

## MEDICARE PART D – CREDITABLE COVERAGE NOTICE

### Important Notice from The Home Depot About Your Prescription Drug Coverage and Medicare

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 Home Depot and prescription drug coverage available for people with Medicare. It also explains the options you have under Medicare prescription drug coverage (Medicare Part D) and can help you decide whether or not you want to enroll in a Medicare prescription drug plan. At the end of this notice is information about where you can get help to make decisions about your prescription drug coverage.

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

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare through Medicare prescription drug plans and Medicare Advantage Plans (like an HMO or PPO) that offer prescription drug coverage. All Medicare prescription 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.
2. Home Depot has determined that the prescription drug coverages offered by Home Depot that are listed in the Creditable Coverage column of the table on the next page are, on average for all plan participants, expected to pay out as much as the standard Medicare prescription drug coverage will pay and are therefore considered Creditable Coverage.

**Because your existing prescription drug coverage with The Home Depot is on average at least as good as standard Medicare prescription drug coverage, you can keep your Home Depot prescription drug coverage and not pay a higher premium (a penalty) if you later decide to enroll in Medicare prescription drug coverage.**

#### ***When can you join a Medicare prescription drug plan?***

You can enroll in a Medicare prescription drug plan when you first become eligible for Medicare and each year from October 15th through December 7th. However, if you lose your current creditable prescription drug coverage through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period to join a Medicare prescription drug plan. In addition, if you lose or decide to drop your Home Depot prescription drug coverage you will be eligible, because it is employer sponsored group coverage, for a two (2) month Special Enrollment Period to join a Medicare prescription drug plan.

If you are considering enrolling, you should compare your current prescription drug coverage, including which drugs are covered, with the coverage and cost of the plans offering Medicare prescription drug coverage in your area.

#### ***What happens to your current coverage if you decide to join a Medicare drug plan?***

**If you decide to join a Medicare drug plan, your Home Depot coverage will not be affected. However, if you enroll in a Medicare drug plan**

**and drop your Home Depot prescription drug coverage, be aware that you and your dependents may not be able to get your Home Depot coverage back.**

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

You should also know that if you drop or lose your coverage with Home Depot and don't enroll in Medicare prescription drug coverage within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to enroll in Medicare prescription drug coverage later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without credible coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to enroll.

## YOUR PRESCRIPTION DRUG COVERAGE: CREDITABLE OR NON-CREDITABLE

Plan	Creditable	Non-Creditable
<b>Medical Plan and Out-of-Area Options</b>		
Plus Plan	•	
Transition Plan	•	
Deductible First Plan	•	
Base Plan	•	
Kaiser Permanente Deductible First Plan California	•	
<b>Hawaii Medical Options</b>		
HMSA Preferred Provider Plan (Hawaii)	•	
HMSA Health Plan Hawaii Plus (Hawaii)	•	
Kaiser Permanente HMO	•	
Kaiser Permanente POS	•	
<b>HMOs</b>		
Kaiser Permanente Plus – California	•	
Kaiser Permanente Plus – Colorado	•	
Kaiser Permanente Plus – Georgia	•	
Kaiser Permanente Plus – Mid-Atl	•	
Kaiser Permanente Plus – Northwest	•	

***For more information about this notice, your current prescription drug coverage or what happens to your Home Depot prescription drug coverage if you enroll in a Medicare prescription drug plan...***

Contact the Benefits Choice Center at **800-555-4954**. **NOTE:** You'll get this notice each year. You will also receive this notice at other times in the future, such as before the next period you can enroll in Medicare prescription drug coverage, and if this coverage through Home Depot changes. You also may request a copy at any time.

***For more information about your options under Medicare prescription drug coverage...***

More detailed information about Medicare plans that offer prescription drug coverage is available in the **Medicare & You** handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare prescription drug plans. You can also get more information about Medicare prescription drug plans from these places:

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

For people with limited income and resources, extra help paying for a Medicare prescription drug plan is available. Information about this extra help is available from the Social Security Administration (SSA). For more information about this extra help, visit SSA online at [www.socialsecurity.gov](http://www.socialsecurity.gov), or call them at **800-772-1213 (TTY 800-325-0778)**.

**Remember: Keep this Creditable Coverage notice. If you enroll in one of the Medicare drug plans, you may need to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium amount (a penalty).**

You may request another copy of this notice by logging on to [www.livetheorangelife.com](http://www.livetheorangelife.com).

**Date:** October 1, 2018

**The Home Depot  
Vice President—HR Performance Systems  
2455 Paces Ferry Road, NW,C18  
Atlanta, GA 30339-4024**

**770-433-8211** (Benefits Department)