



November 2018

**Re: Con Edison Retiree Health Program Open Enrollment for 2019**

Dear Retiree:

Open enrollment for 2019 health-care benefits available to you under the Con Edison Retiree Health Program (Program) will run from Friday, November 16, 2018 through Monday, December 3, 2018. Please review the enclosed material carefully and follow instructions below if you wish to make any health-care benefit changes for 2019. If you do not wish to make any changes, no action is necessary.

**Important Changes Information for 2019**

While there have not been significant deductible, copayment or annual out-of-pocket changes to the health-care plans since 2013, rising medical costs above general inflation will require higher contributions by the Company and retirees to pay for the Program costs in 2019. The enclosed Schedule of Monthly Retiree Contributions details the monthly payroll deductions for retirees enrolled in the Program.

**Cigna / CVS Health (Non-Medicare and Medicare Eligible)**

In 2019, there will be in-network and out-of-network annual deductible and out-of-pocket maximum changes for Non-Medicare and Medicare eligible retirees enrolled in the Cigna plan, as well as retail and mail order co-payment increases for Non-Medicare and Medicare eligible retirees enrolled in CVS Health as noted below. Please refer to the Summary of Highlights enclosed; also available on Con Edison's Retiree website at [www.retirees.coned.com](http://www.retirees.coned.com).

Non-Medicare Eligible (Under Age 65)							
Health Care Plan	Type	In-Network			Out-Of-Network		
		Cost	2018	2019	Cost	2018	2019
Cigna Medical	Annual Medical Deductible	Per Person	\$200	\$250	Per Person	\$650	\$800
		Per Family	\$600	\$750	Per Family	\$1,950	\$2,400
	Annual Out-Of-Pocket Maximum	Per Person	\$800	\$850	Per Person	\$3,200	\$3,350
		Per Family	\$2,400	\$2,550			
CVS Health Rx	Retail / Mail Order Co-payment	Name Brand	\$30	\$35	Name Brand	\$30	\$35

Medicare Eligible (Over Age 65 and Under Age 65 on Medicare)				
Health Care Plan	Type	Cost	2018	2019
Cigna Medical	Annual Medical Deductible	Per Person	\$650	\$800
		Per Family	\$1,950	\$2,400
	Annual Out-Of-Pocket Maximum	Per Person	\$3,200	\$3,350
CVS Health Rx	Retail / Mail Order Co-payment	Name Brand	\$30	\$35

**Emblem Health (Medicare Eligible)**

For Medicare Eligible retirees enrolled in the Emblem Health HMO plan, there will be a change in the emergency room co-payment for 2019 as noted below.

Visit Type	2018	2019
Emergency Room Co-payment	\$75	\$90

**2019 Open Enrollment**

If you wish to change your retiree health-care coverage (i.e. from an HMO/Managed Choice Plan to Cigna or vice versa), please call the HR Service Center at 1-800-582-5056 and request a Con Edison Retiree Health Benefits Enrollment/Change Form and Medicare Form if you are on Medicare; also available on Con Edison’s Retiree website at [www.retirees.coned.com](http://www.retirees.coned.com). Please note that the United Healthcare (Secure Horizons/Oxford) HMO Plan is not open to new participants, but remains open to current enrollees.

To modify your coverage, send your completed form to the HR Service Center (Con Edison, 4 Irving Place, 15th Floor, New York, NY 10003) no later than December 3, 2018.

**What You Can Do to Help Keep Program Costs Down**

You can continue to be effective health-care consumers by following some of these suggestions:

- If you are not yet eligible for Medicare and enrolled in the Cigna Plan, use medical providers who participate in the Cigna network; it costs less to use in-network providers.
- Request generic drugs and use the mail-order prescription service whenever possible.
- Prescription drug costs depend on where you fill your prescription. Enclosed is a guide with some facts and tips on how to get the most value from the prescription drug program if enrolled in CVS Health/SilverScript. In general, you will pay less for:
  - Generic versus brand-name prescription drugs;
  - Maintenance medications (90-day supply) supplied through the mail-order service program and sent to your home or picked-up at a CVS Health retail pharmacy; and

- Prescription drugs you receive through a retail pharmacy in the CVS Health network or SilverScript network pharmacies for Medicare eligible participants
- Preventive medical services can help identify and treat medical issues early on before they become a bigger issue; not only do preventive services help you to maintain your health, but may also help to avoid potential long term costs to you and/or the company. Preventive services, include immunizations, screenings for cholesterol, blood sugar, blood pressure and wellness exams (based on age-related frequency limits) at no cost if done at either Affiliated Physicians or at a Cigna in-network provider.

### **Increase Your Savings on Select CVS Health Brand Items**

If you are enrolled in CVS Health, prescription drug coverage provides you with a CVS Health ExtraCare card. You can use this card to receive discounts of up to 20% on select over-the-counter CVS Health brand items, such as ibuprofen, nasal decongestants and more. If you are enrolled and do not have a card, call CVS Health at 1-800-601-6364 to request one.

### **Health Care for Medicare Eligible Participants**

If you or your covered dependents become eligible for Medicare at 65 or earlier, Medicare becomes your primary health-care provider and the Con Edison Retiree Health Program becomes secondary.

Once you or your covered dependents become Medicare eligible at age 65 or earlier, contact Medicare to obtain a Medicare card (reflecting Part A and B coverage) and provide a copy of that Medicare card to the HR Service Center, either by mail (Con Edison, 4 Irving Place, 15th Floor, New York, NY 10003) or by fax (1-646-654-2638).

### **Prescription Drug Plan for Medicare Eligible Participants**

The Con Edison Retiree Health Prescription Drug Plan (Plan) coordinates with a Medicare Part D prescription drug program. Retirees/dependents who are enrolled in CVS Health and are eligible for Medicare at age 65 or earlier will have their coverage administered by the Medicare Part D prescription drug plan provider, SilverScript insurance company, an affiliate of CVS Health. The Plan administered by SilverScript provides the same prescription drug benefits to Medicare eligible participants as the Plan administered by CVS Health for non-Medicare eligible participants. In addition to using the SilverScript pharmacy network, Medicare eligible participants can obtain prescriptions at any CVS Health retail pharmacy. If you obtain prescriptions through mail, you need to send the prescriptions to the SilverScript mail order pharmacy.

If you are enrolled in an HMO or Managed Choice plan, please note that prescription drug coverage is available through your HMO/Managed Choice provider. Once you or your spouse becomes Medicare eligible, Medicare part D becomes your primary.

### **Health Insurance Marketplace Alternative for Retirees Not Eligible for Medicare**

In 2019, you can choose to obtain qualified health-care coverage through Con Edison's Retiree Health Program, your spouse's employer plan (if available), or the Health Insurance Marketplace created as part of health-care reform.

If you or your dependents are not eligible for Medicare, we encourage you to explore and research all health-care coverage opportunities available to you. This will enable you to make an informed decision when choosing health-care coverage that best meets your family's needs and budget. Regardless of which you state you live in, you'll be able to compare your health-care insurance options in the Health Insurance Marketplace by visiting their website at [www.HealthCare.gov](http://www.HealthCare.gov).

To change your retiree health-care coverage from the Con Edison Retiree Health Program to a program offered through the Health Insurance Marketplace or elsewhere, call the HR Service Center at 1-800-582-5056 and request that your Con Edison coverage be discontinued as of December 31, 2018. You may also access the Retiree Health Benefits Enrollment/Change Form on Con Edison's retiree website at [www.retirees.coned.com/en/benefits/benefits-forms](http://www.retirees.coned.com/en/benefits/benefits-forms).

**Important Reminder: If you (or your spouse) choose not to participate in the Con Edison Retiree Health Program in 2019, you (or your spouse) will not be eligible to participate in the Program in the future unless, during the interim period, you (or your spouse) are covered under another employer's group health plan (not an individual policy) either through another insurance provider, or at a minimum, a platinum level plan purchased in the Health Insurance Marketplace.**

#### **Coverage Provided for Reconstructive Surgery Following Mastectomy**

The Women's Health and Cancer Rights Act of 1998, a federal law, requires group health-care plans to provide coverage for reconstructive surgery and prostheses following mastectomies and to notify covered participants each year of available benefits.

Under the Program, benefits for a medically necessary mastectomy include:

- Reconstruction of the breast on which the mastectomy has been performed,
- Surgery and reconstruction of the other breast to produce a symmetrical appearance, and
- Treatment for physical complications during any state of a mastectomy, including lymphedemas.

This coverage must be provided in consultation with the attending physician and the patient and is subject to the same annual deductibles and coinsurance provisions applicable to the mastectomy.

If you have any questions about coverage for mastectomies and reconstructive surgery or other covered benefits, call your health care provider at the following numbers:

**Cigna:** 1-800-244-6224

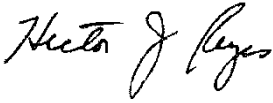
**Aetna:** 1-800-307-4830

**Emblem Health (HIP):** 1-800-447-8255

**United Healthcare (Secure Horizons/Oxford):** 1-800-457-8506

For all other questions, please call the HR Service Center at 1-800-582-5056.

Sincerely,

A handwritten signature in black ink that reads "Hector J. Reyes". The signature is written in a cursive style with a large initial 'H' and 'R'.

Hector, J. Reyes  
Director, Employee Benefits

Enclosures

*This letter serves as a summary of material modifications (SMM) and notice of terms to participants as required by federal law. The changes described are also subject to any plan documents, including contracts between Con Edison and the firms that insure and/or administer the plans. In the event of any conflict between this message and any plan documents, the plan documents will prevail.*

*The information in this letter does not alter the Company's right to change or terminate the Program at any time due to changes in laws governing employee benefit plans, the requirements of the Internal Revenue Code, Employee Retirement Income Security Act or for any other reason.*