39TH ANNUAL OPEN SEASON SEMINAR



Marketing

Presente by Strategic Marketing &

Communications





Marketing Plus Agenda

APWU HEALTH PLAN

- The APWU Health Plan
- The High Option and Consumer Drive Option 2025 Flyer:
 - The New PSHB Program
 - Compare Your Plan Options
 - 2025 Premiums
 - In-Network Preventive Care
 - Our Two Plans
 - UnitedHealthcare Medicare Advantage Pla
 - Dental, Special Programs & Your Member Portal
 - How to Enroll
- How to Set Up your Booth
- How to Engage With Potential Members









The APWU Health Plan



- The new Postal Service Health Benefit (PSHB) Program
- Open to Postal Employees and Retirees
- Two Nationwide PPO Plans:
 - High Option and the Consumer Driven Option
 - Both plans use the UnitedHealthcare Ne Healthcare
- Over 1.7 Million Providers
- Coverage both In <u>and</u> Out-of-Network



Your new PSHB Program





Sarah J. Rodriguez

I was elected as director of APWU Health Plan in 2019 to help create and foster the kind of health insurance benefits and services you and I would want for our families — and to keep your best interest at heart. I'm not only the Health Plan director, I'm also a member and feel a huge sense of security knowing my family is protected Director, APWU Health Plan from high-cost healthcare bills.

Your health plan is here to support you.

As a member, APWU Health Plan provides you with access to a comprehensive network of doctors, hospitals, and healthcare providers. To find doctors in the UnitedHealthcare network, visit apwuhp.com.

You can choose between two smart medical plans that feature a nationwide UnitedHealthcare network of 1.7+ million providers* and more than 5,000 hospitals and care facilities—and no referrals are needed.



You also have access to:

13,500 urgent/convenience care clinics

5,800

freestanding ambulatory surgery centers

100%

digitally focused virtual primary care

* As of July 2023

Compare your plan options



Page 3 is a comparison of our High Option and Consumer Driven Option plans.

High Option

With low copays and low deductibles, the High Option is a premier plan in the Postal Service Health Benefits (PSHB) Program.

100% coverage for in-network services

- Preventive care and screenings
- Lab tests (covered blood work performed at LabCorp and Quest Diagnostics)
- Maternity care and support
- Quit for Life® tobacco cessation program
- One Pass Select fitness and gym discounts
- Maven maternity program
- Accidental injury outpatient services within 72 hours
- Generic oral diabetes medications
- Visits to a registered dietician/nutritionist
- No primary care provider (PCP) requirement
- Freedom to use network and out-of-network providers

What's new for 2025



High Option

- · First two Teladoc® Virtual Visits are free
- · Vaccine coverage now includes RSV

Medicare Advantage

For more details, see page 15

- Part B reimbursement increases from \$85 to \$100
- Eyewear allowance offered every 24 months: \$130 for glasses or \$175 for contacts

In-network copays

- \$10 for a Virtual Visit
- · \$25 for office visits, including specialists
- · \$30 for urgent care
- \$10 for retail non-specialty Tier 1 drugs

Compare your plan options



Page 3 is a comparison of our High Option and Consumer Driven Option plans.

Consumer Driven Option

The Consumer Driven Option is a proactive alternative to conventional healthcare that can save you money.

100% coverage for in-network services

- Your own Health Plan-funded Personal Care Account (PCA) helps pay for medical expenses
 See pages 8–9 for details about your PCA
- Preventive care and screenings
- Maternity care and support
- Breast cancer screenings
- Quit for Life® tobacco cessation program
- One Pass Select fitness and gym discounts
- Maven maternity program
- No primary care provider (PCP) requirement
- Freedom to use network and out-of-network providers

What's new for 2025

- Receive \$25 wellness incentives for completing a mammogram and a cervical cancer screening
- Use your PCA to pay the Medicare Part B premium
- Receive Medicare prescription drug plan (PDP) coverage at no extra cost

In-network copays

- Pay just 15% of the Plan allowance for a Virtual Visit
- No upfront deductible, coinsurance, or copay until you exhaust your PCA
- Receive a discount on prescriptions when you use OptumRx® Home Delivery



2025 Premiums





Reduced premiums for 2025



CDO

Self

PSHB enrollment code 23D

Biweekly Monthly \$80.62 \$174.68

Self Plus One

PSHB enrollment code 23F

Biweekly Monthly \$175.23 \$379.66

Self & Family

PSHB enrollment code 23E

Biweekly Monthly \$191.16 \$414.17

★ APWU special rates biweekly ★

For APWU career bargaining unit employees with more than 1 year in PSHB/FEHB.

Self

PSHB enrollment code 23D

APWU career less than 1 year and PSE

\$80.62

APWU career more than 1 year \$16.12

Self Plus One

PSHB enrollment code 23F

APWU career less than 1 year and PSE

\$175.23

APWU career more than 1 year

\$35.05

Self & Family

PSHB enrollment code 23E

APWU career less than 1 year and PSE

\$191.16

APWU career more than 1 year

\$38.23

APWU special rates - biweekly

APWU Preferred Premium

- As part of the collective bargaining agreement
- 95% off
- USPS contributes most of the premium
- Contract discounted rates only apply to APWU Career Bargaining Unit Employees enrolled as the subscriber in a PSHB or FEHB health plan for over a year
- Automatically switches to the lower rate (no paper work)



Biweekly APWU Special Rates





Biweekly special rates only apply to APWU Career Bargaining Unit Employees that have been in a PSHB or FEHB health plan for over a year.

Premiums: 2025 PSHB Brochure



Type of Enrollmen t	Enrollm ent Code	Biweekly Gov't Share	Biweekly Your Share	Monthly Gov't Share	Monthly Your Share	Biweekly APWU Your Share
High Option Self Only	23A	\$286.09	\$109.86	\$619.86	\$238.03	\$109.86
High Option Self Plus One	23C	\$618.40	\$213.05	\$1,339.87	\$ 4 61.61	\$213.05
High Option Self and Family	23B	\$672.95	\$277.28	\$1,458.06	\$600.77	\$277.28
CDHP Self Only	23D	\$241.87	\$80.62	\$524.05	\$174.68	\$16.12
CDHP Self Plus One	23F	\$525.68	\$175.23	\$1,138.98	\$379.66	\$35.05

In-Network Preventive Care



Both High Option and Consume r Driven Option Members can enjoy 100% coverage for innetwork preventiv e care.



Wellness checkups

Annual adult routine exams and immunizations

Seeing a doctor regularly means they get to know you and your health, making it easier to guide you to appropriate care. And, your doctor may catch a health issue before it becomes serious.

Well-child exams and immunizations

Regular well-child visits allow a healthcare provider to track your child's growth and development, find or prevent health issues, and answer questions. The American Academy of Pediatrics recommends a series of well-child visits in the first 3 years of your child's life and annual visits for children 4 years and older.



Recommended screenings

High blood pressure screenings

High blood pressure—also known as hypertension—often has no symptoms, so it's important to be screened at your annual routine exam.

Diabetes screenings

The symptoms of diabetes are often hard to spot. If you have any risk factors for diabetes, talk to your doctor about getting your blood sugar tested.

Cancer screenings

Regular cancer screenings may detect cancer early, before it has a chance to spread.

Recommended screenings include:

- Cervical cancer screening starting at age 21
- · Colorectal cancer screening starting at age 45
- Breast cancer screening starting at age 40

APWU Health Plan covers routine mammograms as follows:

- Age 35–39, one during this five-year period
- From age 40–64, one every calendar year
- Age 65 and older, one every two consecutive calendar years

For a full list of recommended screenings, visit **uhc.com/preventivecare.**



Care and support

Maternity care

Regular prenatal visits throughout your pregnancy can help catch potential issues early and reduce the risk of complications.

Contraception

Contraceptive drugs and devices as listed on the ACA/HRSA websites are covered at 100%.

High Option: Cost Shares & Copays APWU



High Option 2025



Calendar year deductible	In-network	Out-of-network	
Self	\$450	\$1,000	
Self Plus One / Self & Family	\$800	\$2,000	

Annual out-of-pocket maximum

Combined medical and prescription drugs

In-network

\$6,500 Self \$13,000 Self Plus One and Self & Family

Out-of-network

\$12,000 Self \$24,000 Self Plus One and Self & Family

Copays:

- Office Visit: \$25
- Specialist Visit:
- Virtual Visit: \$10 New for (1st two visits are 2025! free!)
- Urgent Care: \$30

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High Option: A 100% Covered In-Network Services

- Routine preventive care and screenings
- Maternity care and support
- Contraception
- Accidental injury outpatient services within 72 hours
- Lab tests (\$0 for covered blood work performed at LabCorp and Quest Diagnostics)
- Lifestyle management programs such as tobacco cessation and weight management
- First 2 virtual visits with Teladoc

Your Personal Care Account (PCA)



The Consumer Driven Option Plan provides a flexible alternative to conventional health plans. The Personal Care Account helps cover your healthcare expenses, lowering any deductible you may have to pay.

- Net-Deductible: \$1,000/\$2,000
- Coinsurance: 15%

Self Of atastrophic Limit: \$6,500/\$13 ploone \$2,200 Plan or Family \$4,400 Plan **Deductible Deductible** \$2,000 \$1,000 \$2,400 \$1,200 Your In-Your In-**APWU APWU** Network Network Health Health Net Net Plan Plan **Deductible** Deductible Contributi Contributi on on

Your Personal Care Account (PCA)



Personal Care Account:

- Fully Funded by APWU Health Plan in January
- \$1,200 Self Only; \$2,400 Self Plus One and Self & Family
- Once exhausted, then you have a deductible and coinsurance
- You can rollover any unused PCA funds up to \$5,000 for Self Only and \$10,000 for Self Plus One and Self and Family

You can use your PCA for:

- Medical and emergency care
- Prescription drugs and supplies
- Surgery and hospital services
- Mental health and substance use treatment
- Use your PCA to pay the Medicare Part B primium New for

\$25 Wellness Incentive

Automatically added to your PCA for each family member who completes an **annual physical exam, mammogram**

Flyer Page 9

Consumer Driven Option: Cost



Self Only

\$1,200 — APWU Health Plan contribution

Net deductible		Out-of-pocket maximum		
In-network	Out-of-network	In-network	Out-of-network	
\$1,000	\$1,500	\$6,500	\$12,000	

Self Plus One / Self & Family

\$2,400 — APWU Health Plan contribution

Net deductible		Out-of-pocket maximum		
In-network	Out-of-network	In-network	Out-of-network	
\$2,000	\$3,000	\$13,000	\$24,000	

What is an out-of-pocket maximum?

This is the most you may have to pay for covered services in a plan year. After you spend this amount on deductibles, copayments, and coinsurance for in-network care and services, the Health Plan pays 100% of the costs of covered benefits.

PCA rollover

As long as you remain in this plan, any unused balance in your PCA at the end of the calendar year may be rolled over to subsequent years. The maximum amount allowed in your PCA balance in any given year is \$5,000 for Self and \$10,000 for Self Plus One and Self & Family.



Consumer Driven Option Coverage APWU



Once the member reaches their deductible, they will start paying 15% coinsurance. Coverage includes:

- Medical visits (office, specialist and virtual visits)
- Hospital & facility care (inpatient care, diagnostic tests and outpatient surgery)
- Infertility treatment (diagnostic and treatment services)
- Emergency care (accidental injury, urgent care and ambulance services)
- Hearing services (15% every 2 years)
- Alternative care (chiropractic care, acupuncture and physical therapy)
- Mental health/substance use (office visits, outpatient treatments, diagnostics, and inpatient/outpatient services

High Option: Pharmacy

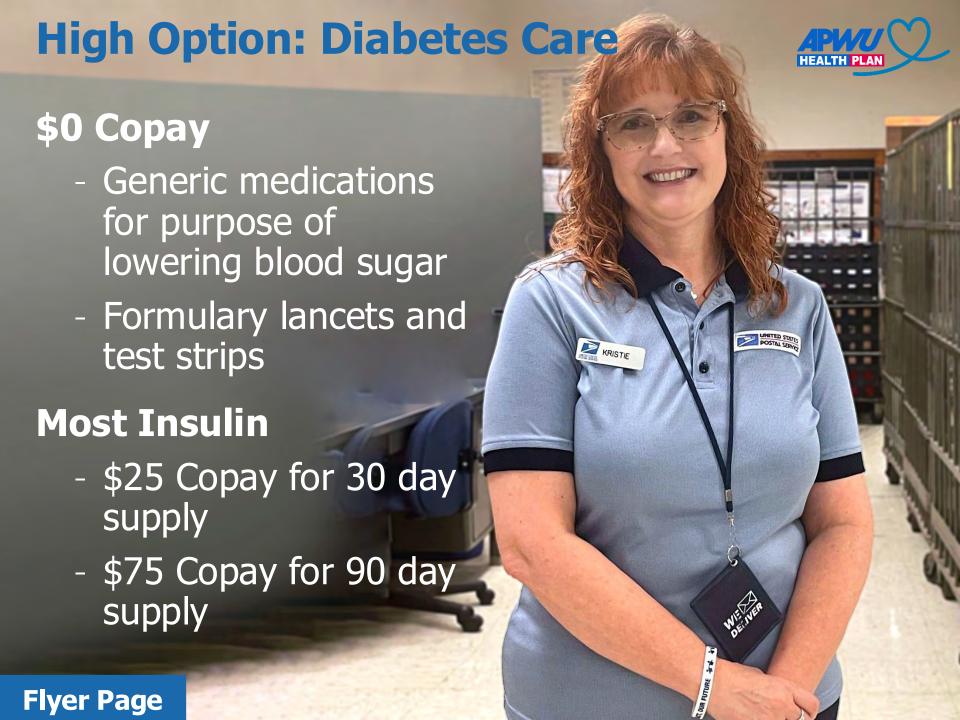


In-Network (PPO)
You Pay

Out-of-Network You
Pay

Retail prescription drugs Non-specialty 30-day supply	
\$10 for Tier 1	
25% for Tier 2, maximum \$200 per Rx	50%
45% for Tier 3 maximum \$300 ner	
Retail prescription drugs Specialty 30-day supply	
25% for Tier 4, maximum \$300 per Rx	
25% for Tier 5, maximum \$600 per Rx	50%
fox Fier 55 reaxination \$1,000 Rx	S

needs.



Medicare Prescription Drug Plan



(PDP) Emplo (EGWF

Receive Medicare Part D coverage at no extra cost.

Medicare Prescription Drug Plan (PDP) Employer Group Waiver Plan (EGWP)

If you are a retired High Option member and not enrolled in the APWU Health Plan Medicare Advantage plan (Part C), you will be automatically enrolled in our Express Scripts Medicare® (PDP) for APWU Health Plan.

The PDP EGWP is a prescription drug benefit for PSHB-covered annuitants and PSHB-covered family

members who are eligible for Medicare. With this Medicare Part D coverage, you have access to:

- · Low copays/coinsurance
- \$2,000 prescription out-of-pocket maximum
- · Home delivery service
- PSHB-regulated benefits

See Section 5(f)a of the postal brochure for details.

For details about the Medicare Part D plan, contact Express Scripts Medicare at **844-818-8790**, 24 hours a day, 7 days a week, or visit **apwuhp.com**.

Consumer Driven Option

Receive Medicare Part D coverage at no extra cost.

Medicare Prescription Drug Plan (PDP) Employer Group Waiver Plan (EGWP)

If you are a retired Consumer Driven Option member, you will be automatically enrolled in the UnitedHealthcare MedicareRx Part D plan

The PDP EGWP is a prescription drug benefit for PSHB-covered annuitants and PSHB-covered family members who are eligible for Medicare. With this Medicare Part D coverage, you have access to:

- · Low copays/coinsurance
- \$2,000 prescription out-of-pocket maximum
- · Home delivery service
- PSHB-regulated benefits

See Section 5(f)a of the postal brochure for details.

To learn more about the Medicare Part D prescription drug plan, contact UnitedHealthcare MedicareRx Part D at **888-201-4265**, 8 am – 8 pm local time, Monday – Friday.

Consumer Driven Option: Pharmacy APWU

Tier

In-Network You Pay



OPTUMRX® Consumer Driven Option members use **OPTUMRx** for their

Network Retail

Tier 1 / Tier

25%, min. \$15 and max. per Rx of:

\$200/30-day supply, \$400/60-day supply and \$600/90-day

supply

40%, min. \$15 and max. per Rx of:

\$300/30-day supply, \$600/60-day supply and \$900/90-day Tier 3

Network home delivery

Tier 1 / Tier 2

25%, min. \$10 and max. per Rx of:

\$200/30-day supply, \$400/60-day supply and \$600/90-day

supply

40%, min. \$10 and max. per Rx of:

Tier 3

\$300/30-day supply, \$600/60-day supply and \$900/90-day

supply

APWU Health Plan works with

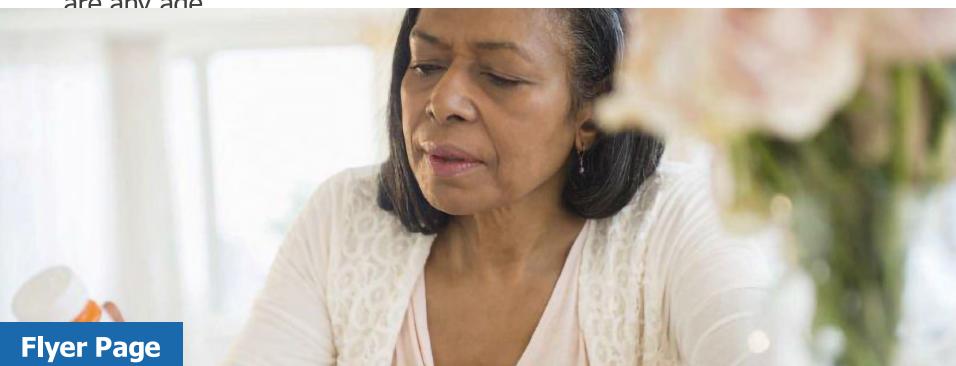


Medicare if you are If you or your spouse are employed a U.S. citizen or legal resident who has lived in the country for at least five consecutive years. The federal health insurance plan is for people who:

Are age 65 and older

 Have a qualifying disability and are any age

and have an APWU Health Plan, APWU Health Plan is your primary health plan and Medicare is secondary. If both you and your spouse are retired, Medicare is your primary coverage and APWU Health Plan is secondary.



Medicare Part A, Part B and Part C APV



Part

Hospital coverage

In general, members with Part A as their primary insurance do not need to pre-certify hospital stays. However, a stay must be pre-certified prior to the 90th day of confinement in a benefit period.

Part B

Medical coverage

Medicare pays first, and the Plan pays second. When Medicare is primary and you have the **High**Option, most of your medical expenses are covered 100% because your deductible and coinsurance are waived for covered services. With the Consumer Driven Option, deductibles and coinsurance are not waived, but you can use your PCA to be reimbursed for your Part B premiums.

Medicare participating doctors and suppliers: Medicare usually pays 80% for covered services after you satisfy the Part B annual deductible. As long as services represent a covered benefit, the **High Option** pays the Part B deductible and the 20% coinsurance, which means you're covered 100%. With the **Consumer Driven Option**, if you have benefit dollars in your PCA, the Medicare deductible and coinsurance will be paid.

Part

Part D prescription drug program (PDP)

As a retiree covered under the PSHB, you will be automatically enrolled in our Part D prescription drug program (PDP). See pages 12 - 13.

The UnitedHealthcar Medicare Advantage

Our Medicare Advantage Plan is for:

- High Option Members
- Members who are retired
- Members enrolled in Medicare Parts A and B Our one-of-a-kind Medicare
 Advantage Plan was designed for the APWU Health Plan by a dedicated Medicare Advantage team at UnitedHealthcare.





The UnitedHealthcare Medicare Advantage Plan



- **NEW for 2025:** Eyewear allowance offered every 24 months: \$130 for glasses or \$175 for contacts.
- NEW for 2025: \$100
 Medicare Part B premium subsidy.
- No deductible, coinsurance or copays.
- \$60 quarterly over-thecounter item allowance.
- One plan with no need to coordinate primary and

- \$1,500 hearing aid allowance.
- Dental coverage.
- Wellness programs at no additional cost such as Renew Active, UnitedHealthcare Healthy at Home, UnitedHealthcare HouseCalls, and UnitedHealthcare Hearing.

Flyer Page ary payers.

Dental Coverage Options: High Option

APWU HEALTH PLAN

High Option members receive certain dental benefits as part c their medical plan.

- The Plan pays 70% of the allowed amount for routine dental care, office visits, exams, cleanings, X-rays, fluoride treatment, fillings and simple extractions.
- Use any dentist you



Dental Coverage Options: Consumer Driven Option



As a Consumer Driven
 Option member, you can
 pay for eligible dental and
 vision expenses from your
 PCA (up to \$400 for Self
 Only and \$800 Self Plus
 One and Self and Family)
 as long as funds are
 available.

 You'll pay for dental care at the time of service.



Careington POS Dental Discount



Matuank

Careington POS Dental Discount Network offers access to 20% to 50% savings on most dental procedures at thousands of participating dental offices nationwide.

PROCEDURE DESCRIPTION	* REGULAR COST	** PLAN COST	SAVINGS AMOUNT	SAVINGS PERCENT
Routine Checkup	\$67	\$28	\$39	58%
Extensive Oral Exam	\$118	\$47	\$71	60%
Four Bitewing X-Rays	\$83	\$35	\$48	58%
Adult Cleaning	\$118	\$56	\$62	53%
Child Cleaning	\$82	\$40	\$42	51%
Composite (White) Filling (Front Teeth)	\$198	\$86	\$112	57%
Crown (porcelain fused to noble metal)	\$1,419	\$691	\$728	51%
Molar Root Canal	\$1,418	\$669	\$749	53%
Complete Upper Denture	\$2,104	\$918	\$1,186	56%
Extraction (single tooth)	\$243	\$93	\$150	62%
in the same of the				



Transparent pricing with fee schedules sent to each member through fulfillment kits



Members save 20%-50% on most dental procedures



20% savings on cosmetic procedures

The APWU Health Plan Dental



retirees who feel that they need extra dental coverage can enroll in APWU Health Plan Dental Insurance Plan

- You pay a separate premium
- You must be an APWU member or an APWU associate member

Lice any dentist you choose

APWU Health Plan Dental Insurance Plan

Administered by Voluntary Benefits Plan

Calendar year deductible

Type I benefits: No deductible

Type II and Type III benefits: \$50 per person/Family deductible \$150

Type IV benefits: No deductible for orthodontic coverage (if selected)

After the annual deductible is met, this plan pays:

Type I benefits

Preventive services:

- Exams
- · X-rays
- · Cleanings
- O daming.
- Sealants

100% of reasonable and customary charges

Type II benefits

Basic services:

- · Fillings
- Surgical extractions

80% of reasonable and customary charges

Type III benefits

Coverage begins after a 12-month waiting period

Major services:

- Crowns
- Bridges
- Implants
- Oral surgery
- Dentures
- Periodontics

50% of reasonable and customary charges

Type IV benefits

Optional coverage:

Orthodontic services

50% of reasonable and customary charges



The APWU Health
Plan Dental
Insurance Plan is
administered by
Voluntary Benefits
Plan

Behavioral Health Solutions

APWU HEALTH PLAN

Both the High Option and Consumer Driven Option Plan offer mental health and substance use services through Behavioral Health Solutions. Members can get the support they need to

- Manage stress and anxiety
- Cope with depression
- Treat substance use disorders
- Live with a chronic condition
- Address the challenges of adoption
- Access caregiver support

Members pay 15% of the Plan allowance for outpatient treatment, diagnostics, and inpatient services when they use a network provider.

UnitedHealthcare Hearing



High Option and Consumer Driven Option members can access over 2,000 name-brand models and styles of hearing aids at significant savings through UnitedHealthcare Hearing. Choose virtual care with hearing aid home delivery or in-person care at more than 7,000 hearing providers nationwide. Plus, get in-person or virtual support for every stage or your hearing health journey.

APWU Health Plan covers diagnostic hearing tests every two years and hearing aids every three years. For hearing tests, members pay 15% of the Plan allowance, while hearing aids are covered up to \$1,500.



Health and Wellness Programs



RALLY"

Rally

Rally® is a digital health experience that offers personalized recommendations to help you move more, eat better, and feel great. It even rewards your progress with Rally Coins, which you can use to contribute to a charity.

Call **866-569-2064**Or visit **coach.werally.com**

One Pass Select

One Pass Select™

One Pass Select is a fitness and well-being subscription-based network that provides access to over 16,000 gyms and studios. Members can use multiple locations during the same month and change locations at any time. Choose from five membership tiers, with the option to change tiers monthly.

The digital membership tier provides discounted access to thousands of on-demand and live-streaming exercise classes through fitness apps. Select tiers offer free access to convenient grocery and household item delivery services.

Visit onepassselect.com
Or log in to coach.werally.com

CC MAVEN

Maven

Maven provides free, 24/7 virtual support for pregnancy, postpartum, and returning to work after parental leave. Take advantage of:

- Unlimited video chat and messaging with providers from 35+ specialties—including OB-GYNs, mental health providers, and lactation specialists
- Your own care advocate who can help you navigate your benefits and understand your health bills
- Personal referrals to quality, in-person providers in your network
- Trusted resources such as on-demand classes, community forums, and MD-approved articles

Call 866-569-2064

Available to all APWU Health Plan members.

Flyer Page

Member Website, Portal & App



High Option

НО

Visit your member website at **apwuhp.com** for the tools you need to manage your health plan benefits and get on the path to healthier living.

Member portal

Your member portal at myapwuhp.com features resources to keep you healthy and tools to help you get the most from your plan. Log in to your portal to:

- Access deductibles, copays, and maximums
- Check the provider network to find a doctor
- Print or request an ID card
- View or print claims and authorizations
- See benefit and eligibility information

Register for a free member account at apwuhp.com.

Mobile app

The **myapwuhp** member app helps you manage your health plan. See your claims, year-to-date information, prescriptions, and more.

Consumer Driven Option



Access your Health Plan 24/7 with myuhc.com. After you're signed in, you'll have easy access to tools and resources that can help you understand your benefits and make informed decisions about your care:

- Find care and compare costs with the provider search and cost estimate tool
- Get estimates for treatments and procedures
- Price medications, explore lower cost options, and order refills
- View claims and PCA balances
- Access Virtual Visits

Mobile app

The **UnitedHealthcare app**® helps you find care, price medications, review and manage claims, view and share your digital Health Plan ID card, and more—all from your mobile device.

Download the mobile app at the **Apple Store** or **Google**



Virtual Visits

Both Plans cover virtual telehealth visits.

- Speak to a board-certified doctor about minor medical and mental health concerns
- Get a diagnosis
- Have prescriptions sent to your local pharmacy

Doctors can treat health conditions like:

- Allergies & Colds
- Urinary tract infections

- Pink eye
- Bronchitis



Enroll in your 2025 PSHB health



health plan during Open Season — which runs November 11 — December 9, 2024 — through a new online system that will make it easier to compare and select plan options.



Scan the QR code with your smartphone camera to access the online enrollment system.

Already a member of APWU Health Plan?

If you have APWU Health Plan and do not want to change for 2025, you will automatically be enrolled in a 2025 PSHB plan that is the same as what you have today. You don't need to take any action.

You can enroll in a different PSHB plan during Open Season if Flyer Pagese.

New Medicare requirements for



the PSHE Piction Includes a key change for Medicareeligible Postal Service retirees. If you retire and become eligible for Medicare after January 1, 2025, you and your Medicare-eligible family members will be required to enroll in Medicare Part B to be eligible for PSHB coverage, unless you're eligible for an exception.

Contact the PSHB Helpline to enroll or find out if you qualify for an exception:

PSHB Helpline: 1-844-451-1261 (7am – 8:45pm ET



Scan the QR code with your smartphone camera to learn more about enrolling in Medicare Part B or to find out if you may be eligible for an exception.

Questions for Closing Session

Email any questions to:

closingsessionquestions@apwuhp.com

You will receive an email following our Seminar with a link to fill out your class evaluations online.

