



Sep. 12, 2019

Avaya represented retiree and your covered spouse/domestic partner:

For the 2020 plan year, Via Benefits will be adding the following amount(s) into the Health Reimbursement Account (HRA) on January 1, 2020:

Table 1: HRA Funding for Non-Medicare-Eligible Represented Retirees and their Spouse/Domestic Partner

Coverage Tier	2020 HRA Allocation*
Retiree opted-in to individual coverage	\$4,300
Retiree and spouse/domestic partner opted-in to coverage (regardless of spouse/domestic partner's Medicare status)	\$8,250

*Amounts above will be pro-rated for mid-year Medicare eligibility or mid-year plan enrollment.

Table 2: HRA Funding for Medicare-Eligible Represented Retirees and their Spouse/Domestic Partner

Coverage Tier	2020 HRA Allocation**
Retiree enrolled in individual Via Benefits Medical/Rx coverage	\$2,300
Retiree and spouse/domestic partner enrolled in Via Benefits Medical/Rx coverage (regardless of spouse/DP's Medicare status)	\$4,100

**Amounts above will be pro-rated for mid-year plan enrollment.

If you have any questions about this announcement, please contact Via Benefits at the applicable number provided below.

What do you need to do?

This funding will be added to your HRA account on January 1, 2020. If you are a Represented Retiree and Non-Medicare, you must opt-in to your HRA by contacting Via Benefits prior to December 15, 2019 in order to receive the HRA funding. For Represented Retirees that are Medicare eligible, you must enroll in a medical and prescription drug plan through Via Benefits by December 7, 2019 in order to receive the HRA funding. If you already have a medical plan through Via Benefits and want to change your provider for 2020, the same deadlines apply. For more information on utilizing the funds in your HRA account or changing providers, please contact Via Benefits at the applicable number provided below.

Via Benefits Toll-Free Number

Medicare: 1-855-535-7157 | Non-Medicare: 1-844-669-3681