



FOR INTEL RETIREES

2020 ANNUAL ENROLLMENT

Understand changes to optimize your health benefits.

Annual Enrollment is November 1-29, 2019



PURPOSE

It's time for you and your family to review your Intel health benefit choices and make your Annual Enrollment decisions for 2020. This guide is intended to help you find healthcare options that best suit your needs, especially as you compare to the individual market or Medicare.

To help guide your decisions, we've created eight sections. Please pay special attention to what's changing in Sections 1 and 2 for the **Intel Retiree Medical Plan (IRMP)** options for **non-Medicare eligible Intel retirees** (typically if you are under age 65) and **Medicare eligible Intel retirees** (typically if you are 65 and older or disabled).

Starting **November 1, 2019**, you and your family have access to extra resources at the My Health Benefits website. Please carefully read this guide and use all the support available to help make informed healthcare choices. Benefits take effect January 1, 2020.

ACRONYMS IN THIS GUIDE

Domestic Partner (DP)

Health Savings Account (HSA)

Health Reimbursement Arrangement (HRA)

High Deductible Health Plan (HDHP)

Intel Retiree Medical Plan (IRMP)

Sheltered Employee Retirement Medical Account (SERMA)

Spouse (SP)

Summary Plan Description (SPD)

Vision Service Plan (VSP)



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INTRODUCTION

Intel offers our retirees access to quality medical and vision healthcare. We continue to take action to improve and better integrate the healthcare experience.

While the cost of healthcare is projected to increase 6.5% nationally,¹ for 2020 the IRMP options are increasing below this national trend. IRMP Cigna HDHP premiums, deductibles, and out-of-pocket maximums will increase 5%. IRMP Indemnity premiums will remain unchanged, with no increase. In addition, the IRMP Vision Plan will increase 3%.

To further improve the healthcare experience, Intel is consolidating suppliers. In 2020, Fidelity will become the new Health Savings Account (HSA)² provider. In 2021, the IRMP provider will change from Cigna to Anthem. More information will be provided during next year's Retiree Annual Enrollment (November 2020). This change is occurring for active employees in 2020.

Please carefully review this guide to understand how these changes may impact you.

¹ According to the [2020 Global Medical Trend Rates Report](#) released by Aon plc.

² HSA is not an Intel-sponsored benefit. Eligibility limits apply, and contribution limits are set by the IRS.



SUMMARY OF 2020 CHANGES:

- IRMP Cigna HDHP monthly premium increases 5% (details on page 3)
- IRMP Cigna HDHP annual deductibles and out-of-pocket maximums increase (details on page 3)
- IRMP Vision Plan – VSP Basic and Plus 3% premium increase (details on page 6)
- HSA³ provider change to Fidelity (details on page 10)

³ HSA is not an Intel-sponsored benefit. Eligibility limits apply, and contribution limits are set by the IRS.

NON-MEDICARE ELIGIBLE RETIREE

SECTION 1

Are you under age 65 and ineligible for Medicare? If yes, read this section.

If you or your eligible spouse (SP)/domestic partner (DP)/dependents are NOT eligible for Medicare, you can enroll in the IRMP Cigna High Deductible Health Plan (HDHP).

What Changes in 2020?

2020 Monthly Premiums, Deductibles, and Out-of-Pocket maximums are increasing 5%.

2020 Monthly Premiums – IRMP Cigna HDHP		
You Only, SP/DP Only, ¹ Child(ren) Only ²	You + SP/DP, You + Child(ren), SP/DP + Child(ren)	You + SP/DP + Child(ren)
\$1,210	\$2,420	\$3,630

2020 Annual Deductible and Out-of-Pocket Maximum – IRMP Cigna HDHP			
Annual Deductible	2020	Annual Out-of-Pocket Maximum	2020
Individual	\$1,570	Individual	\$2,355
Individual + Child(ren)	\$3,150	Individual + Child(ren)	\$4,710
Individual + SP/DP or Family	\$3,940	Individual + SP/DP or Family	\$5,830

¹ For a complete description of benefits and eligibility requirements, refer to the IRMP and SERMA SPD available on the My Health Benefits website. Individuals on Medicare solely due to ESRD, refer to the IRMP and SERMA SPD for eligibility details and coordination with Medicare.

² Same price for one child or multiple children.

2020 IRMP Cigna HDHP Summary	
	IRMP Cigna HDHP ³
Annual Deductible	<ul style="list-style-type: none"> \$1,570 You only \$3,150 You + Child(ren) \$3,940 You + SP/DP or Family Combined in- and out-of-network deductible
Coinsurance	10% in-network; 40% out-of-network
Prescription Benefit	Actual cost of the drug until the deductible is met, 10% coinsurance after deductible is met, covered 100% after you have met out-of-pocket maximum
Out-of-Pocket Maximum	<ul style="list-style-type: none"> \$2,355 You only \$4,710 You + Child(ren) \$5,830 You + SP/DP or Family Combined in- and out-of-network out-of-pocket maximum

³ For more information on the IRMP Cigna HDHP go to www.intel.com/go/myben, review the IRMP and SERMA SPD, or call 877-GoMyBen (466-9236).

Example: How IRMP Cigna HDHP Prescription Drug Coverage Works			
Prescription		IRMP Cigna HDHP	
Example Drug Name and Strength	Your Cost	Retail Pharmacy (Up to 34-day supply)	Costco/Walgreens/Mail (90-day supply)
Humilog 10 ml vial (Brand Formulary)	BEFORE deductible is met	\$253.82	\$761.47
	AFTER deductible is met	\$25.38	\$76.14
Atorvastatin 80 mg (Generic)	BEFORE deductible is met	\$11.44	\$30.29
	AFTER deductible is met	\$1.14	\$3.02

SECTION 2

MEDICARE ELIGIBLE RETIREE

Are you eligible for Medicare, typically age 65 and older, or disabled?

If yes, this section is for you.

If you, your spouse (SP)/domestic partner (DP) or dependents¹ are eligible for Medicare, you can enroll in the IRMP Cigna Indemnity with Rx or the IRMP Cigna Indemnity without Rx. Both IRMP Cigna Indemnity options coordinate with Medicare, meaning neither option covers the cost of benefits normally paid by Medicare. Medicare Open Enrollment ends December 7, 2019. See page 11 for details.

What Changes in 2020?

There are no changes this year and monthly premiums will remain the same.

IRMP Cigna Indemnity with Rx (includes prescription drug coverage)

2020 Monthly Premium – IRMP Cigna Indemnity with Rx		
You Only, SP/DP Only, ¹ Child(ren) Only ²	You + SP/DP, You + Child(ren), SP/DP + Child(ren)	You + SP/DP + Child(ren)
\$705	\$1,410	\$2,115

IRMP Cigna Indemnity without Rx (excludes prescription drug coverage) – Because this option does not include prescription drug coverage, consider purchasing a Medicare Part D plan to obtain prescription drug benefits. In addition, you need to be enrolled in Medicare part D to take advantage of the Catastrophic Rx program.

2020 Monthly Premium – IRMP Cigna Indemnity without Rx		
You Only, SP/DP Only, ¹ Child(ren) Only ²	You + SP/DP, You + Child(ren), SP/DP + Child(ren)	You + SP/DP + Child(ren)
\$187	\$374	\$561

¹ For a complete description of benefits and eligibility requirements, refer to the IRMP and SERMA SPD available on the My Health Benefits website. Individuals on Medicare solely due to ESRD, refer to the IRMP and SERMA SPD for eligibility details and coordination with Medicare.

² Same price for one child or multiple children.

Medicare provides many choices. As a Medicare-eligible retiree, we encourage you to explore all available options. For more information, visit www.medicare.gov or call 800-633-4227. Resources are also available through the Aon Retiree Health Exchange. Their benefits advisors can help you navigate the many comparable plans if you'd like to choose one by **December 15, 2019**.

CATASTROPHIC RX HRA

Capping Your Medicare Part D Out-of-Pocket Costs

Retirees and your eligible dependents enrolled in a Medicare Part D plan can take advantage of Intel's Catastrophic Rx HRA. The Catastrophic Rx HRA will reimburse you for the 5% coinsurance you pay after you have met your annual true out-of-pocket maximum. Retirees do not need to enroll or elect this benefit, but you (or your eligible dependent for whom you are seeking reimbursement) do need to be enrolled in a Medicare Part D Plan. To take advantage of this benefit, you simply need to call the Intel Health Benefit Center at 877-GoMyBen (466-9236) and



select the “Your Spending Account” option to notify the team you have exceeded the Medicare Part D coverage gap (also called the “donut hole”).³ Your Spending Account representative will walk you through what you need to do to submit claims for reimbursement. **All eligible dependents including domestic partners must be listed as your dependent on the My Health Benefits website (www.intel.com/go/myben) in order for Catastrophic Rx reimbursement to be processed.** For more information visit My Health Benefits or call 1-877-GoMyBen (466-9236).

³ Once you hit the out-of-pocket max, you pay a copayment (~5%) for each drug for the remainder of the year. You may submit this copayment to the Catastrophic Rx HRA to get reimbursed by Intel. This caps the annual max you pay for prescriptions at \$5,100. (Out-of-pocket varies depending on the Part D plan you have.)

IRMP CIGNA INDEMNITY PLAN DETAILS

2020 Benefit Summary – IRMP CIGNA Indemnity with Rx AND without Rx

Benefits	Medicare ³	IRMP Cigna Indemnity for Medicare-Eligible Retirees
Annual Deductible	Part B Deductible = \$183 (See Inpatient Hospitalization section for Inpatient Deductible)	\$500 Individual/\$1,000 Family
Out-of-Pocket Maximum	Not applicable	\$2,000 Individual/\$4,000 Family
Major Medical Lifetime Maximum (if applicable)	Not applicable	Unlimited
Inpatient Hospital	\$1,316 deductible (Days 1–60); \$329 (Days 61–90); \$658 (Days 91–150)	20% of Medicare allowable after deductible is met
Physician Office Visit	20% of Medicare approved	20% of Medicare allowable
Emergency/Urgent Care Worldwide Coverage	Limited coverage outside U.S.	20% of Medicare allowable
Routine Physical	Once during initial six months (MIPPE)	20% of Medicare allowable
Additional Benefits	Medicare ³	Coinsurance Applies After Deductible is Met
Chiropractic – Limited to 30 visits per calendar year	Not covered	20% of plan allowed; limited to 30 visits per calendar year
Non-Emergency Transportation	Not covered	20% of plan allowed
Acupuncture – Limited to 30 visits per calendar year	Not covered	20% of plan allowed; limited to 30 visits per calendar year
Routine Hearing	Not covered	20% coinsurance
Hearing Aid	Not covered	20% coinsurance

Prescription Coverage	Medicare ³	IRMP Cigna Indemnity with Rx	IRMP Cigna Indemnity without Rx
Medicare	Prescriptions are not covered (available via Medicare Part D)	See Prescription Benefit below	Prescriptions are not covered
Out-of-Pocket Maximum	Prescriptions are not covered (available via Medicare Part D)	None – See Prescription Benefit below	Prescriptions are not covered
Formulary (list of plan approved drugs)	Prescriptions are not covered (available via Medicare Part D)	Please review at www.express-scripts.com/intel	Prescriptions are not covered
Pharmacy Network	Prescriptions are not covered (available via Medicare Part D)	Please review at www.express-scripts.com/intel	Prescriptions are not covered

³ 2019 Medicare benefits referenced. For complete details, visit www.medicare.gov, or call 800-633-4227.

2020 Prescription Benefits – IRMP Cigna Indemnity with Rx

	Retail Pharmacy (Up to 34-day supply)	Costco/Walgreens/Mail (90-day supply)	Retail Penalty ⁴ (Up to 34-day supply)
Generic	\$10	\$20	\$20 ⁵
Preferred Brand	\$20	\$40	\$40 ⁵
Non-Preferred Brand	\$30	\$60	\$60 ⁵

⁴ Penalty applies after the first two purchases of a maintenance (long-term) prescription at a retail pharmacy.

⁵ The retail penalty will not apply towards deductible/out-of-pocket maximums.

VISION AND DENTAL

If you or your spouse (SP)/domestic partner (DP)/dependents are eligible for IRMP, you can enroll in IRMP VSP Vision Plan. As an Intel Retiree, you may also elect to participate in MetLife Dental. See below for more details.

IRMP Vision Plan

Vision Service Plan (VSP) provides you with two options for vision coverage:

- VSP Basic Vision
- VSP Vision Plus

You can enroll in an IRMP Vision Plan option without having to purchase IRMP medical coverage. To locate a VSP doctor, go to www.vsp.com/advantage or call member services at 855-663-2836.

What Changes in 2020?

IRMP Vision Plan – VSP Basic and Plus 3% premium increase.

2020 Monthly Premium – IRMP VSP Vision Options

Option	You Only, SP/DP Only, ¹ Child(ren) Only ²	You + SP/DP, You + Child(ren), SP/DP + Child(ren)	You + SP/DP + Child(ren)
VSP Basic	\$6.47	\$12.94	\$14.55
VSP Vision Plus	\$16.76	\$33.54	\$37.73

¹ For a complete description of benefits and eligibility requirements, refer to the IRMP and SERMA SPD available on the My Health Benefits website. Individuals on Medicare solely due to ESRD, refer to the IRMP and SERMA SPD for eligibility details and coordination with Medicare.

² Same price for one child or multiple children.



2020 IRMP VSP Vision Options

Plan	VSP Basic Vision (In-Network)	VSP Basic Vision (Out-of-Network ³)	VSP Vision Plus	VSP Vision Plus (Out-of-Network ³)
Exam	Exam every 12 months			
Comprehensive Exam	\$0	Reimbursed to \$40	\$0	Reimbursed to \$40
Standard Contact Lens Fit	Up to \$55	N/A	Up to \$55	N/A
Eyewear	Frame every 24 months, lenses every 12 months		Frame and lenses every 12 months	
Eyeglass Frames	\$130 allowance \$70 if Costco affiliate	Reimbursed to \$70	\$200 allowance \$110 if Costco affiliate	Reimbursed to \$110
Standard Single Vision	\$25 copay	Reimbursed to \$30	\$10 copay	Reimbursed to \$30
Standard Bifocal	\$25 copay	Reimbursed to \$50	\$10 copay	Reimbursed to \$50
Standard Trifocal	\$25 copay	Reimbursed to \$70	\$10 copay	Reimbursed to \$70
Standard Progressive	\$55 copay	Reimbursed to \$50	\$55 copay	Reimbursed to \$50
Premium Progressive	\$95-\$105	Reimbursed to \$50	\$95-\$105	Reimbursed to \$50
Contact Lenses	Contact lenses every 12 months			
Contact Lenses (elective)	\$130 allowance	\$130	\$200 allowance	\$200
Lasik Surgery	Not Covered	Not Covered	\$2,000 lifetime	\$2,000 lifetime allowance

³ Allowances and out-of-network reimbursement apply to single purchase, no declining balance. For a complete list of covered services please refer to the SPD.

MetLife Dental

Intel partners with MetLife to offer retirees a voluntary plan that offers access to comprehensive dental coverage. You may use SERMA (more details available on page 8) to get reimbursed for eligible dental premiums. If you're currently enrolled in MetLife Dental, your enrollment continues unless you opt out. If you're not enrolled, MetLife will send you a letter explaining how to enroll. For more information, call MetLife at 866-832-5756.

This voluntary dental plan is not an Intel-sponsored benefit or an Employee Retirement Income Security Act (ERISA) benefit plan.



THINKING ABOUT JOINING A GYM?

Active&Fit Direct* gives you access to over 9,000 participating fitness centers for \$25 a month. To learn more about Active&Fit and to find a participating gym near you, log on to My Health Benefits at www.intel.com/go/myben and click on the Active&Fit tile.

This voluntary gym discount service is not an Intel-sponsored benefit or an Employee Retirement Income Security Act (ERISA) benefit plan.





SECTION 4

SHELTERED EMPLOYEE RETIREMENT MEDICAL ACCOUNT

The Sheltered Employee Retirement Medical Account (SERMA) is a Health Reimbursement Arrangement (HRA) subject to Internal Revenue Service (IRS) rules.

If eligible, you can use SERMA to pay for all or part of your insurance premiums for yourself and eligible dependents—even if it's for a plan purchased outside of IRMP including individual insurance.

If you're enrolled in IRMP, you can use SERMA to offset your monthly premium for IRMP coverage until you have fully exhausted the account. During 2020 Annual Enrollment, you can elect how much of your IRMP premium you want paid from your SERMA each month, such as 25%, 50%, 75%, or 100%. Your IRMP premium payments will be paid directly from your SERMA. The percentage you elect applies both to you and any enrolled dependent's premiums.¹ If you choose a SERMA contribution other than 100%, you are responsible for paying the remainder of the premium cost.

All eligible dependents must be listed as your dependent on the My Health Benefits website in order for a SERMA reimbursement to be processed. For more information visit My Health Benefits or call 1-877-GoMyBen (466-9236).

Eligible reimbursements include insurance premium payments for:

- Individual health, dental, and vision insurance
- Other employer retiree group plans²
- COBRA
- Medicare
- Medigap
- TRICARE
- Long-term care insurance premiums

Checking Your SERMA Balance

You may check your SERMA balance by calling the Intel Health Benefits Center at 877-GoMyBen (466-9236). Or, visit www.intel.com/go/myben, then click the My Health Benefits website link, log on to UPoint, and select the "Your Spending Account" tab. If you're accessing the UPoint site for the first time, you must create a user ID and password to log on.

Once logged in, you can:

- View your SERMA balance
- Submit claims (you have the option to submit claims online, by fax, or by mail)
- Check the status of your claims
- Learn more about eligible expenses

¹ Reimbursements for a domestic partner (DP) and children of a DP are generally treated as taxable income unless your DP is a tax dependent. Intel will provide you with a 1099 for any reimbursements from SERMA for your DP's (or their children's) eligible expenses.

² If you're enrolled in IRMP and your spouse (SP)/DP is enrolled in another retiree group health plan, you can use SERMA toward both your IRMP premium and your SP's/DP's employer's non-Intel retiree group insurance premium expense.

Retirees May “Opt Out” of SERMA

Non-Medicare retirees with access to SERMA will not qualify to receive federal premium tax credits. If you are considering using federal premium tax credits to reduce the cost of health insurance purchased through the Affordable Care Act (ACA) Health Insurance Marketplace, you should seek advice from a tax advisor.

If you are not Medicare eligible and you determine that you are eligible for the premium tax credit, you may choose to temporarily “Opt Out” of SERMA in order to qualify. When you “Opt Out,” your SERMA balance is frozen and you will not be able to use SERMA to pay for Intel or non-Intel sponsored healthcare premiums mentioned on the previous page for you or your dependents for 2020. Your “Opt Out” election will carry over from year to year unless you “Opt In” again during the next Annual Enrollment following the same process.

There are online tools that help you identify if your income levels qualify for federal premium tax credits. The Benefits Advisors at the Aon Retiree Health Exchange can guide you through that process, if needed. If you want to learn more now, these sites are helpful: <https://www.healthcare.gov> and <http://kff.org/health-reform/>.

If you have questions about the option to “Opt Out” of your SERMA, please contact the Intel Health Benefits Center by calling 877-GoMyBen (466-9236) and select Your Spending Account option. You must call to “Opt Out” as it cannot be completed online.

SERMA Claim Timing and Deadlines

The SERMA plan year runs January 1–December 31 of each year. You may submit reimbursement for an eligible insurance premium expense incurred during the plan year as long as you are eligible for SERMA and:

- You have not opted out of SERMA for the plan year in which the claim was incurred;
- You file your claim AFTER your health insurance coverage began (i.e., insurance premium for February paid in January cannot be submitted for reimbursement until February 1);
- You file your claim before the run-out period ends May 31 of the following year. For example, you have until May 31, 2020 to submit for reimbursement for 2019 eligible insurance premiums. The run-out period provides you extra time to submit your reimbursement request. If you do not submit your reimbursement request with complete supporting documentation by May 31 for previous year claims, your request will be denied.

Please review the IRMP and SERMA SPD for a complete description of SERMA eligibility, requirements, and benefits.

SERMA COMMON QUESTIONS

- 1. When does my SERMA end? What if I get another job?**
Your SERMA is terminated when any of the following occur: you no longer have credits; the account has not been used after 20 consecutive years; or you and your eligible dependents die. There is no impact if you obtain a job with another employer.
- 2. Can I be enrolled in one of the IRMP medical options, and still use my SERMA to purchase other eligible insurance for myself or my eligible dependents?** Yes. You can enroll in an IRMP medical option and also request SERMA reimbursement for other eligible insurance premium reimbursement such as the MetLife Dental Plan.
- 3. Can I be reimbursed from SERMA for individual insurance coverage for my spouse or dependent children?** Yes. The cost of eligible insurance premiums is an eligible SERMA expense for your individual insurance, your SP/DP,³ and your eligible dependent children.
- 4. I am enrolled in my SP's employer group health plan. Can I be reimbursed from my SERMA account for the insurance premium?** No. You may not use SERMA for another company's active employee group health plan.
- 5. Can I use SERMA for coverage through a Health Care Sharing Ministry/Group Share Costs/Discount Program?** No. SERMA is a Health Reimbursement Arrangement (an “HRA”) subject to Internal Revenue Service (IRS) rules for reimbursement of “qualified medical expenses.” Expense like those mentioned above are not considered qualified medical expenses by the IRS. See IRS publication 969 <https://www.irs.gov/pub/irs-pdf/p969.pdf>.
- 6. Can I be reimbursed for a bundled policy, such as health and non-health insurance?** If you are enrolled in a policy that provides payments for other than healthcare insurance—such as life insurance or Accidental Death and Dismemberment—the healthcare cost must be separately stated in the insurance contract or statement. If you do not provide a premium break out, your request for SERMA reimbursement will be denied.
- 7. How do I find out more?** Go to www.intel.com/go/myben and refer to the IRMP and SERMA SPD in the Plan Information tab. You can also review IRS Publication 969, section on Health Reimbursement Arrangements: <https://www.irs.gov/pub/irs-pdf/p969.pdf>.

For information on DP SERMA reimbursement, go to www.intel.com/go/myben and click on the domestic partner tile.

³ Reimbursements for a DP and children of a DP are generally treated as taxable income unless your DP is a tax dependent. Intel will provide you with a 1099 for any reimbursements from SERMA for your DP's (or their children's) eligible expenses.

HEALTH SAVINGS ACCOUNTS

When enrolling in a High Deductible Health Plan—or HDHP—it’s important to maximize your dollars and manage your budget by understanding how to use a Health Savings Account—or HSA.¹ The basic concept of an HSA is that of a savings account used specifically for qualified medical expenses, with preferential tax treatment.

Advantages of Having an HSA		
	Non-Medicare Eligible	Medicare Eligible
Tax deductible contributions	Yes	No
Tax free withdrawals for qualified medical expenses ²	Yes	Yes

¹ HSA is not an Intel-sponsored benefit. Eligibility limits apply, and contribution limits are set by the IRS.

² Qualified medical expenses for you and your eligible dependents include insurance premiums for health insurance coverage under COBRA, copays, coinsurance, deductibles, healthcare coverage while receiving unemployment compensation, Medicare (but not Medigap) premiums, long-term care insurance. See IRS Publication 969 and 502 <https://www.irs.gov/publications/p969/ar02.html>.

What Changes in 2020?

Starting Jan 1, 2020 Fidelity will be the new HSA provider. Fidelity is an industry leader that will be providing Intel employees and retirees with higher interest rates on savings, improved investment options, lower fees, and better tools.

If you enroll in the IRMP Cigna HDHP during 2020 Annual Enrollment, you can open an HSA with Fidelity and the administrative fees will be covered by Intel.

1. What do I need to do to open a Fidelity HSA?

You need to open your HSA online by following the steps outlined on My Health Benefits at www.intel.com/go/myben and click on the HSA tile.

Once your account is open, you will receive your HSA debit card in the mail. You can also request additional debit cards for your qualified dependents through the HSA “Paying” tab on Fidelity NetBenefits or by completing [this application](#). You can call Fidelity starting January 1, 2020 to inquire about your account at 888-401-7377.

2. Am I required to transfer my current HealthEquity HSA to Fidelity?

No, you can choose to keep your funds with HealthEquity. However, starting in late January 2020 you will

be charged a monthly administrative fee of \$3.95 for your HealthEquity HSA. Also, if you decide to transfer your balance, HealthEquity will charge a \$25 account closure fee that will be taken out of your HSA account balance by HealthEquity.

All administrative fees for your Fidelity HSA are covered by Intel while you remain enrolled in the IRMP Cigna HDHP.

3. How can I transfer my HealthEquity HSA to Fidelity?

Once you’ve opened your Fidelity HSA online, you will need to login Fidelity NetBenefits at www.netbenefits.com/intel portal to request the funds transfer from HealthEquity. For an outline of steps to transfer your HSA go to My Health Benefits at www.intel.com/go/myben and click on the HSA tile. Some state’s tax laws do not conform to federal HSA tax rules; therefore, HSA earnings are subject to state income tax in the following states: California, New Hampshire, New Jersey, and Tennessee. If you are in one of these states and have investments that must be liquidated as part of a funds transfer, please consult with your tax advisor for complete and current information for your state. Record keeping of dividends, interest and capital gains is the responsibility of the HSA owner.

HSA and the IRMP Cigna HDHP

When you enroll in the IRMP Cigna HDHP you can open a new Fidelity HSA and transfer your current HSA to it. Check with your HSA financial institution for details, as you may incur a separate transfer fee. For details, contact Fidelity HSA Customer Service center toll free at 888-401-7377. See IRS Publication 969 and 502 for details on HSAs <https://www.irs.gov/publications/p969/ar02.html>.

HSA and Medicare

If you’re enrolled in Medicare Part A or B, you can no longer contribute to your HSA. However, you can withdraw HSA money after you enroll in Medicare to help pay for medical expenses, deductibles, premiums, copayments, and coinsurance. If you use your HSA for qualified medical expenses, distributions are tax-free. Please consult with your tax advisor for more information.

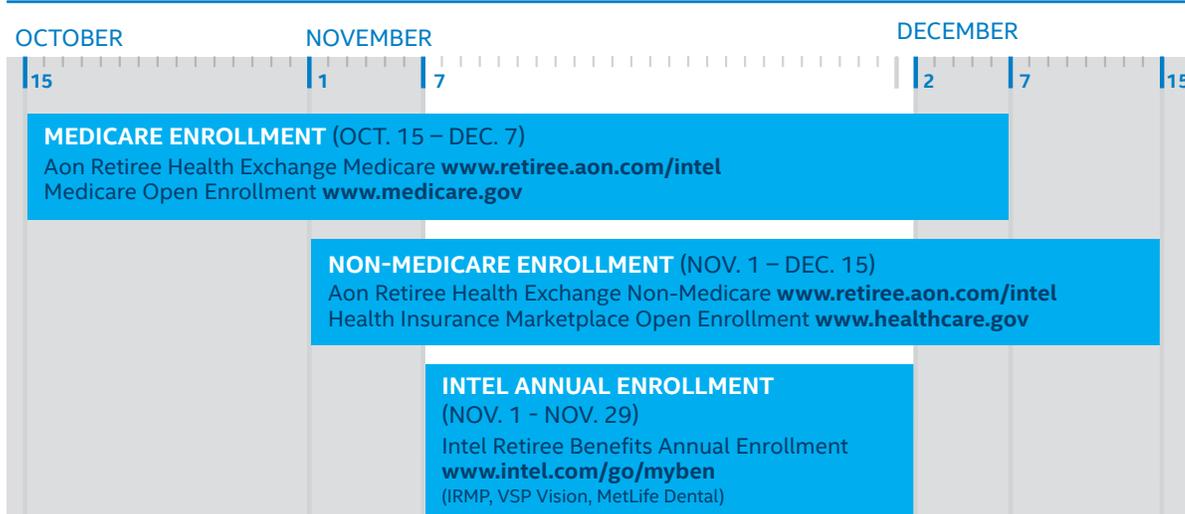
INTEL RETIREE MEDICAL PLAN ELIGIBILITY

Make sure you and your family members are eligible for coverage.

- Ensure that only your eligible dependents are enrolled. If you are Medicare eligible and your dependent is not, or vice versa, the Medicare eligible person can enroll in one of the IRMP Indemnity options, while the non-Medicare eligible person can enroll in the IRMP Cigna HDHP. For a complete description of dependent eligibility, refer to the IRMP and SERMA SPD. For a copy of the SPD, contact the Intel Health Benefits Center at 877-GoMyBen (466-9236), or visit My Health Benefits at www.intel.com/go/myben, click on the My Health Benefits website link to log on to UPoint, select the “Plan Information” tile, then “IRMP and SERMA Summary Plan Description” under Additional Information. If you’re accessing the UPoint site for the first time, you must create a User ID and password to log on.
- During 2020 Annual Enrollment, Intel is waiving the requirement to provide proof of continuous health-care coverage for the previous 18 months if you or your eligible dependents are new enrollees to IRMP.

ENROLLMENT AND KEY DATES

Healthcare Enrollment Windows



GET ANSWERS TO YOUR QUESTIONS

Contact the Intel Health Benefits Center at 877-GoMyBen (466-9236) about:

- Annual Enrollment
- IRMP medical and vision
- SERMA
- Catastrophic Rx HRA
- Online resources available at www.intel.com/go/myben
- The Aon Retiree Health Exchange or schedule an appointment with a Benefits Advisor

SECTION 6
SECTION 7



WHAT IF I DON'T MAKE ANY CHANGES?

If you don't make any changes during the Intel Retiree Annual Enrollment, your IRMP coverage and SERMA elections remain the same and carry over to 2020. See chart on page 11 for all enrollment dates.

Enroll November 1–29, 2019 if you choose any IRMP options

You can make your elections online, or by calling the Intel Health Benefits Center at 877-GoMyBen (466-9236). Here are the online steps:

- Go to www.intel.com/go/myben and click on “My Health Benefits website” then log on by entering your User ID and password.
- If you're logging on to the site for the first time, you must create a User ID and password:
 - Select “Create Your User ID” or “Are you a new user?” and follow the instructions.
 - Create a password and answer a series of security questions.
 - Passwords are not required when accessing your account by calling the Intel Health Benefits Center.
- Click “Enroll” and select the medical plan or vision plan.
- Select the plan option you want to enroll in.
- Save your choices by selecting the “Complete Enrollment” button.
- Print a copy of your confirmed elections for your records. You can visit My Health Benefits at any time to view your elections. You may also make changes to your elections multiple times during Annual Enrollment until November 29, 2019.

Enroll November 1–December 15, 2019 if you choose Aon Retiree Health Exchange options

- Complete your enrollment online through eHealth at www.ehealthinsurance.com. If you need further assistance, call the Aon Retiree Health Exchange. You can speak with a Benefits Advisor who will work with an eHealth agent to help you complete your online enrollment.
- After calling the Intel Health Benefits Center at 877-GoMyBen (466-9236) and saying, “Aon Retiree Health Exchange,” you have the option to “Reach your Benefits Advisor using their extension” (the extension will typically be given to you during your appointment) or obtain answers to any other questions.

Changes NOT available online

You **must call** the Intel Health Benefits Center at 877-GoMyBen (466-9236) to complete your enrollment if you:

- Have dependents with split eligibility (e.g., one who is Medicare eligible and one who is not).
- Enroll in IRMP for the first time.
- Experience a qualifying change-in-status life event, such as marriage or divorce.
- Enroll in a plan through the Aon Retiree Health Exchange after November 30 but before your applicable deadline (**non-Medicare = December 15, Medicare = December 7**), and you need to make changes or remove previous 2019 IRMP choices or adjust SERMA, including “Opt Out.”

BENEFITS TAKE EFFECT JANUARY 1, 2020

Your Intel Benefits Center is your one-stop shop, please call at 877-GoMyBen (466-9236), or visit My Health Benefits at www.intel.com/go/myben.

The next opportunity to make IRMP changes is during next year's Annual Enrollment, or if you experience a qualifying change-in-status life event at any time. You may be asked to provide proof of 18 months of continuous health coverage.

SECTION 8

While your Intel Benefits Center is your one-stop shop, please call or visit:

IRMP Coverage

Call 800-468-3510 or visit Cigna online at www.mycigna.com.

Prescription Drug Coverage

Call Express Scripts at 800-899-2713 or visit Express Scripts online at www.express-scripts.com/intel.

Vision Coverage

Call VSP at 855-663-2836 or visit VSP online at www.vsp.com/advantage.

IRMP and SERMA Summary Plan Description (SPD)

For a copy, call the Intel Health Benefits Center at 877-GoMyBen (466-9236), or visit My Health Benefits at www.intel.com/go/myben, log on to UPoint and select "Plan Information," then "IRMP and SERMA Summary Plan Description" under Additional Information.

Health Savings Account – HealthEquity

Call HealthEquity's 24-7 customer service at 1-877-307-0431 or visit online at My.HealthEquity.com.

Health Savings Account – Fidelity

Call Fidelity HSA at (888) 401-7377 or visit online at www.netbenefits.com/intel.

Medicare

Call 800-633-4227 or visit Medicare online at www.medicare.gov.

Health Insurance Marketplace

Call Aon Retiree Health Exchange at 877-GoMyBen (466-9236); <https://www.healthcare.gov> and <http://kff.org/health-reform/>.

Dental Coverage

Call MetLife 866-832-5756.

intel.com

Stay connected to Intel through the U.S. Retiree web portal. You'll find educational resources, news, information, and services to help you navigate retirement. Visit our page at www.intel.com/employee/retiree.



CONNECTING WITH INTEL RETIREES

Learn how you can connect with other Intel retirees through the Intel Retiree Organization (IRO). Sign up today by visiting: <http://intelretiree.com/contact-us/join-iro/>.

Tell me more

The IRO provides members access to an exclusive website (intelretiree.com) where you can get answers to questions about healthcare, benefits, discounts, volunteering, reconnect with former colleagues, or hear about what others are doing. It's inspiring! Plus, the IRO connects you to a team volunteer who can help answer your questions, address issues, or give you additional Intel contacts.

And let's not leave out fun

The IRO sponsors an annual dinner event for members who have retired from one of the main U.S. Intel sites. Intel retirees experience a fun-filled evening of gourmet dining, social connection, door prize giveaways—and an opportunity to hear from Intel executives about news and events.

More about IRO

The IRO was formed in 2001, and membership has grown to more than 4,000 retiree members. Governed by a Board of Directors, there are several committees in the IRO for communications, health and benefits, volunteering, website development, and strategic planning. The organization is managed by retiree volunteers who have helped pioneer the retirement experience for the company.

This Guide is intended to be a Summary of Material Modifications (SMM) to your benefits. This SMM is to be read together with the 2020 Intel Retiree Medical Plan and Sheltered Employee Retirement Medical Account Summary Plan Description (the "SPD"). In the event of a discrepancy between the information in this guide and the SPD, the SPD will prevail. For a copy of the current SPD, contact the Intel Health Benefits Center at 877-GoMyBen (466-9236) or online at www.intel.com/go/myben. The SPD will be available with 2020 updates in Q1 2020. Intel reserves the right to modify, change, or discontinue benefit plans at any time, in its sole discretion.

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