

## Changes to Your Lockheed Martin Dental Coverage

Beginning June 1, 2015, Lockheed Martin will offer Medicare-eligible retirees and spouses/same-sex domestic partners a new approach to health care coverage. Replacing the current Lockheed Martin retiree health care coverage with coverage through a private Medicare exchange will provide retirees and their spouses/same-sex domestic partners with more choices, greater flexibility and comparable costs for coverage. This Medicare exchange is replacing Lockheed Martin's group health care coverage, including your current dental plan, which will end May 31, 2015.

Although you are currently enrolled only in Lockheed Martin-sponsored retiree dental coverage, you are eligible to select medical, prescription drug, dental and vision plan options through OneExchange® effective June 1, 2015 or January 1, 2016, as described in this newsletter.

Note that this change does not affect pre-age 65 retirees, pre-age 65 eligible dependents or pre-age 65 individuals who are eligible for Medicare based on disability or end-stage renal disease.

**You must take action: To continue to have dental coverage on and after June 1, 2015, you (and/or your spouse/same-sex domestic partner, if applicable) will need to actively enroll in new coverage by Friday, May 29, 2015, 9 p.m. Eastern Time.**

### **Important: If You Have Dental, but Not Medical, Coverage through Lockheed Martin**

If you are currently enrolled in the Lockheed Martin Retiree Dental Plan and you have retiree medical coverage through another employer or through an individual plan purchased on your own — and you choose to elect new medical coverage through OneExchange® — you may be subject to medical underwriting. This means that for certain medical plans, insurance companies may ask to review your medical history and/or pre-existing conditions before they agree to provide you with coverage. This may impact the number of plans available to you and your premium cost.

It is also important to know that insurance company practices and Centers for Medicare & Medicaid Services (CMS) rules may place restrictions on the types and timing of changes you can make when switching coverage under plans that coordinate with and supplement Medicare.

You are encouraged to call OneExchange® to discuss your individual situation and to see if these restrictions apply to you. Representatives are available toll-free at **1-844-596-0460** (Monday through Friday from 8 a.m. to 9 p.m. Eastern Time).

## Expanded Coverage Options through OneExchange®

OneExchange® offers dental plans from Delta Dental, MetLife and Humana and medical and prescription drug plans from more than 90 different insurance companies, including AARP/ UnitedHealthcare, Aetna, Anthem, Blue Cross Blue Shield, Cigna and Humana. Vision plans are also available through OneExchange®.

All enrollments with OneExchange® are done by phone, and you are encouraged to make an enrollment appointment in advance. During your enrollment call, you will talk with an experienced benefit advisor who has been trained specifically to support Lockheed Martin retirees. These individuals will provide:

- Unbiased education about the types of plans available to you, how much they cost and how you will be covered for eligible expenses,
- Help with enrolling in the plans you select and
- Ongoing support after enrollment to address your coverage, claims and network questions.

You also have access to decision-making tools and other resources online, through the OneExchange® website, at any time. Go online to [medicare.oneexchange.com/lockheedmartin](https://medicare.oneexchange.com/lockheedmartin).

## Your Health Reimbursement Arrangement (HRA)

Health and health care coverage are important, and what you pay for it makes a difference. Today, Lockheed Martin uses funds to lower your dental coverage contributions and going forward, you decide how to use the money. When you enroll in an individual medical, prescription drug, dental or vision plan through OneExchange®, Lockheed Martin may contribute to an account called a Health Reimbursement Arrangement (HRA). You can use your HRA to reimburse yourself for medical, prescription drug, dental and vision plan premiums, as well as other eligible health care expenses such as deductibles, co-pays and co-insurance.

### Learn about Your Plan Options Today

Go to [medicare.oneexchange.com/lockheedmartin](https://medicare.oneexchange.com/lockheedmartin) and click the “Shop and Compare” button. You can search for plans available in your area and sort them by price, plan type, covered services, insurance company and other factors.

## Lockheed Martin's Contributions to Your HRA

There are two types of HRA contributions from Lockheed Martin:

**1. Annual HRA contribution** — If you enroll in a medical, prescription drug, dental or vision plan through OneExchange®, Lockheed Martin's annual contribution to your HRA will be \$480. While Lockheed Martin expects to contribute the same amount in future years, the amount of the contribution is subject to change at any time.

- If you enroll in coverage through OneExchange® by Friday, May 29, 2015, 9 p.m. Eastern Time, you'll receive a pro-rated amount of \$280 for the period June 1, 2015 through December 31, 2015.
- Your Medicare-eligible spouse/same-sex domestic partner, if applicable, will receive the same annual HRA contribution as you, so long as you both elect a plan through OneExchange®. However, if your spouse/same-sex domestic partner is also a Lockheed Martin retiree, his or her contribution amount may be different from yours and communicated separately.

**2. One-time HRA contribution** — If you enroll in a **medical plan** through OneExchange® by Friday, May 29, 2015, 9 p.m. Eastern Time, Lockheed Martin will make a one-time contribution of \$350 to your HRA. Your Medicare-eligible spouse/same-sex domestic partner is also eligible for a one-time contribution of \$350 if you both enroll in medical coverage through OneExchange® by the May 29 deadline.

The *Funding and Reimbursement Guide* you'll receive from OneExchange® in late May will provide a comprehensive list of the expenses that can be reimbursed through your HRA, as well as information about the process for receiving reimbursement. If you have questions, call OneExchange® toll-free at **1-844-596-0460** (Monday through Friday from 8 a.m. to 9 p.m. Eastern Time).

## Enrolling in Coverage: Two Opportunities during 2015

Your first opportunity to enroll in coverage through OneExchange® is **Monday, March 2, 2015 through Friday, May 29, 2015** for coverage that takes effect June 1, 2015. If you do not enroll in coverage through OneExchange® by May 29, 2015, 9 p.m. Eastern Time, you will have another opportunity in the fall to enroll through OneExchange® for coverage that will start January 1, 2016.

Note that if you enroll for coverage effective June 1, 2015, you will not need to enroll again in the fall unless you want to change your elections.

Your HRA contribution from Lockheed Martin will vary based on when you enroll, as shown here:

If the first time you enroll with OneExchange® occurs...	And you enroll in a...	Your HRA contribution will be...	And your coverage will begin on...
<b>Monday, March 2, 2015, 8 a.m. Eastern Time through Friday, May 29, 2015, 9 p.m. Eastern Time</b>	Prescription drug, dental and/or vision plan	<ul style="list-style-type: none"> <li>■ Pro-rated annual contribution for June 1, 2015 through December 31, 2015.</li> <li>■ Full annual contribution for January 1, 2016 through December 31, 2016, if you maintain coverage through OneExchange®.</li> </ul>	Monday, June 1, 2015
	Medical plan	<ul style="list-style-type: none"> <li>■ Pro-rated annual contribution for June 1, 2015 through December 31, 2015.</li> <li>■ Full annual contribution for January 1, 2016 through December 31, 2016, if you maintain coverage through OneExchange®.</li> <li>■ \$350 one-time contribution as of June 1, 2015.</li> </ul>	
<b>Thursday, October 15, 2015 through Monday, December 7, 2015</b>	Medical, prescription drug, dental and/or vision plan	<ul style="list-style-type: none"> <li>■ Full annual contribution for January 1, 2016 through December 31, 2016, if you maintain coverage through OneExchange®.</li> </ul>	Friday, January 1, 2016
<b>After Monday, December 7, 2015</b>	Medical, prescription drug, dental and/or vision plan	<ul style="list-style-type: none"> <li>■ You will not receive an HRA contribution.</li> </ul>	The effective date of your coverage will depend on when you enroll

**Important:**

- **If you do not enroll in a dental plan by May 29, 2015, 9 p.m. Eastern Time**, you will not have dental coverage through Lockheed Martin or OneExchange® effective June 1, 2015.
- **If you do not enroll in a medical plan through OneExchange® by May 29, 2015, 9 p.m. Eastern Time**, you will not receive Lockheed Martin’s one-time \$350 contribution to your HRA.
- If you are age 65 or over and Medicare-eligible and **you elect not to enroll in any coverage during the first enrollment period which ends Friday, May 29, 2015, or during the fall Medicare Annual Enrollment period which ends Monday, December 7, 2015**, you may still be able to enroll in coverage through OneExchange®; however, you will forfeit future financial support for health care from Lockheed Martin.

**What Is Next**

The table below outlines what you can expect and the actions you will need to take between now and Friday, May 29, 2015.

<b>EDUCATE yourself about what’s changing and OneExchange®</b>		
Action	Timing	Resource
Create your profile and schedule an enrollment appointment by:		
<ul style="list-style-type: none"> <li>■ Calling OneExchange®</li> <li><b>or</b></li> <li>■ Going online to the OneExchange® website.</li> </ul>	Available now; Monday through Friday from 8 a.m. to 9 p.m. Eastern Time	OneExchange®: <b>1-844-596-0460</b>
Compare plans available in your area and sort them by price, plan type, covered services, insurance company and other factors.	Available now; 24 hours a day, seven days a week	OneExchange® website: <b>medicare.oneexchange.com/lockheedmartin</b> (click the “Shop and Compare” button)
Listen to a pre-recorded toll-free conference call to learn more about OneExchange® services and enrollment.	Available now; 24 hours a day, seven days a week	OneExchange® pre-recorded toll-free conference: <b>1-844-668-8674</b>

## EDUCATE yourself about what's changing and OneExchange®

View a presentation to learn more about OneExchange® services and enrollment.	Available now; 24 hours a day, seven days a week	OneExchange® presentation online: <b>medicare.oneexchange.com/lockheedmartin</b>
Learn about the enrollment process and available resources.	Mailed to your home in March	OneExchange® <i>Enrollment Guide</i>

## ENROLL by Friday, May 29, 2015, 9 p.m. Eastern Time

Action	Timing	Resource
<p>Call during your scheduled appointment time to:</p> <ul style="list-style-type: none"> <li>■ Discuss your coverage options,</li> <li>■ Understand coverage costs and</li> <li>■ Enroll in plans that take effect June 1, 2015.</li> </ul>	March 2, 2015, 8 a.m. Eastern Time – May 29, 2015, 9 p.m. Eastern Time	OneExchange® benefit advisors: <b>1-844-596-0460</b>
<p>Learn how to:</p> <ul style="list-style-type: none"> <li>■ Access and manage your HRA account,</li> <li>■ Enroll in automatic reimbursement and</li> <li>■ Fill out and file claims.</li> </ul>	Mailed to your home in late May	OneExchange® <i>Funding and Reimbursement Guide</i>

## ONGOING SUPPORT by OneExchange®

Action	Timing	Resource
<p>Contact OneExchange® for:</p> <ul style="list-style-type: none"> <li>■ Answers to your questions and</li> <li>■ Assistance with any other needs you may have (e.g., claims issues and appeals, network and coverage questions, etc.).</li> </ul>	Ongoing	<p>OneExchange® advocacy and support:</p> <ul style="list-style-type: none"> <li>■ <b>1-844-596-0460</b> (Monday through Friday from 8 a.m. to 9 p.m. Eastern Time)</li> <li>■ <b>medicare.oneexchange.com/lockheedmartin</b></li> </ul>

## Frequently Asked Questions

### 1. Can I call OneExchange® from outside the United States?

If you need to contact OneExchange® from outside the United States, please call:  
**1-801-349-4444.**

### 2. I want to enroll in a plan that provides similar coverage to what I have today. Which plan should I choose?

OneExchange® offers dental plans from Delta Dental, MetLife and Humana. Your benefit advisor can provide dental plan options similar to the dental plan you have today.

### 3. Do you offer plans that cover me if I live in more than one state?

Yes, there are plans available that provide nationwide coverage. If you travel frequently or live part of the year out-of-state, be sure to discuss your situation with a benefit advisor to find the plan that best meets your needs.

### 4. If I have to pay my first insurance premium before June 1, 2015, can I submit a claim for reimbursement from my HRA before June 1?

No claims can be reimbursed before June 1. If you are eligible for an HRA, your account will be effective June 1, 2015. You will receive a *Funding and Reimbursement Guide* from OneExchange® in late May that will explain how to access and manage your account.

### 5. How will I pay for coverage through OneExchange®?

With your new individual coverage, payment will be made by you directly to the insurance carriers of the plans you elect. Ask your benefit advisor about the payment options (i.e. check, credit card or automatic deduction) available to you at the time you enroll.

You are not required to enroll in plans through OneExchange®. However, your Lockheed Martin dental coverage will end on Sunday, May 31, 2015 and, if you do not enroll in dental coverage through OneExchange® by Friday, May 29, 2015, you will not have coverage through Lockheed Martin or OneExchange® as of June 1, 2015.

You should carefully consider your personal health care needs when deciding which coverage is best for you. Benefits you receive under the Lockheed Martin HRA are subject to the terms and conditions of the plan and applicable federal law.

***Lockheed Martin reserves the right to change any of its retiree medical or other benefits plans, programs or arrangements at any time.***