

September 2026

Re: Important information about pre-65 medical plan options for 2027

The enclosed enrollment guide provides detailed information regarding your benefit options for 2027. We encourage you to review this guide carefully in advance of making elections during the upcoming Annual Enrollment window, which takes place from October 6 - October 15.

As a result of the cost of coverage exceeding the contractual pre-Medicare retiree medical caps (the amount the Company contributes) there will be increases in contributions for this group of retirees and covered dependents who enroll in the MEP HCP. The primary plan options for Medicare-eligible retirees - the MEP Advantage and HCN Advantage - will continue to be offered at no cost.

After discussion with the Unions, there will be several alternative options available to pre-65 retirees in 2027 as follows:

- The **MEP HCP Alternative Plan**. This option, administered by Anthem Blue Cross Blue Shield allows retirees and their covered dependents to enroll for a lower contribution amount but will generally have higher out-of-pocket costs associated with medical and Rx services. This option features a modestly smaller network of doctors and facilities than the MEP HCP for residents of NY and NJ, so it is important to check whether the providers you use regularly are in-network.
- The **NYNE Surest Alternative Plan**. This option, administered by Surest, utilizes United Healthcare's network of doctors and guides members to covered services via a mobile app and customized website. There are no deductibles or coinsurance, and all services are subject to a variable copay, set based on the cost and quality of the provider you see. The prescription drug component is the same as under MEP HCP Plan. Please note that certain weight loss management drugs will not be covered by this plan option in 2027.
- The **Pre-Medicare Exchange HRA**. Under this option, you can opt out of Verizon's medical and prescription drug plan and enroll in an individual market exchange-based plan. You will receive a Health Reimbursement Account (HRA) equal to the value of the retiree medical cap applicable to you, which can be used to pay for premiums and other covered out-of-pocket expenses.
- The **Pre-Medicare HRA**. Under this option, you can receive the value of the retiree medical cap applicable to you in the form of a Health Reimbursement Account (HRA) to offset the cost of healthcare you have from other coverages (for example, a spouse's plan).

It will be important for you to understand how the alternative options work. Please consider the following information and resources made available to you in order to facilitate your decision making.

- The Annual Enrollment guide, which explains in more detail the various plan options, how they work, and differences you should be mindful of when making your election.
- Included in the guide is a comparison of plan features between the MEP HCP and the MEP HCP Alternative Plan option. While both plan options use Anthem for medical coverage and CVS Caremark for prescription drug coverage, there are differences in how you will pay for services under the two plans.
- The MEP HCP Alternative Plan uses the Blue Access Select Network in New York and the Horizon Managed Care Network in New Jersey which will have slightly fewer doctors and providers than the Bluecard PPO network. Anthem is available to answer questions regarding the

MEP HCP Alternative Plan by calling the number on the back of your medical ID card, 855.869.8139.

- Surest will host several webinars to help retirees understand how that plan works, including the mobile app and variable copay setup. You can visit https://surest.care/Verizon_NorthUnion to see the schedule of webinars being offered. Surest will also post a recording of a webinar at this link in the event the scheduled dates/times don't work for your schedule.
- You will be able to speak with a Surest representative by calling 866.683.6440. They will be able to answer any questions, including whether the doctors you see regularly are in their network, Monday - Friday from 7 AM - 8 PM ET.
- Surest will provide a Digital Overview of the Search and Compare Cost site that will be available at the following site: https://surest.care/Verizon_NorthUnion or by scanning the QR code starting October 1. Note that this site will not be active before October 1.



- For information regarding individual market plans on the Via Benefits exchange, you can contact Via Benefits by calling 800.848.0936 or visiting the following site: <https://marketplace.viabenefits.com/verizon>.
- For information regarding the Pre-Medicare retiree medical caps, you can refer to the "Retiree Medical Contributions", a supplemental guide for 2027 on the library section on BenefitsConnection.
- Verizon Benefits Center representatives are available at 855.489.2367, Monday - Friday, 9 AM - 5 PM ET. Special expanded hours from 8 AM - 6 PM ET will be available during Annual Enrollment.

We hope that you will take advantage of these resources and select the option that best meets the needs of you and your family.

Verizon Benefits Center