**.
- Education and pre-enrollment materials. Medical, prescription drug, dental and vision educational materials, as well as Medicare Supplement enrollment information, will be mailed to your home. You will also receive information about how Medicare works and details about the plan options available to you.

Medical

UnitedHealthcare™ offers Medicare coverage options for Huber retirees and eligible spouses who are age 65 or older and eligible for Medicare. If you qualify, J.M. Huber will provide a financial subsidy to help you and your eligible spouse pay for the cost of the coverage. UnitedHealthcare is a leading insurer of individual Medicare Advantage/ Supplement plans, with many plans endorsed by AARP. Any product or service that carries the AARP brand has been carefully evaluated and selected as one that meets the high service and real quality standards of AARP.

Prior to you or your eligible spouse attaining the age of 65, you will receive additional information about the options available to you directly from UnitedHealthcare.

For more information, contact UnitedHealthcare and a Licensed Sales Representative will be available by phone to provide personal support from 8am to 8pm, 7 days a week at **1-866-658-3505**. Additionally, you can log onto **www.myuhcplans.com/jmhuber** where you can view available options and cost estimates.

About the individual Medicare market

Over the past few years, the Medicare marketplace has expanded. As a result, individual plans have become more widely available and affordable. UnitedHealthcare offers a wide variety of Medicare Advantage, Medicare Prescription Drug and Medicare Supplement plans that allow you to choose coverage that meets your individual and financial needs.

Understanding the difference between a Medicare Advantage plan and Medicare Supplement plan

Since Medicare doesn't generally cover everything, Medicare Supplement plans help pay for some or all your cost that Medicare Parts A and B does not pay. (Keep in mind you may need to choose a Medicare Part D plan for prescription drug coverage.) Medicare Supplement plans are offered without a network of providers, so you can choose any doctor or hospital in the United States that accepts Medicare patients.

Medicare Advantage plans take over the coverage of original Medicare and fully cover all of Medicare Parts A, B and in some cases Part D. You do not lose your original Medicare when you choose a Medicare Advantage Plan. Medicare Advantage plans are generally network-based plans that offer coverage through a large network of providers and health care facilities. These plans combine coverage for hospital stays with coverage for doctor visits, outpatient and preventive care, and the plans often offer additional benefits and features compared to original Medicare.

Many Medicare Advantage plans may include Part D prescription drug coverage. Some plans have little or no monthly premium; however, you must be enrolled in Medicare Part A and Part B (and keep paying any premiums) to enroll in a Medicare Advantage Part C plan. In addition, because many of these plans include prescription drug coverage, you would not need to enroll in a separate Part D plan.



Enrollment – After you retire and/or before you turn age 65, you will have a limited window to enroll in Medicare Parts A, B and D. If you do not enroll within Medicare’s designated time period, you will be assessed a penalty that will affect your Medicare premiums for life. Please contact the Social Security office directly for more information.

To enroll in an AARP® Medicare Supplement plan, you must be a current member of AARP. If you are not a current member of AARP, the fee for the first year of membership will be paid for you, which includes your spouse. If you choose not to enroll in the AARP® Medicare Supplement Insurance Plans, you can also have the first year’s AARP membership fee paid for you, if you wish, by calling the number in the enrollment kit. In future years, you will be directly billed by AARP for the annual membership fee, currently \$16.

Please note that residents of New York are responsible for paying their AARP membership fees.

Once enrolled you do not need to re-enroll each year. However, if you are currently enrolled and want to change plans, you can use the number on the back of your new ID card for assistance.

Cost of coverage – To obtain the cost of your coverage, you can call Huber’s dedicated UnitedHealthcare line at **1-866-658-3505**, TTY 711, 8am – 8pm local time, 7 days a week, to obtain this information.

Billing – Your plans are considered individual policies. This means you will receive a bill for the Medicare Advantage, Medicare supplement, prescription drug (Part D), dental and/or vision plans that you enroll in. Spouses who also enroll in a Medicare Advantage, Medicare supplement, prescription drug (Part D), dental and/or vision plan will receive separate bills from UnitedHealthcare. Medicare supplement plans are billed by household, so if the retiree and spouse both enroll in a Medicare supplement plan, they will receive one bill. Depending on the plan(s) you enroll in, you could receive multiple bills.

For example: If the retiree and the spouse enroll in a Medicare supplement plan and a prescription drug plan, the household will receive one bill for the Medicare supplement plan, the retiree will receive a bill for the prescription drug plan and the spouse will receive a bill for the prescription drug plan, totaling three bills.

Dental and Vision

When you call to make your dental and vision elections, the UnitedHealthcare customer care professional will transfer you to the dental and vision specialist who will provide you with an electronic application. If you do not have a computer or cannot receive information electronically, please notify the agent when you call so that an alternative process can be provided. You will need to confirm the availability of these programs with UnitedHealthcare as plan availability and benefits will vary by state.

You will have the option to apply for dental coverage through Golden Rule Insurance Company, a UnitedHealthcare company.

Dental Highlights

Maybe you’re looking for coverage for the basics like regular cleanings, exams and the occasional filling. Or maybe you’re hoping for help with the costs of more serious dental work like root canals or even implants or braces. Different plans have different coverage options, so you can pick the one that fits your needs. These UnitedHealthcare branded plans give you access to a network of providers who can help prevent or treat your dental issues and who offer services at lower costs than many out-of-network providers, saving you money. Part of learning how to get dental insurance is choosing how you want to access your dental care.

- A dental HMO has a small network of dentists but can reduce your out-of-pocket costs.
- If you’re willing to pay more premium for the freedom to go to any dentist, you might check out dental indemnity plans.
- UnitedHealthcare branded dental insurance plans, underwritten by Golden Rule Insurance Company, are Dental PPOs (Preferred Provider Organizations) offering a wide network of dentists to choose from who have agreed to offer dental care at discounted rates, helping keep your out-of-pocket costs down.

Visit uhone.com/insurance/dental to learn more about the dental programs.

Vision Highlights

With Vision insurance underwritten by Golden Rule Insurance Company you can choose between a standalone plan^{F28} or a vision rider^{F29} (an option available with our dental plans, available for an additional premium). Our vision benefits let you pick the eye doctor you like and the prescription eyewear you prefer. From routine eye exams to access to discounts for vision laser surgery, we've framed our vision insurance plans to fit your life.

- Coverage options – Depending on your plan, you can choose coverage for eyeglass lenses and frames, contact lenses, or both.
- Lower out-of-pocket costs – You'll save more if you visit a provider from our large national network of private doctors and retail stores.
- The freedom to use a non-network provider – Out-of-network providers are also covered, without our network discounts.
- No waiting periods – So you can focus on what's ahead.
- Coverage for people of all ages – As long as the primary insured is over 18.

Visit uhone.com/insurance/vision to learn more about the vision programs.

Termination of your active employment coverage – COBRA

Your medical, dental and vision coverage, if applicable, will continue until the end of the month in which your employment is terminated. You will be offered continuation of coverage through COBRA. Your health care and dependent care Flexible Spending Account (FSA) will end on your termination date.

If you have not overspent your FSA account as of the date your employment terminates, you will be eligible to elect COBRA for your FSA account, under which you pay monthly to continue coverage on an after-tax basis through the end of the year.

Your Health Savings Account (HSA) will end 30 days after your termination date. Your HSA balance will automatically transfer into an individual account and will be subject to applicable fees.

If you are eligible for Huber Retiree Medical, you do not need to enroll into COBRA medical/prescription coverage.

If you enroll with UnitedHealthcare dental and/or vision, you do not need to enroll into COBRA dental/vision coverage.

When will I receive my COBRA paperwork?

Huber has retained a third-party provider to manage COBRA administration. You will receive information from them after your termination date, describing your rights under COBRA as well as the cost for the coverage. For more information, please contact the administrator.



Financial benefits



In addition to the health care benefits described, you have opportunities to continue financial coverage for you and your family through life and disability benefits, along with retirement planning with the J.M. Huber Corporation 401(k) Savings Plan.

Life and disability coverage

Your life, supplemental life, dependent life and AD&D coverage will expire at the end of the month in which you terminate. The short-term disability (STD), as well as basic long-term disability (LTD), will end at your termination date. You may convert your group life insurance coverage within 31 days following the end of the month in which your termination of employment occurs to an individual insurance policy with the Lincoln Financial without taking a physical examination. You may convert, within 31 days after the effective date of your termination of employment, to an individual insurance LTD policy with Lincoln Financial. If you convert these policies, you will be required to pay the applicable premiums to Lincoln Financial, based on prevailing market rates.

J.M. Huber Corporation 401(k) Savings Plan

When you retire from J.M. Huber, you will have the following options in regards to your 401(k) savings account:

1. **Rollover:** You may request that a direct rollover of the vested amount of your accounts be made either to an Individual Retirement Account (IRA) or to another employer's qualified retirement plan. A distribution form is used to rollover funds to a qualified institution. However, multiple forms may be accommodated should a participant desire to rollover funds to more than one institution. Contact Voya for more details at 1-800-35-HUBER. You can also visit <https://jmhuber.voya.com>.

2. **Lump Sum Distribution:** Receive a single lump sum payment at any time after your employment termination date.

You may choose to have your entire vested account balance distributed to you in a single lump sum payment. Keep in mind that your spouse must consent to a lump sum payment of your retirement account if you are married in order to have your retirement account balance included in your distribution.

If you choose this option, you will be subject to any applicable taxes and penalties, unless you request that a direct rollover of the amount of your lump sum payment be made (see below).

If the total value of all your vested accounts does not exceed \$1,000 at your employment termination date, you will have no option to defer payment and the entire vested amount of all your accounts including your retirement account will be paid to you automatically as a single lump sum payment as soon as administratively possible.

3. **Installments:** Commence installment payments at any time after your employment termination date.

4. **Deferral:** Defer receipt of payments until you reach age 72 (or 70½ if reached in 2019), when Required Minimum Distribution (RMD) must begin per IRS requirements.

If the total value of your vested accounts exceeds \$1,000 at your employment termination date, you may choose to defer payment and have the amount in your vested accounts remain in the 401(k) Savings Plan. Your savings account will continue to be invested in the same manner as per your investment elections at the time of your retirement. You may continue to make transfers, reallocations and/or investment election changes to your account. Note: Your account balance is subject to plan rules and RMD if applicable. There are no penalties/fees for leaving the balance over \$1,000 in the plan.

If you choose this option, you may elect to receive a single lump sum payment of the vested amount of your accounts at a later date, at which time you would be subject to any applicable taxes and penalties, unless you request that a direct rollover of the amount of your lump sum payment be made. (You will be eligible to elect to receive installment payments or off-cycle payments of the vested amount in your accounts, if you have either completed 30 years of continuous service, attained age 62 or attained age 55 and completed 10 years of continuous service at the time your employment ends). (See option 3).

5. **Annuity Contract:** Receive an annuity contract for the proceeds in your retirement account at any time after your employment termination date.

6. **Partial Distributions:** Receive off-cycle payments at any time after your employment termination date.



If you elect to receive an immediate lump sum payment of the entire account balance in the J.M. Huber Corporation 401(k) Savings Plan, a lump sum payment of the amount in your accounts will be made within 10 business days from the date that your Distribution Request form is received by the Plan record keeper, Voya Financial. The Distribution Request form should be mailed to: Voya, J.M. Huber Plan Administration, P.O. Box 24747, Jacksonville, FL 32241-4747.

You will be given a Tax Summary that provides general tax information regarding distributions from a qualified pension or profit-sharing plan. Huber cannot provide you with personal tax advice based on your individual circumstances. We recommend that you consult with your tax or financial advisor before making any decision with respect to your Employee Savings Plan accounts.

NOTE: No distribution of your accounts under the J.M. Huber Corporation 401(k) Savings Plan will be made until any outstanding loan balance has been satisfied through repayment, or after you have elected to default on the loan and subject to tax and penalty rules.

Loans

The standard method of repaying a loan made under the Plan is through payroll deduction. You will continue to repay your loan through regular payroll deduction through the last pay period. Upon your termination of employment with Huber, the entire unpaid balance of the loan will become immediately due and payable.

Therefore, two options are available for an outstanding loan:

Option 1 - You may repay the entire amount of the balance of the loan that is still outstanding in a lump sum within the prescribed time frame under the Plan (by the end of the calendar quarter following the quarter in which the first scheduled payment is missed). **Repayment must be made for the entire balance due and if you do not repay within this time period, the loan will default.**

The loan repayment amount and information surrounding the repayment procedure may be obtained by calling Voya Financial at **1-800-35-HUBER** and speaking with a Participant Service Representative.

Option 2 - If you do not repay the outstanding loan balance in full, any remaining balance will be defaulted. When this occurs:

- The amount of the unpaid loan balance will be treated as a distribution to you under the Plan and will be subject to applicable taxes and penalties. For information concerning the tax consequences that apply when defaulting on your loan, we recommend that you consult with your tax or financial advisor.

Additional questions

If you have questions regarding your investment options or distribution of funds, please contact Voya directly at **1-800-35-HUBER**. You can also visit <https://jmhuber.voya.com> or www.jmhsave.com.



Questions?

Use the resources below to get help.

UnitedHealthcare

1-866-658-3505, 8am to 8pm local time, 7 days a week, TTY 711

- Medical: www.myuhcplans.com/jmhuber
- Dental: www.uhone.com/insurance/dental
- Vision: www.uhone.com/insurance/vision

Lincoln Financial Life and Disability

1-844-228-2420

(available late December 2023)

J.M. Huber 401(k) Savings Plan

Voya Financial: <https://jmhuber.voyaplans.com> or www.jmhsave.com

Huber Benefits Hotline

1-800-746-1602

COBRA Contact Information

- CDB Service Center: 1-833-874-1600, M-F, 8:00 am - 8:00 pm EST
- Enrollment: www.cobraandbillingservices.com

For address updates, please contact the Huber Benefits Hotline and the CDB Service Center (if enrolled in COBRA).

This guide describes the benefit plans and policies available to you as a retiree of J.M. Huber Corporation. The details of these plans and policies are contained in the official plan and policy documents, including some insurance contracts. This guide doesn't contain all of the details that are included in your Medicare policies. The formal wording in the Medicare plan or policy documents will govern.