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RRA INFO

I have pulled excerpts from the Retiree Reimbursement Account and GE Pharmacy Assistance Fund as the “Plan”

- GE reserves the right to terminate, amend or replace the Plan. You enroll in a Medicare supplemental and/or prescription drug plan from One Exchange for the applicable year. **As it says, you need only enroll in one of the two plans, medical or prescription drug plan.**

Eligibility for GEPAF only if you enroll in a Medicare supplemental and/or prescription drug plan from One Exchange for the applicable plan year. **As it says, you need only enroll in one of the two plans, medical or prescription drug plan.**

- GE reserves the right to replace One Exchange with another private exchange or Third Party Administrator. If that occurs, references in this booklet to One Exchange should be read to mean the replacement exchange and/or Third Party Administrator, as applicable.
- Your RRA is a notional credit established by the Company that you can use to reimburse eligible premiums and expenses. Each plan year (which is the calendar year), if you are enrolled in a Medicare prescription drug and/or Medicare supplemental plan through One Exchange, and you satisfy the eligibility conditions for the year, the company will apply a credit to your RRA. For 2016, the annual credit is \$1000 per eligible person. If you satisfy the

eligibility requirements you will receive the full credit for a plan year even if you enroll after the beginning of that plan year. Your RRA balance will be drawn down by the amount of any eligible expenses for which you are reimbursed. You may receive reimbursement for eligible expenses up to the balance of your RRA. If you and or your spouse both participate in the Plan, you will share a single RRA. In that case, you can use the balance of your RRA to reimburse expenses for either you or your spouse.

- You can use your RRA to reimburse the following two types of expenses: Premiums for Medicare supplemental plans (e.g., Medigap), Medicare Advantage, or Medicare Part D policies; and Out-of-pocket eligible medical costs—i.e., the portion you owe after Medicare and your supplemental plan pay their share—but not drug costs.
- The following may **not** be reimbursed from your RRA: Medicare Part B premiums; Out-of-pocket costs for prescription and over-the-counter drugs; Dental expenses; Vision expenses; Long-term care services; Other incidental costs; Life insurance; Other expenses that do not qualify as “medical expenses”; Expenses incurred when you are not a participant in the Plan; Expenses that are submitted after the claim deadline (which is December 31st of the year following the year in which the expense was incurred); or Expenses that are reimbursed under another plan.
- **RRA BALANCES AT THE END OF THE YEAR:** If you do not use all of the amounts credited to your RRA during a plan year, the unused balance will be carried over to the next year. If you are inactive in the Plan for 3 consecutive years, any balance in your RRA will be forfeited. When you die, any balance remaining in your RRA can be used by your surviving spouse or same-sex domestic partner, if your surviving spouse or domestic partner is a participant in the Plan. If you do not have a surviving spouse or same-sex domestic partner or your spouse or domestic partner is not a participant, any remaining balance in your RRA will be forfeited.
- **CAN THE PLAN BE CHANGED, REPLACED OR TERMINATED?** GE reserves the right to terminate, amend or replace the Plan, in whole or in part, at any time and for any reason – whether before or after you have retired or started participating in the Plan. For example, GE may stop future credits to your RRA, stop GEPAF reimbursements, and reduce or eliminate outstanding RRA balances. No retiree, spouse, domestic partner or other dependent has a vested right to any benefit under the Plan or the GE Retiree Medical Plan. If the Plan is terminated, you will not receive any further reimbursements or benefits under the Plan, other than payment of benefits for losses or expenses incurred before the Plan was terminated. Unused RRA balances will be forfeited and any assets held in the GE Insurance Plan Trust for the Plan will be used solely to pay benefits or plan expenses in accordance with applicable plan and trust provisions.
- **HOW IS THE PLAN FUNDED?** The company maintains the GE Insurance Plan Trust, which is an irrevocable trust that receives funds from the Company and participants for the financing of certain benefits, and is authorized to enter into contracts with benefits administrators or others and provides for payment of these benefits. Benefits under the Plan may be paid from the trust to the extent funds are available, and funds in the trust may also be used to defray certain Plan expenses. To the extent not paid from the trust, benefits will be paid from the Company’s general assets. No participant in the Plan has a right to any assets of the trust.

