



## Medicare Part D Notice Requirements for 2011

The annual Medicare Part D enrollment period has been changed to October 15<sup>th</sup> through December 7<sup>th</sup> beginning with enrollment for 2012. The Medicare Part D notice will need to be provided to Medicare-eligible members by October 15, 2011.

The Medicare Modernization Act of 2003 (MMA) requires group health plans that provide prescription drug coverage to disclose to individuals eligible for Medicare Part D whether the plan's coverage is "creditable prescription drug coverage" or actuarially equivalent to the Medicare Part D coverage.

Since your plan's prescription drug coverage is "creditable", we have prepared the attached disclosure for your plan participants.

Initially the disclosure must have been made to all Medicare Part D eligible individuals by November 15, 2007 (i.e., an individual entitled to Medicare Part A and/or enrolled in Medicare Part B including Active and COBRA members, their spouses and dependents) and must be provided:

- 1) On an annual basis prior to the Medicare Part D Annual Coordinated Election Period (October 15<sup>th</sup> through December 7<sup>th</sup>);
- 2) Prior to an individual's initial enrollment period for Part D coverage;
- 3) Prior to the effective date of coverage for any new Medicare eligible individual that enrolls in your plan;
- 4) Whenever prescription drug coverage ends or changes so that it is no longer creditable; and
- 5) Upon an individual's request.

It is important to note that if the notice is provided to all plan participants, the Centers for Medicare and Medicaid Services (CMS) will consider items 1 and 2 to be met. While only Medicare-eligible employees must receive the notice, Plan Administrators may find it easier to distribute notices to all employees and their beneficiaries, regardless of Medicare-eligibility status.

This disclosure need not be sent as a separate mailing and may be provided with other plan and participant information materials (including enrollment materials). Per the DOL's rules released in December 2006, the notice may be provided electronically to Plan participants who consent to electronic delivery, and who can access the sponsor's electronic communications system on a daily basis as part of their work duties. Plan administrators must inform participants that they're responsible for providing a copy of the electronic notice to their Medicare-eligible dependents covered under the health plan.

We continue to value the opportunity to provide professional services to your organization. If you have any questions, please do not hesitate to contact your Account Manager at 815/986-0059.