



**DATE:** November 7, 2005

**To:** All Medicare-Eligible Employees and Dependents

**From:** Benefits Department Office of Human Resources

**Subject:** Medicare Part D Prescription Drug Benefits  
**(Applies only to Medicare-Eligible Employees and Dependents)**

Starting January 1, 2006, Medicare will add a new prescription drug plan to its medical benefits program. **If you or any dependent are not eligible for Medicare coverage, this Notice does not apply to you.**

This new benefit – called Medicare Part D – fills an important gap within the current Medicare program by covering prescription drugs for the first time. Enclosed is information regarding the new Medicare Part D prescription drug plan and a Letter of Creditable Coverage that Medicare-eligible members will need if they choose to enroll in Medicare Part D after the initial enrollment period for this new plan (November 15, 2005 through May 15, 2006).

As required by Federal law, all employers must notify their Medicare-eligible employees and dependents of this new benefit and inform those employees if their current prescription drug coverage is creditable, that is, if that coverage, on average, pays as much in benefits as the standard Medicare Part D prescription drug plan. The attached memo will provide you with information helpful to your making a decision whether to select Medicare Part D, or retain your current coverage.

Although this Notice is only required to be sent to Medicare-eligible employees or dependents, we have elected to send the information to all employees, since you may have a Medicare-eligible dependent that we are unaware of. Again, if you or any dependent are not eligible for Medicare coverage, this Notice does not apply to you. However, it may be beneficial to read the enclosed information so you are aware of the changes in the Medicare prescription drug benefits for the future.

If you or any dependents are eligible for Medicare, please read the enclosed information carefully. As Medicare Part D was designed, various options or alternatives are available to you. Among these are the following:

- Medicare Part D is a voluntary benefit – retirees or Medicare-eligible individuals choose whether or not to enroll. Those who enroll in Part D will pay a monthly premium for this coverage, estimated to be \$35 per month in 2006.
- Employers who provide retiree prescription drug benefits through their group health plan can choose to continue to offer their current prescription drug benefits without making changes, or they can amend their plan to integrate with Part D, or they may offer a Medicare supplement or Medicare Access plan to eligible retirees.
- NSU is exploring these options and will provide you with further information when a decision has been made and prior to the end of the enrollment period.

Our goal is to ensure that our covered members are sufficiently educated to make informed decisions and are able to maximize the benefits available to them through this institution and the ICUBA Health Plan. The enclosed Notice repeats and elaborates some of this information, and lists resources and contact names if you have questions or would like additional information.