

October 2, 2024



Dear Chubb Retiree,

The 2025 Annual Enrollment will begin on Friday, October 18th and end on Friday, November 8th. An Enrollment Guide that contains plan details and other information will be mailed to your home address on file in early October. The Guide will also be available on-line at the MyBenefits website at <https://learn.bswift.com/chubb>.

You can review your benefits, make changes to your elections and/or update personal information on the Chubb Benefits Portal at <https://chubb.bswift.com>.

Discontinued \$500 Deductible Plan (Kaiser)

The \$500 Deductible Plan will be discontinued in 2025. If you are currently enrolled in the \$500 deductible plan, you will need to enroll in a new plan to have medical coverage for 2025. **If you do not go through enrollment to choose a new plan, you will automatically be enrolled in the \$900 deductible plan for 2025.**

Retiree Medical Plan Subsidy

Chubb began phasing out the subsidy for retiree medical coverage in 2023, and the subsidy will end completely in 2025. There will be no subsidy beginning in 2026.

The amount of your subsidy depends on years of service with the company and will reduce over time as follows:

Years of Service	Company Subsidy (% of plan premium)				
	Pre-2023	2023	2024	2025	2026
15-24 years	55%	41.25%	27.50%	13.75%	0%
25 - 34 years	65%	48.75%	32.50%	16.25%	0%
35+ years	75%	56.25%	37.50%	18.75%	0%

For example, let's assume you had 30 years of service at retirement. That means that Chubb currently pays 32.50% of the plan premium and you pay 67.50%. In 2025, the subsidy will reduce to 16.25% of the premium cost and you will pay the remaining 83.75%.

Included with this letter is a summary of the current 2024 monthly premium costs compared to the new 2025 costs.



For help understanding your Chubb plan options and how they compare to Medicare, check out SmartConnect! SmartConnect is a service for you and your family members to learn all that Medicare has to offer, including great benefits and potential savings. Licensed agents can help:

- Compare the costs of your current health care coverage to a variety of Medicare plans
- Answer all your questions
- Help you transition to Medicare if you find a plan you like

For help navigating your Medicare options, reach out to SmartConnect at (877) 374-2705, 8:30 a.m. to 6:00 p.m. ET.

Retiree Life Insurance

2025 will also be the last year that the retiree life insurance program will be provided to you. The insurance, covered by the Prudential Insurance Company of America, will terminate at the end of the year according to the following schedule:

	Retiree Life Insurance Coverage Amount (% of coverage)				
	Pre-2023	2023	2024	2025	2026
Coverage Amount	100%	75%	50%	25%	0%

For example, if you currently have \$5,000 in retiree life insurance coverage, that amount will be \$2,500 in 2025. There will be no coverage beginning in 2026.

Enrollment and Other Support

For questions about Annual Enrollment and your Chubb retiree benefits, reach out to the Chubb Benefits Center and speak with a retiree specialist by calling (844) 582-4822, Monday through Friday between 8 a.m. – 8 p.m. ET.

Sincerely,

Chubb Benefits

Kaiser Senior Advantage Monthly Premiums

Kaiser Senior Advantage Plan	Access Only		Years of Service					
			15 - 24		25 - 34		35+	
	2024	2025	2024	2025	2024	2025	2024	2025
Retiree only	\$206.49	\$237.60	\$149.71	\$204.93	\$139.38	\$198.99	\$129.06	\$193.05
Retiree + spouse/partner	\$412.98	\$475.20	\$299.41	\$409.86	\$278.76	\$397.98	\$258.11	\$386.10
Retiree + child(ren)	\$495.11	\$569.70	\$358.96	\$491.37	\$334.20	\$477.12	\$309.44	\$462.88
Family	\$716.41	\$824.34	\$519.40	\$710.99	\$483.58	\$690.38	\$447.76	\$669.78

Kaiser Pre-65 Retiree Medical Plan Monthly Premiums

Medical Plan	Access Only		Years of Service					
			15 - 24		25 - 34		35+	
	2024	2025	2024	2025	2024	2025	2024	2025
\$900 Deductible Plan								
Retiree only	\$752.21	\$752.85	\$545.35	\$649.33	\$507.74	\$630.51	\$470.13	\$611.69
Retiree + spouse/partner	\$1,504.42	\$1,505.70	\$1,090.70	\$1,298.67	\$1,015.4	\$1,261.02	\$940.26	\$1,223.38
Retiree + child(ren)	\$1,353.98	\$1,355.13	\$981.64	\$1,168.80	\$913.94	\$1,134.92	\$846.24	\$1,101.04
Family	\$2,106.19	\$2,107.98	\$1,526.99	\$1,818.13	\$1,421.68	\$1,765.43	\$1,316.37	\$1,712.73
\$1800 Deductible Plan								
Retiree only	\$689.97	\$697.39	\$500.23	\$601.50	\$465.73	\$584.06	\$431.23	\$566.63
Retiree + spouse/partner	\$1,379.95	\$1,394.77	\$1,000.46	\$1,202.99	\$931.47	\$1,168.12	\$862.47	\$1,133.25
Retiree + child(ren)	\$1,241.95	\$1,255.30	\$900.41	\$1,082.70	\$838.32	\$1,051.31	\$776.22	\$1,019.93
Family	\$1,931.93	\$1,952.69	\$1,400.65	\$1,684.20	\$1,304.05	\$1,635.38	\$1,207.46	\$1,586.56
\$3,300 Deductible Plan (\$3,200 Deductible Plan in 2024)								
Retiree only	\$574	\$562.81	\$416.15	\$485.42	\$387.45	\$471.35	\$358.75	\$457.28
Retiree + spouse/partner	\$1,148.00	\$1,125.61	\$832.30	\$970.84	\$774.90	\$942.70	\$717.50	\$914.56
Retiree + child(ren)	\$1,033.20	\$1,013.05	\$749.07	\$873.76	\$697.41	\$848.43	\$645.75	\$823.10
Family	\$1,607.20	\$1,575.86	\$1,165.22	\$1,359.18	\$1,084.86	\$1,319.78	\$1,004.50	\$1,280.39

Medicare Supplement Monthly Premiums

Horizon Medicare Supplement Plan	Access Only		Years of Service					
			15 - 24		25 - 34		35+	
	2024	2025	2024	2025	2024	2025	2024	2025
Retiree only	\$769	\$999	\$558	\$862	\$519	\$837	\$481	\$812
Retiree + spouse/partner	\$1,538	\$1,998	\$1,115	\$1,723	\$1,038	\$1,673	\$961	\$1,632
Retiree + child(ren)	\$1,538	\$1,998	\$1,115	\$1,723	\$1,038	\$1,673	\$961	\$1,632
Family	\$2,147	\$2,789	\$1,557	\$2,406	\$893	\$2,336	\$1,342	\$2,266

Aetna & Horizon Pre-65 Retiree Medical Plan Monthly Premiums

Medical Plan	Access Only		Years of Service					
			15 - 24		25 - 34		35+	
	2024	2025	2024	2025	2024	2025	2024	2025
\$900 Deductible Plan								
Retiree only	\$1,294	\$1,337	\$938	\$1,153	\$873	\$1,120	\$809	\$1,086
Retiree + spouse/partner	\$2,848	\$2,941	\$2,065	\$2,537	\$1,922	\$2,463	\$1,780	\$2,390
Retiree + child(ren)	\$2,587	\$2,671	\$1,876	\$2,304	\$1,746	\$2,237	\$1,617	\$2,170
Family	\$4,141	\$4,277	\$3,002	\$3,689	\$2,795	\$3,582	\$2,588	\$3,475
\$1,850 Deductible Plan								
Retiree only	\$1,193	\$1,212	\$865	\$1,045	\$805	\$1,015	\$746	\$985
Retiree + spouse/partner	\$2,625	\$2,668	\$1,903	\$2,301	\$1,772	\$2,234	\$1,641	\$2,168
Retiree + child(ren)	\$2,386	\$2,425	\$1,730	\$2,092	\$1,611	\$2,031	\$1,491	\$1,970
Family	\$3,818	\$3,880	\$2,768	\$3,347	\$2,577	\$3,250	\$2,386	\$3,153
\$3,300 Deductible Plan (\$3,200 Deductible Plan in 2024)								
Retiree only	\$1,091	\$1,109	\$791	\$957	\$736	\$929	\$682	\$901
Retiree + spouse/partner	\$2,400	\$2,439	\$1,740	\$2,104	\$1,620	\$2,043	\$1,500	\$1,982
Retiree + child(ren)	\$2,181	\$2,217	\$1,581	\$1,912	\$1,472	\$1,857	\$1,363	\$1,801
Family	\$3,492	\$3,549	\$2,532	\$3,061	\$2,357	\$2,972	\$2,183	\$2,884