

Important Notice from the Wells Fargo & Company Health Plan About Your Prescription Drug Coverage and Medicare

2021 Notice of Creditable Coverage

Please read this notice carefully and keep it where you can find it

This notice has information about your current prescription drug coverage with the Wells Fargo & Company Health Plan and your options under Medicare's prescription drug coverage. This information can help you decide whether or not you choose to join a Medicare prescription drug plan.

If you consider joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans that offer Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

This notice applies to individuals who are eligible for Medicare or who may become eligible for Medicare sometime within the next year and who are enrolled in a Wells Fargo & Company Health Plan medical option.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

- **Medicare prescription drug coverage became available in 2006 to everyone enrolled in Medicare. You or your Medicare-eligible dependents can get this coverage if you join a Medicare prescription drug plan or a Medicare Advantage Plan (for example, an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at**

least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.

- **The Wells Fargo & Company Health Plan has determined that the prescription drug coverage offered by the medical options of the Wells Fargo & Company Health Plan is, on average for all plan participants, expected to reimburse as much as standard Medicare prescription drug coverage pays, and is therefore considered creditable coverage. Because your existing prescription drug coverage is creditable coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare prescription drug plan.**

Creditable coverage

The prescription drug coverage offered under the Wells Fargo & Company Health Plan medical options is creditable coverage.

When can you join a Medicare prescription drug plan?

You can join a Medicare prescription drug plan when you first become eligible for Medicare and each year afterward, from October 15 through December 7.

However, if you lose your current creditable prescription drug coverage through no fault of your own, you will also be eligible to join a Medicare drug plan during a two (2) month special enrollment period (SEP).

What happens to your current creditable coverage if you decide to join a Medicare prescription drug plan?

If you or your covered dependents join or have already joined a Medicare prescription drug plan, your current medical and prescription drug coverage under the Wells Fargo & Company Health Plan will not be affected. As a result, if you join a Medicare prescription drug plan, you will continue to have prescription drug coverage under the Wells Fargo & Company Health Plan.

There is no coordination of the benefits provided by Medicare and those provided by the Wells Fargo & Company Health Plan prescription drug plan when the Wells Fargo & Company Health Plan is the primary payer. This means that you may be paying for Medicare prescription drug coverage that you do not need.

If you decide to join a Medicare prescription drug plan and discontinue your current Wells Fargo & Company Health Plan coverage, be aware that you and your eligible dependents may not be able to reenroll in the plan until a subsequent annual benefits enrollment period.

In addition, please understand that neither Wells Fargo nor the Wells Fargo & Company Health Plan will reimburse you for any Medicare Part D premium that may apply to your joining in a Medicare prescription drug plan.

When will you pay a higher premium (penalty) to join a Medicare prescription drug plan?

Please be aware that if you drop or lose your current creditable coverage with the Wells Fargo & Company Health Plan and you don't join in a Medicare prescription drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan at a later date.

If you go for 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have creditable coverage. For example, if you go 19 months without creditable coverage, your premium may consistently be at

least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join a Medicare prescription drug plan.

For more information about this notice or your current prescription drug coverage

If you have questions about this notice:

- Employees, call Employee Care toll-free at 1-877-HRWELLS (1-877-479-3557), option 2.
- COBRA participants, call BenefitConnect™ | COBRA at 1-877-29-COBRA (26272) [(858) 314-5108 for International callers only].

Note: You will receive this notice each year you are enrolled in a medical option providing creditable coverage under the Wells Fargo & Company Health Plan. You will also receive this notice before the next period when you can join a Medicare prescription drug plan and if coverage through the Wells Fargo & Company Health Plan changes. You also may request a copy of this notice at any time by calling the applicable number listed above.

For more information about your options under a Medicare prescription drug plan

Detailed information about Medicare plans that offer prescription drug coverage can be found in the *Medicare & You* handbook. If you are eligible for Medicare, you should receive a copy of this handbook in the mail every year directly from Medicare. You may also be contacted directly by Medicare prescription drug plan providers.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov.
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the *Medicare & You* handbook for their telephone number) for personalized help.
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage may be available. For information, visit the Social Security website at www.socialsecurity.gov, or call Social Security at 1-800-772-1213. TTY users should call 1-800-325-0778.

Remember to keep this Notice of Creditable Coverage

If you decide to join one of the Medicare prescription drug plans, you may be required to provide a copy of this notice when you join to prove that you have maintained creditable coverage and whether or not you are required to pay a higher premium (a penalty).

