

2018 Retiree Benefits Update

Agenda

- Introduction
- Medical Identity Theft
- Post-65 Retiree Medical & Prescription Drugs
 - Medicare Supplement Plan G - **NEW!**
- Pre-65 Retiree Medical & Prescription Drugs
- Retiree Dental – Your Options
- Key Resources

There are no changes to ConocoPhillips Post-65 retiree benefits for 2018

REMINDER – January Rebill

- **Access to Medicare Supplement Plans through UHC**
- **Company subsidy for grandfathered participants as of 12/31/2015**
- **Subsidy phased out through end of 2025**

Sign up for electronic payment if you aren't already

Medical Identity Theft – How to protect yourself

- Someone uses your personal information (like Social Security or Medicare numbers) to get medical care, drugs or file fake claims in your name
- What can you do?
 - **Deter:**
 - Protect your cards
 - Beware people offering free services
 - **Detect**
 - Common scams involve phone calls for surveys or others pretending to be from Medicare or Social Security
 - **Defend**
 - Check your Bills, Medicare Summary Notices, Explanations of Benefits & Credit Reports

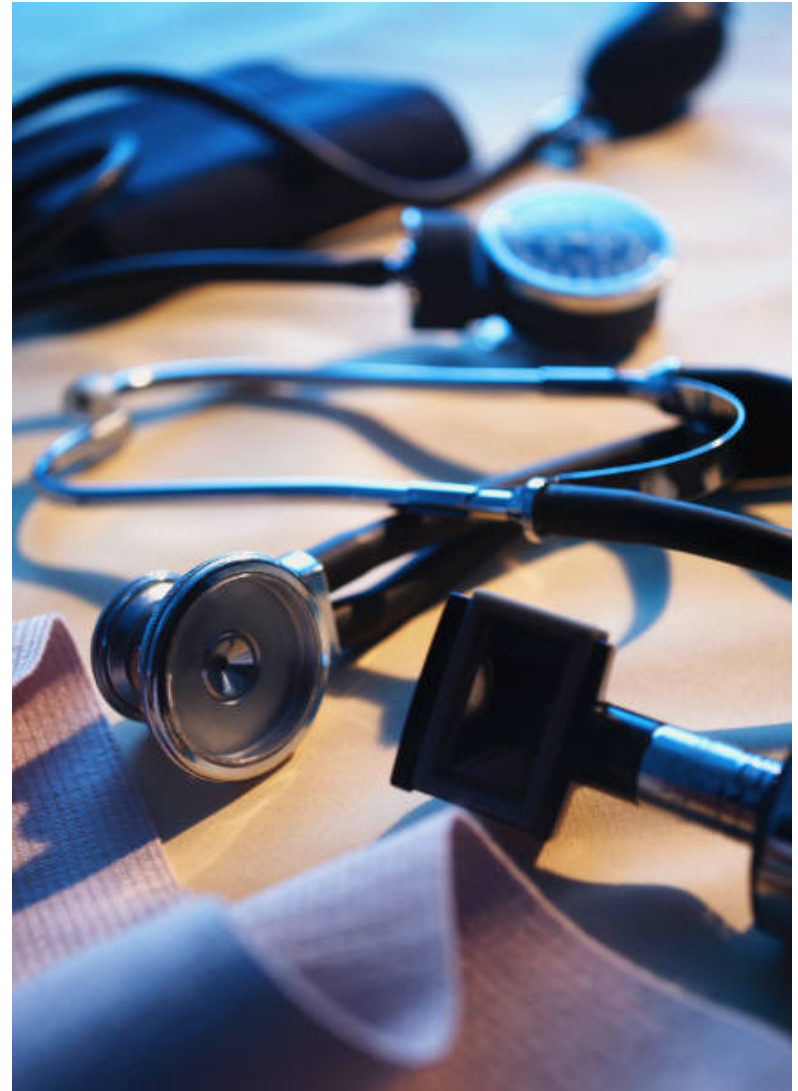
What if it happens to you?

- Contact your provider if you see unusual charges, maybe it's a mistake
- Contact Medicare if you suspect fraud
 - 1-800-HHS-TIPS
 - HHSTips@oig.hhs.gov
- Contact United Healthcare if it involves your Medicare Supplement Plan
- Put a fraud alert on your accounts with one of the credit agencies
 - Transunion, Equifax, Experian

Post-65 Retiree: Medicare Supplement Insurance

- AARP Medicare Supplement Insurance Plans insured by UnitedHealthcare
- Medicare Supplement Insurance Plans (Plans A, B, C, F, K, L & N) available in most States
- Customer service representatives are available
 - Monday – Friday: 6 a.m. – 10 p.m.
 - Saturday: 8 a.m. – 4 p.m. Central time at:

1-800-568-6404



Post-65 Retiree: Medicare Supplement Plans: A - N

Plan	A	B	C	F	K	L	N
Annual Out of Pocket Max	None	None	None	None	\$5,120 ¹	\$2,560 ¹	None
Part A Coinsurance	x	x	x	x	x	x	x
Part A Deductible (\$1,316-2017)*		x	x	x	50%	75%	x
Part B Coinsurance or Copayment	x	x	x	x	50% ²	75% ²	copay ³
Part B Deductible (\$183-2017)*			x	x			
Part B Excess Charges				x			
Blood - First 3 pints	x	x	x	x	50%	75%	x
Foreign-Travel Emergency			x	x			x
Hospice Care	x	x	x	x	50%	75%	x
Preventive Care Coinsurance	x	x	x	x	x	x	x
Skilled-Nursing Coinsurance			x	x	50%	75%	x
Membership by Plan	57	105	205	7652	1912	3290	694

¹ 2017 Out-of-Pocket Maximum Amount Shown. After you meet your out-of-pocket yearly limit and your yearly Part B deductible (\$183 in 2017) the plan pays 100% of the covered services for the rest of the calendar year. Out-of-pocket limit is the maximum amount you would pay for the coinsurance and copayments.

² Plans K and L will pay 100% of Part B co-insurance for preventive services covered by Medicare.

³ up to \$20 copay for office visits and up to \$50 copay for ER

*CMS has not published information on the Medicare Supplement Part A and B deductibles, coinsurance and premiums. We will forward that information to you when we receive it.

Post-65 Retiree: A Closer Look at Plans F and N

- Plan N is roughly \$40 - \$70 less expensive per month than Plan F, creating savings up to \$840 per year
- With Plan N, hospital stays covered at 100%, just like with Plan F
- Plan N out-of-pocket costs are Part B deductible, copays listed in chart and excess charges, if any
- Plan N is about \$25 more expensive per month than Plan L

Plan Design	F	N
Annual Out of Pocket Max	None	None
Part A Coinsurance	x	x
Part A Deductible (\$1,316-2017)	x	x
Part B Copayment	x	\$20 copay for office visit; \$50 copay for ER visit
Part B Deductible (\$183-2017)	x	\$183
Part B Excess Charges	x	
Blood - First 3 Pints	x	x
Foreign-Travel Emergency	x	x
Hospice Care	x	x
Preventive Care Coinsurance	x	x
Skilled-Nursing Coinsurance	x	x
Average Monthly Premium	\$204	\$154

Post-65 Retiree: A Closer Look at Plans F and G

- Plan G is roughly \$25 - \$40 less expensive per month than Plan F, creating savings up to \$480 per year
- With Plan G, hospital stays covered at 100%, just like with Plan F
- Plan G covers everything the same as Plan F, except for Part B deductible (\$183 in 2017)
- Plan G is about \$20 more expensive per month than Plan N
- If you enroll onto Medicare prior to 1/1/2020, you will STILL be able to re-enroll into Plan F, even if you are not on Plan F as of that date

Plan Design	F	G
Annual Out of Pocket Max	None	None
Part A Coinsurance	x	x
Part A Deductible (\$1,316-2017)	x	x
Part B Copayment	x	x
Part B Deductible (\$183-2017)	x	\$183
Part B Excess Charges	x	x
Blood - First 3 Pints	x	x
Foreign-Travel Emergency	x	x
Hospice Care	x	x
Preventive Care Coinsurance	x	x
Skilled-Nursing Coinsurance	x	x
Average Monthly Premium	\$204	\$174

Medicare Advantage – Something to consider

Overview for ConocoPhillips Retirees

- Currently a broad availability of plans with varying premiums and out of pocket costs offered by many different carriers
- You're still in Medicare with Part A and B coverage through the plan
- Not eligible for ConocoPhillips subsidy support
- May be an option to consider, particularly if you're newly eligible for Medicare

Important things to know

- Cost share
- Provider network
- Additional coverage (like vision/dental & prescription drugs)

Post-65 Retirees: Medicare Part D Prescription Drugs Plans



Post-65 Retirees - The Basics of Medicare Part D

- **2017 Annual Enrollment Period is:
October 15 – December 7**
- Coverage Gap (donut hole) continues to close
 - In the Gap for 2017 you now pay less:
40% for brand-names and 51% for generics
- Medicare Part D plans change every year so it is important to evaluate your plan during annual enrollment
- Resources Available: 1-800-Medicare



Medicare.gov
The Official U.S. Government Site for Medicare

Texas- Let's compare the Three Part D Prescription Drug Plan Designs

Texas-2018	AARP® MedicareRx Walgreens (PDP)	AARP® MedicareRx Saver Plus (PDP)	AARP® MedicareRx Preferred (PDP)
At a Glance	Basic coverage. A good plan if you use few or no drugs. You must use a Walgreen's pharmacy to receive your highest level of benefits.	Lowest premium, plus coverage for most common generic drugs	Good value with robust drug coverage
Drug List	Includes most generic drugs covered by Medicare Part D and many common brand-name drugs	Includes most generic drugs covered by Medicare Part D and many common brand-name drugs	Includes nearly all generic drugs covered by Medicare Part D and most common brand-name drugs
Annual Deductible	\$0 for Tiers 1-2 \$405 for Tiers 3-5*	\$405	\$0
Monthly Premium	\$26.70	\$46.50	\$84.30
Tier 1 Copay	\$0/\$15	\$1/\$5	\$5/\$6
Tier 2 Copay	\$6/\$20	\$11/\$16	\$14/\$17
Tier 3 Copay	\$31/\$47	\$33/\$43	\$34/\$42
Tier 4 Coinsurance	32%	33%	40%/47%
Tier 5 Coinsurance	25%	25%	33%
NEW Preferred Pharmacy Network		Copays as low as \$1 when you fill your prescription at a preferred retail pharmacy	Copays as low as \$5 when you fill your prescription at a preferred retail pharmacy

Tier 1: Preferred generic
 Tier 2: Non-preferred generic
 Tier 3: Preferred brand
 Tier 4: Non-preferred brand
 Tier 5: Specialty

*Once you reach the Coverage Gap Stage, you pay copays or coinsurance defined by your plan for all Tier 1 through Tier 5 drugs regardless of whether or not your full deductible has been met.

Oklahoma-Let's compare the Three Part D Prescription Drug Plan Designs

Oklahoma-2018 Zip 74601	AARP® MedicareRx Saver Plus (PDP)	AARP® MedicareRx Preferred (PDP)	AARP® MedicareRx Walgreens (PDP)
At a Glance	Lowest premium, plus coverage for most common generic drugs	Good value with robust drug coverage	Basic coverage. A good plan if you use few or no drugs. You must use a Walgreen's pharmacy to receive your highest level of benefits.
Drug List	Includes most generic drugs covered by Medicare Part D and many common brand-name drugs	Includes nearly all generic drugs covered by Medicare Part D and most common brand-name drugs	Includes most generic drugs covered by Medicare Part D and many common brand-name drugs
Annual Deductible	\$405	\$0	\$0 Tiers 1 & 2 \$405 Tiers 3-5*
Monthly Premium	\$56.80	\$82.80	\$26.70
Tier 1 Copay	\$1-\$3	\$5-\$9	\$0-\$15
Tier 2 Copay	\$7-\$12	\$9-\$15	\$6-\$20
Tier 3 Copay	\$31-\$41	\$34-\$42	\$31-\$47
Tier 4 Coinsurance	36%	40%-50%	32%-33%
Tier 5 Coinsurance	25%	33%	25%
NEW Preferred Pharmacy Network	Copays as low as \$1 when you fill your prescription at a preferred retail pharmacy	Copays as low as \$2 when you fill your prescription at a preferred retail pharmacy	

Tier 1: Preferred generic
 Tier 2: Non-preferred generic
 Tier 3: Preferred brand
 Tier 4: Non-preferred brand
 Tier 5: Specialty

*Once you reach the Coverage Gap Stage, you pay copays or coinsurance defined by your plan for all Tier 1 through Tier 5 drugs regardless of whether or not your full deductible has been met.

Post-65 Retirees: Prescription Drug Resources

- Read the Medicare & You Handbook
- Find your local State Health Insurance Assistance Program (SHIP) at www.medicare.gov as well as shop and compare tools
- Call 800-MEDICARE (800-633-4227) and say “Agent”
- Contact your local pharmacy and see if they can assist you with comparing Medicare Part D Prescription Drug Plans for your individual prescription needs
- Visit the Administration on Aging web site at www.aoa.gov to learn more about local programs
- **Annual enrollment for Medicare Part D is October 15th - December 7th**
- REMEMBER! To evaluate your Medicare Part D Prescription Drug Plan every year!!

Key Take-aways

- Sign up for **Electronic Funds Transfer (EFT)** to pay your premiums
- Protect your **Identity**
- Shop around for your **Medicare Part D** plan
- Update your information with the **Benefit Center**

Pre-65 Retiree Benefits

2018 Medical Options

No changes to deductibles or out-of-pocket maximums

Network features	HDHP Base	HDHP	PPO
Annual Premium	Low	Medium	High
Annual deductible You Only / Other coverage levels	\$3,000 / \$6,000	\$1,400 / \$2,800	\$1,000 / \$2,000
Annual out-of-pocket maximum – Includes medical and prescription You Only / Other coverage levels	\$6,000 / \$12,000	\$4,000 / \$8,000	\$6,000 / \$12,000
HSA contribution limits You Only / Other coverage levels	\$3,450 / \$6,900		Not eligible for HSA
100% generic preventive prescription drug coverage		✓	
Office visit copays			✓
Office visit deductible/coinsurance	✓	✓	
Enrollment	18%	67%	15%

Changes shown in bold

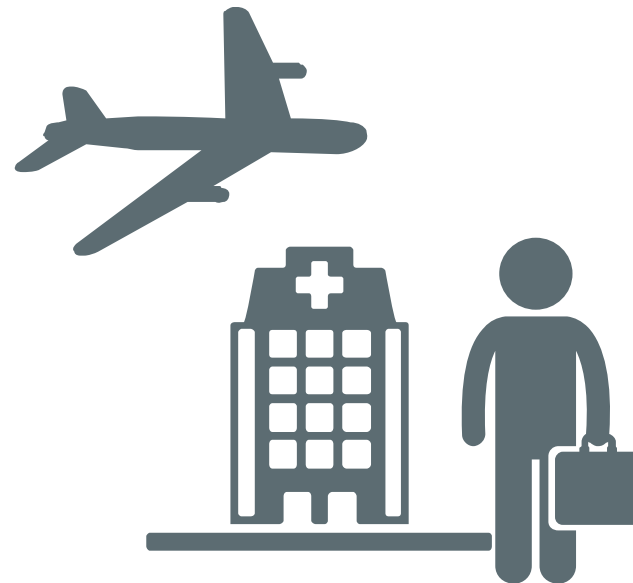
The PPO option will be discontinued in 2019

2018 Pre-65 Retiree Medical Monthly Premiums

Premiums (assuming 85+ points)	You or Spouse Only	You + Spouse	You + Family
HDHP Base	\$358	\$716	\$828
HDHP	\$420	\$840	\$972
PPO	\$654	\$1,308	\$1,508

Access Quality Healthcare

- To ensure access to quality health care for complex surgeries
 - Cardiac, orthopedic and bariatric
- Institute of Quality hospital over 100 miles from home
- Reimbursements subject to IRS guidelines, up to \$10,000



Bob's Story



Medical problem



Network Doctor



Non-network lab

The test costs about \$150 at a network lab

The charge was \$7,000



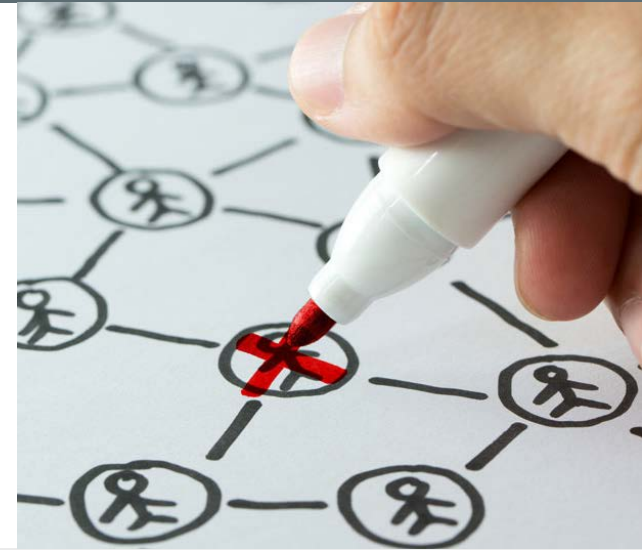
The employee was billed for more than \$1,000



Non-network = more expensive

Non-network services will be subject to stricter limits

- Emergency – You're protected
- Network Facility – You're protected
- Non-emergent, non-network facility – You're at risk



Be a broken record

Ask: Is it in the Aetna network?

Doc: "I need to order a test"

At a network lab?


Doc: "You need an MRI."

At a network facility?

Doc: "I can schedule your surgery for Friday."

At a network surgery center?

Find the right level of care

	Best For	Typical Wait	Typical Cost
	<ul style="list-style-type: none"> • Minor Illness • Doctor's office is closed • Traveling 	15 Min	\$40
Urgent Care	<ul style="list-style-type: none"> • Urgent but not life-threatening • After hours care 	< 1 Hr.	\$175
ER +	<ul style="list-style-type: none"> • Head injuries, chest pain, etc. • Life threatening and debilitating injuries 	3+ Hours For non-emergency	\$1,500+

Beware of freestanding emergency rooms. They look like urgent care, but charge ER prices.

When you turn 65

- Access to UHC Medicare Supplement Plan
- Enrollment Kit ~ 60 days in advance
- Must enroll in Medicare Part B first
- Notices from Medicare



- Medicare begins first of the month of your 65th birthday



Retiree Health Savings Account (HSA)

Upon retirement, your company sponsored HSA account converts to an individual account and you become responsible for any fees associated with the account

Prior to age 65

- Tax advantaged contributions permitted if enrolled in an HDHP medical option
- Contributions roll-over year after year, there is no “use it or lose it” provision
- Distributions for non-qualified medical expenses are subject to tax and penalty

After you reach age 65

- HSA contributions are not permitted once you enroll for Medicare
- Balance rolls-over year after year, there is no “use it or lose it” provision
- HSA funds may be used to pay Medicare premiums but not Medicare Supplement Insurance or Medigap Plan premiums
- Distributions for non-qualified medical expenses are subject to tax (not penalty)

Retiree Dental

- ConocoPhillips continues to sponsor a retiree dental plan through United Healthcare
- We encourage you to look at dental offerings from other established providers as well to get dental benefits that best fit your needs



844-263-8336



800-996-7563



DELTA DENTAL

The Delta Dental logo is a green rectangular box containing a white triangle icon and the words 'DELTA DENTAL' in white, bold, uppercase letters.

800-422-4234

UNITED CONCORDIA[®]
DENTAL

800-332-0366

HUMANA
one

800-704-8183

AARP[®] | Dental Insurance Plan
administered by 

Delta Dental Insurance Company

866-583-2085

Key Contacts

Vendor/ Resource	Telephone Number	Website
United Healthcare Insurance	(800) 568-6404	http://www.aarphealthcare.com
Benefits Center	(800) 622-5501	http://resources.hewitt.com/conocophillips
United Healthcare: Dental	(800) 996-7563	www.myuhcdental.com
MetLife	(800) 638-6420	www.metlife.com
MetLife TakeAlong Dental Referral Code: 105686	(844) 2 MET DEN	
Medicare	(800) MEDICARE (800-633-4227)	www.medicare.gov
Social Security Administration	(800) 772-1213	www.ssa.gov
Veterans Administration	(877) 222-8387	www.va.gov

Go to hr.conocophillips.com

The screenshot displays the ConocoPhillips Human Resources website. On the left is a vertical navigation menu with the following items: Health Benefits, Disability & Life Insurance, Savings & Retirement, Life Events, and HR Policies. The main content area features a large red banner for the "2018 Annual Benefits Enrollment" from Oct. 20 to Nov. 10, 2017. To the right of this banner is a "Savings (401k)" section with a piggy bank icon and a large grey arrow pointing towards it. Below the enrollment banner are four tiles: "Employee Benefits Handbooks" with a binder icon, "Mobile apps, websites, phone numbers" with a wrench and screwdriver icon, and two partially visible tiles at the bottom with icons of a group of people and a document with a pencil. A red oval highlights a "VISIT SITE" button in the left sidebar. The top navigation bar includes "Global Expats", "New Employees", "Former Employees", and "Contacts/Resources", along with a search bar. The footer contains the ConocoPhillips logo, copyright information for 2017, and social media icons for Facebook, Twitter, LinkedIn, and YouTube.

ConocoPhillips
Human Resources

Health Benefits

Disability & Life Insurance

Savings & Retirement

Life Events

HR Policies

Access Your Benefits Resources (YBR) to view or change your benefits.

VISIT SITE

Global Expats New Employees Former Employees Contacts/Resources

Search

2018 Annual Benefits Enrollment
Oct. 20 - Nov. 10, 2017

Savings (401k)

Employee Benefits Handbooks

Mobile apps, websites, phone numbers

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Stuff We Have to Say

This presentation is intended to be accurate, but if there is any discrepancy between these materials or the presentation and the terms of the official plan documents, the official plan documents will control.

In addition, although ConocoPhillips intends to continue these benefit plans, the company reserves the right to amend, change or terminate any of these benefit plans or provisions at any time.