

THE NELSON TRUST

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2022 Summary of Material Modifications for The Nelson Trust Active Participant Plan

Please keep this Summary of Material Modifications ("SMM") with your Summary Plan Description ("SPD"). Together, these documents inform you of your rights and benefits under your Plan. The SPD and current SMMs are available from the Trust Office or online at www.nelsonbenefits.org. Trust Office contact information is provided at the bottom of the page.

SUMMARY OF CHANGES FOR 2022

The Nelson Trust's Board of Trustees approved medical, prescription, and retiree life insurance changes effective January 1, 2022. With these changes, the Active Participant Plan and the Pre-Medicare Retiree Plan will provide the same medical and prescription medication benefits. As in the past, vision and dental benefits are only available under the Active Participant Plan. This SMM and accompanying Summary of Benefits & Coverage ("SBC") provide additional benefit details.

1. MEDICAL BENEFITS

The cost-sharing provisions for medical benefits, including deductible, non-network coinsurance, and out-of-pocket limits, increase for 2022 as summarized below:

PLAN PROVISIONS	Current		January 1, 2022	
MEDICAL DEDUCTIBLE	Person	Family	Person	Family
Calendar Year	\$600	\$1,200	\$800	\$1,600
MAXIMUM OUT OF POCKET				
In Network	\$1,300	\$2,600	\$2,000	\$4,000
Non-Network	\$1,800	\$3,600	\$2,500	\$5,000
PLAN COINSURANCE				
In Network	80%		80%	
Non-Network	70%		60%	
SLEEP STUDY				
Home Study				
In-Network	No Charge		20% after deductible	
Non-Network	30% after deductible		40% after deductible	
Outpatient Facility				
In-Network	20% after deductible		20% after deductible	
Non-Network	30% after deductible		40% after deductible	
Maximum Per Year	No maximum			\$3,000

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2. PRESCRIPTION MEDICATION BENEFITS

In partnership with Premera, Express Scripts, Inc. (ESI) will be the new pharmacy benefit provider for Trust sponsored plans, starting January 1, 2022. The new arrangement with Premera/ESI was selected because it offers the Trust and its members financial and service advantages. One convenient new feature is that you will need only one ID card for medical and prescription benefits.

Your new Premera ID card is scheduled to be mailed to your home in mid-December 2021. When you use your new card in 2022, be sure to show it to your pharmacist to fill a prescription. The ESI logo and prescription numbers will be on the back of your new Premera ID. Your pharmacist needs this information to process your prescriptions.

- The prescription copays for the drug categories (generics, preferred brands, non-preferred brands, or specialty) and the maximum out-of-pocket limits are not changing. Just like before, you can fill a prescription without having to pay a deductible.
- If the prescription falls into a different category, however, your copay may increase or decrease. For example, a drug changes from preferred to non-preferred or non-preferred to preferred.
- The new drug list is here: https://www.premera.com/documents/052147_2022.pdf. Trust members on January 1, 2022, will be covered under Premera's Preferred B4 drug formulary.
- To be on the safe side, you are encouraged to fill any new or existing prescription medications by December 31, 2021. This way you will have a supply of your prescriptions during the transition.
- The new pharmacy plan features and important phone numbers are provided in the chart below. The prescription copays for retail and mail-order copays are listed in the accompanying SBC.

Premera: Medical & Rx Questions	(800) 809-9250
Pharmacy Benefit Manager	Express Scripts, Inc. (ESI)
Pharmacy Locator Assistance	(800) 391-9701
Prescription Copays	No change. See accompanying SBC
Prescription Maximum Out of Pocket	No change. See accompanying SBC
Vaccinations at Pharmacy	Available for adults and children
Mail Order Service Provider	Express Scripts Pharmacy
90-Day Supply at Retail Copays	No change. See accompanying SBC
Specialty Medication Pharmacy	Accredo (exclusive provider for specialty meds)

3. RETIREE LIFE INSURANCE DISCONTINUED

The \$2,000 life insurance benefit will terminate for participants who retire on or after January 1, 2022. This change does not impact qualifying participants who retired before January 1, 2022, and were issued a paid-up life insurance policy by The Standard Insurance or Mutual of Omaha.