

Reminder of Important Changes to Your 2012 Medical Plan and Prescription Drug Plan

During annual enrollment, we communicated several medical plan and prescription drug plan changes. Now, as you start to use these benefits in 2012 you'll want to re-educate yourself with some of the changes.

UnitedHealth Premium Providers

If you participate in one of the UnitedHealthcare medical plans, you must receive certain specialty care from a UnitedHealth Premium designated specialist to pay the \$35 specialist copay. Specialty services which require a Premium Provider include:

- Allergy Care
- Neurology
- Cardiac Services
- Pulmonary
- Endocrinology
- Rheumatology
- Nephrology

If you receive the above care from a non-premium provider, you will pay a \$50 specialist copay instead. UnitedHealth Premium Providers are designated with two stars in UnitedHealthcare's online provider directory located at www.myuhc.com (look for the Choice Plus network). UnitedHealth Premium Providers meet national industry standards for quality and local market benchmarks for cost efficiency.

If you participate in one of the Aetna medical plans, you too have a specialty network requirement. Although this requirement is not new for 2012, you will want to read additional information on the benefits website to ensure you receive care covered at the in-network benefit level.

Mandatory Generics for your Prescriptions

If you opt to fill your prescription with a brand name drug when a generic is available, you will pay more. You will be charged the difference between the brand-name drug and the generic equivalent, plus the \$7 generic copay, but you will never pay more than the per-script maximum.

Many brand-name drugs have generic equivalents, and have the same active ingredients and meet the same quality standards as the brand-name drugs. On average generics cost six times less than the brand, yet are just as safe and effective.

If you have a reason for not using the generic equivalent, such as you are allergic to an ingredient in the generic drug, you may appeal to Medco by calling 800.841.5403.

Discontinued Value Based Design Drug Prescription Program

If you take prescriptions for asthma, diabetes, and/or depression, you will see an increase in cost for your prescription refills. The reduced copay or coinsurance benefit was eliminated for 2012. Prescription coverage for these drugs will follow the same Prescription Drug plan design as all other conditions. All prescriptions, regardless of condition, will have the same co-pay or coinsurance requirement: \$7 co-pay for generic, 30% Brand Formulary /45% Brand Non-Formulary coinsurance.

Earn your \$200 Health Screening Incentive

If you didn't schedule an on-site Health Screening, there's still time to earn the Health Screening Incentive for 2012. Log into www.SimpleWell.com to schedule a screening at your location. If screenings have already occurred at your site, or if the site dates and times don't work with your schedule, the physician upload form is also an option.

Schedule a health screening with your personal physician prior to March 31, 2012. If you're enrolled in a First Data medical plan, preventive care (including screenings) is covered at 100% - no copay required. Print the attached [Physician Upload Form](#) and

beyond the transactionsm



complete the requirements no later than March 31, 2012 to qualify for the \$200 Health Screening Incentive. Physician Upload Forms are also found at www.SimpleWell.com and www.FirstDataBenefits.us (located within Various Forms).

The elections you made in November (including coverage you may have defaulted into) became effective on January 1, 2012. Certain elections can be changed ONLY if you have experienced a [qualified change of status](#). For a complete listing of qualified changes, refer to the Summary Plan Description located on the First Data Benefits Web. The Web site at www.FirstDataBenefits.us, is your resource to access the Summary Plan Description, review plan specifics, communications, presentations, and much more.

For questions, contact First Data's Employee Resource Line at 888-348-4835, option 1 for HR, option 4 for Benefits, between the hours of 7am -7pm Central Time, Monday through Friday.

beyond the transactionsm

© 2011 First Data Corporation. All Rights Reserved. All trademarks, service marks and trade names referenced in this material are the property of their respective owners.