

Retiree Reimbursement Arrangement Plan (RRA) Facts



How does the Retiree Reimbursement Arrangement Plan work?

Before 2013, DTE Energy provided supplemental coverage to Medicare through the DTE Energy Comprehensive Retiree Group Health Care Plan (Retiree Health Plan). Beginning in 2013, DTE Energy changed the way it provides supplemental Medicare benefits to retirees and their spouses or surviving spouses who are eligible for Medicare Part A based on age, as identified in the chart below.

GROUP	HIRED BEFORE	RETIRED ON OR AFTER
DTE Electric Non-represented	01/01/2012	04/01/1994
DTE Gas Non-represented	01/01/2012	01/01/1992
Citizens Gas Non-represented	01/01/2012	01/01/2012
Local 17	09/24/2012	11/06/2012
Local 223 Electric, Gas T&SO	06/07/2010	08/03/2013
Local 70, 132, 799N	06/07/2011	08/03/2013
Local 799 T&SO	10/10/2010	08/03/2013
Local 39	08/30/2010	01/02/2013

You become eligible for Medicare Part A based on age, generally beginning the first of the month in which your 65th birthday falls, or if your birthday is the first of the month, beginning on the first of the prior month. If you and all of your covered dependents are eligible for Medicare Part A based on age when you retire, you will participate in the new program—the DTE Energy Retiree Reimbursement Arrangement Plan (RRA Plan)—beginning on the first of the third month after the date of your retirement.

Under the RRA plan, DTE Energy will provide each eligible participant with an allocation in a Retiree Reimbursement Arrangement (RRA) Account for the participant to use to purchase individual Medicare supplement insurance, dental or vision insurance and/or to pay for any other out-of-pocket qualified medical expenses that are otherwise allowable as a deduction under the Internal Revenue Code. See [IRS Publication 502](#) for more information.

As part of this change, DTE Energy has partnered with the Retiree Health Access (RHA) Program to help you choose the Medicare supplemental insurance coverage that best suits your coverage and financial needs. The RHA Program offers personal attention from licensed RHA Benefit Advisors and provides access to online comparison tools. The RHA Program is provided at no cost to retirees. You can contact an RHA Benefit Advisor by calling **844-866-8257**.

What if I'm already 65 when I retire?

If you and all of your covered dependents are eligible for Medicare Part A based on age when you retire, you will be covered by the Retiree Health Plan through the end of the second month following the month of your retirement. As of the first of the third month following the month of your retirement, you will transition to the RRA Plan.



How does my Retiree Reimbursement Arrangement (RRA) Account work?

Your RRA will receive an initial allocation from DTE Energy as of your "RRA Effective Date". Your RRA Effective Date is the first of the month in which the youngest covered member of your household becomes eligible for Medicare Part A based on age. This defined term is used throughout the communications you will receive, so it is important that you remember your RRA Effective Date.

Please note: Although you will be able to access your RRA Account approximately two weeks prior to your RRA Effective Date to set up things like your banking information, you will not be able to process payments or reimbursements until your RRA Effective Date.

The amount of the initial allocation (Base Allocation) for each retiree, dependent spouse or surviving spouse entering the RRA Plan is:

- \$3,500 for retirees who retired on or before Jan. 1, 2013 (even if the retiree did not begin participating in the RRA Plan until after Jan. 1, 2013)
- \$3,250 for retirees who retired after Jan. 1, 2013

For example, a married couple moving to the RRA Plan would receive two allocation amounts into a joint RRA Account; one for the retiree and one for the spouse.

Under current provisions of the RRA Plan document, the annual allocation amount will be increased annually by the lesser of 2% or the increase in the Consumer Price Index for Medical Care, total, then rounded up to the nearest increment of \$5. Under the current formula, the annual allocation may not be increased in any given year, but will not be decreased. This annual adjustment formula is subject to change in future years.

As adjusted, the Base Allocation amount for 2021 is:

- \$4,120 for retirees who retired on or before Jan. 1, 2013
- \$3,825 for retirees who retired after Jan. 1, 2013

In the year in which you first become eligible for an RRA Account, the initial allocation will be the current annual allocation applicable to you multiplied by a fraction, with the numerator being the number of months during the year you are eligible for the RRA Plan and the denominator being 12.

For example, if you become eligible for your RRA Account on Aug. 1, 2021 and you retired after Jan. 1, 2013, the allocation that you and each of your covered dependents will receive will be 5/12 of the annual allocation for your first year or $\$3,825 \times 5/12 = \$1,593.75$. You will receive the full annual allocation in subsequent years.

PayFlex is the vendor who administers the RRA Plan. You can call PayFlex toll-free at **855-652-0112** or you can log on to rhaexchange.com/dte and click the PayFlex icon to get to the PayFlex member website.



Here's a quick list of some of the many things you can access and do on the PayFlex website:

- 1 [Set up your banking information](#)
- 2 [Authorize your spouse or other designated individual to access your account and receive your personal information](#)
- 3 [Request a reimbursement](#) (for eligible medical expenses, including one-month requests for premium reimbursement)
- 4 [Set up a recurring premium reimbursement](#) (submit this form once and the reimbursement is made automatically on a monthly basis)
- 5 [Set up the "Pay Them" feature on the PayFlex website](#)
- 6 [View a presentation about the PayFlex website](#)

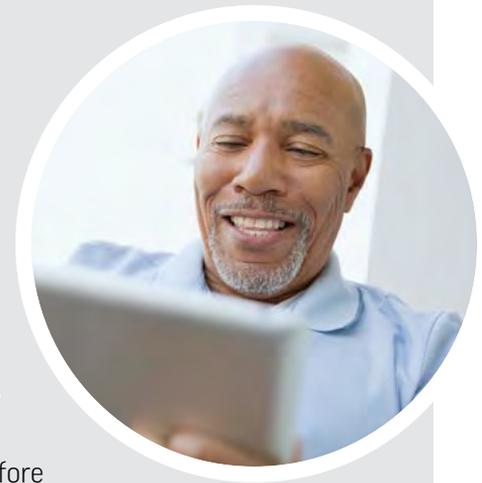
When using the online features on the PayFlex portal, be sure to have all of your information and documents ready. Your session will timeout after 30 minutes of inactivity (from your last keystroke) and the data that you entered will be lost.

Where can I find more information about the RRA Plan?

The following communications are available for your reference:

- [Aging into the RRA Plan](#): If you are aging into the RRA Plan, this slide presentation provides the basic information about the program.
- [Fall 2020 Communications](#): In early September 2020, a Fall 2020 RHA Letter was mailed to RRA Plan participants. This letter provides information on the 2020 Medicare Annual Enrollment Period and things to know about your RRA Account. **Note:** Watch for an updated letter in the fall of 2021.
- [RRA Plan Pre-Enrollment Workbook](#): For individuals who are aging into the RRA Plan, this workbook describes what you need to do and when you need to do it.
- [DTE RRA Welcome Kit](#): You will receive this mailing approximately three weeks before your RRA Effective Date.

Note: If you get an email from eNotify@playflex.com through Voltage, don't delete it. PayFlex sends their emails with attachments through Voltage. This software protects the message by encrypting it. You can learn how to open the email using the [Voltage Secure Email Guide](#).



Where can I find more information about Medicare?

Visit www.medicare.gov or call **800-MEDICARE** (800-633-4227).

You're also encouraged to review the latest copy of [Medicare & You](#) (the official U.S. government Medicare handbook) for details.

Important Notice

Your eligibility for, and benefits under any DTE Energy benefit plan—including the Retiree Reimbursement Account Plan—are governed exclusively by the official plan documents. The descriptions provided are for your convenience only and do not replace or supersede the official terms of the plans. Any inconsistencies between this information and the official plan documents and any ambiguities in this information are controlled by the official plan documents. Medical coverage provided through an individual insurance policy purchased with assistance from the RHA Program or through any insurance policy the premiums for which you are reimbursed through your RRA Account is not provided under a DTE Energy benefit plan.