

2011 Benefit Plan Changes
for the UAW Retiree Medical Benefits Trust
 Chrysler, Ford and GM

Unchanged Benefit Provisions for 2011	
Benefit Provision	2011 Benefit
Plan Deductibles / Out-of-Pocket Maximums	No increase, 2011 amounts will remain the same as current
Monthly Contributions	No increase, 2011 amounts will remain the same as current

New Programs Effective January 1, 2011 for the Traditional Plan	
Benefit Provision	2011 Benefit
Smoking Cessation	New program incorporating behavioral-based smoking cessation program with prescription drug therapy
Cardiac Rehabilitation	New program to assist with recovery and establishment of sustainable behavior changes for members who have had a cardiac episode
Diabetes Education	New program with American Diabetes Association-certified classes for newly-diagnosed or uncontrolled diabetics to educate members on caring for their condition, provide proper nutrition habits, and facts on foot care

Pharmacy Program Effective January 1, 2011 for TCN, PPO and HMO Plans	
Benefit Provision	2011 Benefit
New Retail 3- tier Rx drug copay No changes to generic copay-remains at \$10	Encourage use of generic or lower cost medications by modification of prescription drug copayments for 30-day supply \$10 generic / \$30 preferred brand / \$80 non-preferred brand
New Mail-order 3- tier Rx drug copay No changes to generic copay remains at \$20	Encourage use of generic or lower cost medications by modification of prescription drug copayments for 90-day supply \$20 generic / \$60 preferred brand / \$160 non-preferred brand

Pharmacy Program Effective January 1, 2011 for TCN and PPO Plans	
Benefit Provision	2011 Benefit
Preferred step-therapy program	Encourage use of generic or lower cost medications by implementation of a step therapy program for all new Rx and certain drug classes (i.e., narcotics, nasal steroids, etc.)
Poly pharmacy program	Address concerning safety and quality issues that arise when members take multiple prescription drugs

Plan Modifications Effective January 1, 2011 for all Plans	
Benefit Provision	2011 Benefit
Dependent Eligibility	Extended dependent coverage until age 26 (subject to current eligibility rules)
Assistive Reproductive Technologies (ARTs) for non-spouse dependents (i.e.; dependent children)	ARTs are no longer covered as it is not a retiree-centric core benefit. (i.e. infertility procedures, testing, treatment procedures; prescription drugs to treat infertility; and sterilization reversals)

Enhanced utilization management tools	
Physical, Speech and Occupational Therapy	Coverage for visits beyond 30 days will require additional prior authorization
Skilled Nursing Facility (non-custodial care)	Coverage for visits beyond 60 days will require additional prior authorization
Home Health Care (non-custodial care)	Coverage for visits beyond 30 days will require additional prior authorization

New Benefit Effective January 1, 2011 for all Plans	
Benefit Provision	2011 Benefit
Urgent Care Copay (except for Ford protected participants)	Enhancement of the urgent care benefit by introducing a flat copay \$50 for all plans; except Medicare Advantage plans (\$25 copay)

Office Visit Copay Effective January 1, 2011 for HMO Plans	
Benefit Provision	2011 Benefit
HMO Office Visit Copay	Harmonize copay levels for all carriers and geographic regions by increasing to \$25 for all plans, all Autos