



CHUBB®

Retiree

It's your time

Your 2025 Annual Enrollment Guide

This year's Annual Enrollment is:
October 18 to November 8

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The bswift® advantage

Through bswift®, our benefits administrator, benefits are made easy and you will experience:

- **One person to talk to.** A single point of contact will be available to answer questions and help you understand your options, including Medicare, supplemental programs and public exchanges.
- **Help making choices.** If you are a Pre-65 retiree, you can use Ask Emma®, an interactive decision support tool, on the [Chubb Benefits Portal](#).
- **A simple enrollment.** If you and your spouse/partner are in separate plans (pre-Medicare and Medicare Supplement plans), you can make elections under one record and receive one monthly invoice.
- **Transfers to the right place.** bswift will transfer you to the appropriate vendors to discuss your pension or 401(k) questions.

Chubb Benefits Service Center:
1-844-58CHUBB
(1-844-582-4822)



Update your favorites

Update your browser favorites to include the Chubb Benefits Portal: chubb.bswift.com.

Or download the bswift Mobile App for access to your benefits information on the go. Go to the Apple or Google Play store by searching "bswift." Enter your preferred email address that is on file with bswift to find your account and log in.



When to enroll

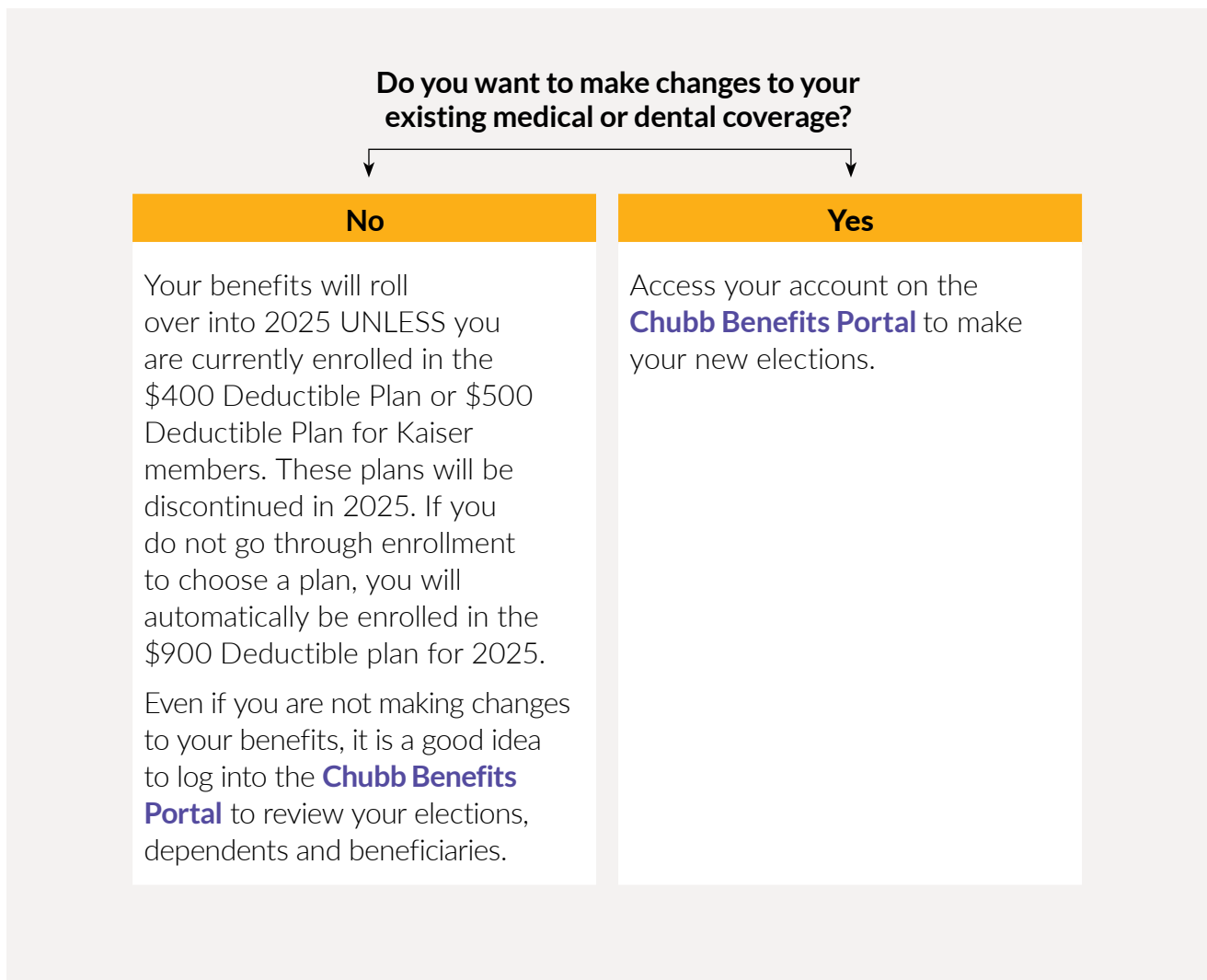
Annual Enrollment for your 2025 benefits is October 18 to November 8, 2024. This is the perfect time to evaluate your plan options and ensure you have the right coverage for you and your family.

During the enrollment window, you can make changes to your retiree medical and dental coverage. Elections you make during the enrollment window will be effective January 1, 2025.

When is your next opportunity to make changes to your coverage?

Once the enrollment window closes, you will not be able to change your benefits in 2025 unless you experience a qualified life event and report it within 30 days of the event.

See [page 7](#) for more information about qualifying life events.





If you drop Chubb retiree medical or dental coverage for 2025, you will lose your eligibility for this coverage permanently and will not be able to enroll at a later date.

MyBenefits website learn.bswift.com/chubb

Our benefits website makes it easy to get the information you need to understand and use your benefits.

- Accessible on any connected device from anywhere
- No login required—family members can use the site, too
- Get helpful links and contact information
- Learn more about all your benefits—not just the ones you'll focus on during Annual Enrollment

Changes for 2025

The \$400 Deductible Plan (\$500 Deductible Plan for Kaiser members) will be discontinued for 2025

As part of our efforts to streamline medical options while maintaining meaningful choice, these plans will be eliminated effective January 1, 2025:

- \$400 Deductible Plan (Aetna and Horizon Blue Cross Blue Shield)
- Kaiser \$500 Deductible Plan

If you are currently enrolled in one of these plans, you will need to enroll in a new plan to have medical coverage for 2025. If you do not choose a medical plan during Annual Enrollment, you will automatically be enrolled in the \$900 Deductible Plan for 2025.

There are three medical plans available for Pre-65 retirees in 2025: the \$900 Deductible, \$1,850 Deductible and \$3,300 Deductible. For a summary and coverage, go to [page 9](#).

\$3,200 Deductible Plan will become the \$3,300 Deductible Plan

Due to required IRS changes, this plan will have higher annual deductibles, effective January 1, 2025:

- In-network: \$3,300/\$6,600 (retiree/family)
- Out-of-network: \$6,600 /\$13,200 (retiree/family)



The out-of-pocket maximums for the \$3,300 Deductible Plan also will be increasing.

You will pay a flat co-pay for telemedicine visits

Telemedicine visits allow you to talk to a health care provider quickly and virtually when you need care. Each visit will have a new flat co-pay – \$25 under the \$900 Deductible Plan and \$10 under the \$1,850 and \$3,300 Deductible Plans.

Transcarent’s Cancer Care

This program offers access to personalized guidance and care for anyone impacted by cancer. Whether you’re focusing on prevention, navigating a diagnosis, undergoing treatment, transitioning back to work, or caring for a loved one, Transcarent supports you every step of the way (for pre-65 Retirees enrolled in Aetna or Horizon).

Medical subsidy and life insurance reduction

If you were a legacy Chubb employee hired before 1999 or rehired before 2012, the retiree medical subsidy reduces the premium rate you pay for your retiree medical coverage. In 2025, your subsidy will be reduced to 25% of your original subsidy amount. Beginning in 2026, there will be no subsidy for medical or dental coverage for any retiree. Learn more on [page 29](#).

Similarly, Chubb is phasing out retiree life insurance benefits for all currently eligible employees and retirees. The benefit amount will be reduced by 25% in 2025. Learn more on [page 23](#).



Chubb Benefits Portal

The **Chubb Benefits Portal** also contains other tools and calculators, such as:

- Doctor/provider look-up through carrier sites
- Videos and articles about your benefits, health and wellness, money management and more

SmartConnect

Do you or your family members have questions about Medicare? Experts at SmartConnect can help you navigate Medicare options. To speak to someone at SmartConnect, call 1-877-374-2705, Monday through Friday, 8:30 a.m. to 6 p.m. ET.

Download the bswift Mobile App

Access your benefits information anytime and from anywhere with the bswift mobile App

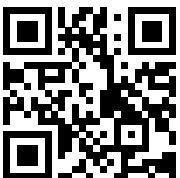
To get started:

- Go to the Apple or Google Play store.
- Search "bswift."
- Enter your preferred email address that is on file to log in.



How to enroll

Enroll by November 8



Go to chubb.bswift.com and use the username and password you previously created. The site is mobile friendly and ready to use on your smartphone or tablet.

If this is your first time signing in

If this is your first time signing in to the **Chubb Benefits Portal**, you will need to create a new username and password by clicking "First Time User."

Visit the MyBenefits website at learn.bwsift.com/chubb

Our benefits website makes it easy to get the information you need to understand and use your benefits.

- Accessible on any connected device from anywhere
- No login required—family members can use the site, too



Remember to update your beneficiary information!

Who can enroll

You must be enrolled in a plan yourself to cover dependents. You may only cover dependents who are currently covered; new dependents may not be added to coverage.

What happens if you drop your coverage?

If you drop Chubb retiree medical or dental coverage for 2025, **you will lose your eligibility for this coverage permanently** and will not be able to enroll at a later date.

Have questions?

Chat with a customer service representative at the Chubb Benefits Service Center, Monday through Friday, 8 a.m. to 8 p.m. ET:

- Call 1-844-58CHUBB (1-844-582-4822)
- Use the Chat feature on the **Chubb Benefits Portal** for live assistance from a customer service representative.

Qualifying life events


The benefits you elect will be locked in until the end of 2025 unless you experience a qualifying life event, which includes:

- Divorce, legal separation or end of partnership
- Death of your spouse or covered child
- Loss or addition of other group coverage
- Change in residence that affects your eligibility for coverage
- You or your covered dependent becomes eligible for Medicare


Changes must be made within 30 days of your qualifying life event and are effective as of the date of the event. To make the change, visit the **Chubb Benefits Portal** and follow the instructions. You may also call the Chubb Benefits Service Center at 1-844-58CHUBB.

Pre-65 Medical Benefits

With three medical plans and a range of coverage levels and costs, it can be difficult to decide which option is right for you. Ask Emma on the [Chubb Benefits Portal](#) will help you through the enrollment process, but here are some key things to consider when choosing a medical plan.

1 CHOOSING A PLAN	2 CHOOSING A CARRIER	3 CHOOSING COVERAGE
<ul style="list-style-type: none"> • \$900 Deductible Plan¹ • \$1,850 Deductible Plan¹ • \$3,300 Deductible Plan¹ 	<ul style="list-style-type: none"> • Aetna • Horizon • Kaiser (California and Hawaii only)¹ 	<ul style="list-style-type: none"> • Retiree Only • Retiree + Spouse/Partner • Retiree + Child(ren) • Retiree + Family
<p>How you pay for coverage and care</p>	<p>Plan carriers</p>	<p>Who you cover</p>
<p>\$900 Deductible Plan</p> <ul style="list-style-type: none"> • This plan has a lower deductible and higher premiums, which reduces your out-of-pocket responsibility when you need health care. <p>\$1,850 Deductible Plan (\$1,800 Kaiser Deductible for Kaiser members) and \$3,300 Deductible Plan</p> <p>You pay lower premiums but more out of pocket when you need care.</p>	<p>When you choose your medical plan, you'll also choose your carrier.</p> <p>The provider search tool in Ask Emma will help you compare networks so you can make the best choice for you.</p>	<p>New dependents can't be added to coverage. Dependents must have been covered before you retired.</p>
<div style="display: flex; align-items: center;">  <div style="margin-left: 20px;"> <p>What will you pay?</p> <p>See page 26 for information about premium rates.</p> </div> </div>		

¹ The plans available under Kaiser vary and they work a little differently than the other carriers' plans. For details, see [page 11](#). The deductible in each plan's name reflects retiree-only, in-network coverage. See [page 12](#) for family in- and out-of-network deductibles.



Are you currently on the \$400 Deductible Plan or \$500 Deductible Plan for Kaiser members?

These plans will be eliminated effective January 1, 2025. If you are currently enrolled in one of these plans, you will need to enroll in a new plan to have medical coverage for 2025. If you do not choose a medical plan during Annual Enrollment, you will automatically be enrolled in the \$900 Deductible Plan for 2025.

Compare the plans (Aetna/Horizon)

You save money by seeing in-network providers. Remember, your out-of-network expenses do not count toward your in-network deductible or out-of-pocket maximum and vice versa.

For more details on plan coverage, find the Summary of Benefits and Coverage on the [Chubb Benefits Portal](#) under Learn>Resource Library>Health.

Plan Benefits	High Deductible Plans		
	\$900 Deductible	\$1,850 Deductible	\$3,300 Deductible
In-network			
Annual deductible (retiree only/family)	\$900/\$1,800	\$1,850/\$3,700	\$3,300/\$6,600
Out-of-pocket maximum (retiree only/family)	\$5,300/\$10,600	\$4,000/\$8,000	\$7,000/\$14,000
Coinsurance	You pay 20%, plan pays 80%	You pay 20%, plan pays 80%	You pay 30%, plan pays 70%
Medical care: Your costs			
Preventive care	You pay \$0 when you get services in-network.		
Office visit (primary care/specialist)	20% after deductible	20% after deductible	30% after deductible
Telemedicine ¹	\$25 co-pay	\$10 co-pay after deductible	\$10 co-pay after deductible
Urgent care visit	20% after deductible	20% after deductible	30% after deductible
Emergency room visit	20% after deductible	20% after deductible	30% after deductible
Out-of-network			
Annual deductible (retiree only/family)	\$3,000/\$6,000	\$3,700/\$7,400	\$6,600/\$13,200
Out-of-pocket maximum (retiree only/family)	\$10,600/\$21,200	\$8,000/\$16,000	\$14,000/\$28,000
Coinsurance	You pay 40%, plan pays 60%	You pay 40%, plan pays 60%	You pay 50%, plan pays 50%
Medical care: Your costs			
Preventive care	Subject to deductible and coinsurance		
Office visit (primary care/specialist)	40% after deductible	40% after deductible	50% after deductible
Urgent care visit	40% after deductible	40% after deductible	50% after deductible

Please review the Summary of Benefit Coverage on the [Chubb Benefits Portal](#).

¹ Telemedicine through Horizon Care Online, Aetna Teladoc or Transcarent.

Prescription drug coverage

If you enroll in a medical plan through Aetna or Horizon Blue Cross Blue Shield, your prescription drug benefits will be provided by Express Scripts. You can visit [express-scripts.com](https://www.express-scripts.com) to find a pharmacy near you.

Use your Express Scripts identification card when purchasing any prescriptions to ensure you

are charged the correct amount. If you have any questions, please call Express Scripts at 1-866-544-6884.

If you change your medical plan in 2025, you will not be issued a new Express Scripts ID card. You can continue to use your current ID card regardless of the medical plan you are enrolled (Aetna or Horizon).

	PPO Plans	High Deductible Plans	
	\$900 Deductible	\$1,850 Deductible	\$3,300 Deductible
Retail: 30-day supply			
Generic	30% (min. \$10/max. \$20), no deductible	20% after deductible	30% after deductible
Preferred	30% (min. \$25/max. \$50), no deductible	20% after deductible	30% after deductible
Non-preferred	45% (min. \$40/max. \$80), no deductible	20% after deductible	30% after deductible
Mail order or Smart90 program: 90-day supply			
Generic	30% (min. \$25/max. \$50), no deductible	20% after deductible	30% after deductible
Preferred	30% (min. \$62.50/max. \$125), no deductible	20% after deductible	30% after deductible
Non-preferred	45% (min. \$100/max. \$200), no deductible	20% after deductible	30% after deductible

The pharmacy plans available under Kaiser vary and they work a little differently than the other carriers' plans. For details, visit the [Chubb Benefits Portal](#).

Want to pay less for prescription drugs?

Use these money-saving programs:¹

- **Rx Savings Solutions:** Register at myrxss.com or download the Rx Savings Solutions app to find the best prescription drug prices. Medications will be displayed, along with all options to maximize your savings.
- **Express Scripts Smart90:** Receive 90-day supplies of your long-term medication through mail order or at a participating Walgreens retail pharmacy for added convenience and lower costs.

¹Not available to Kaiser members.

Compare the plans (Kaiser)

Better care from a connected team

If you live in California or Hawaii, you have the option to select medical plans through Kaiser Permanente. Kaiser takes an integrated managed care approach to health care. That means Kaiser is more than an insurance company; they also operate the hospitals and medical offices where you receive care.

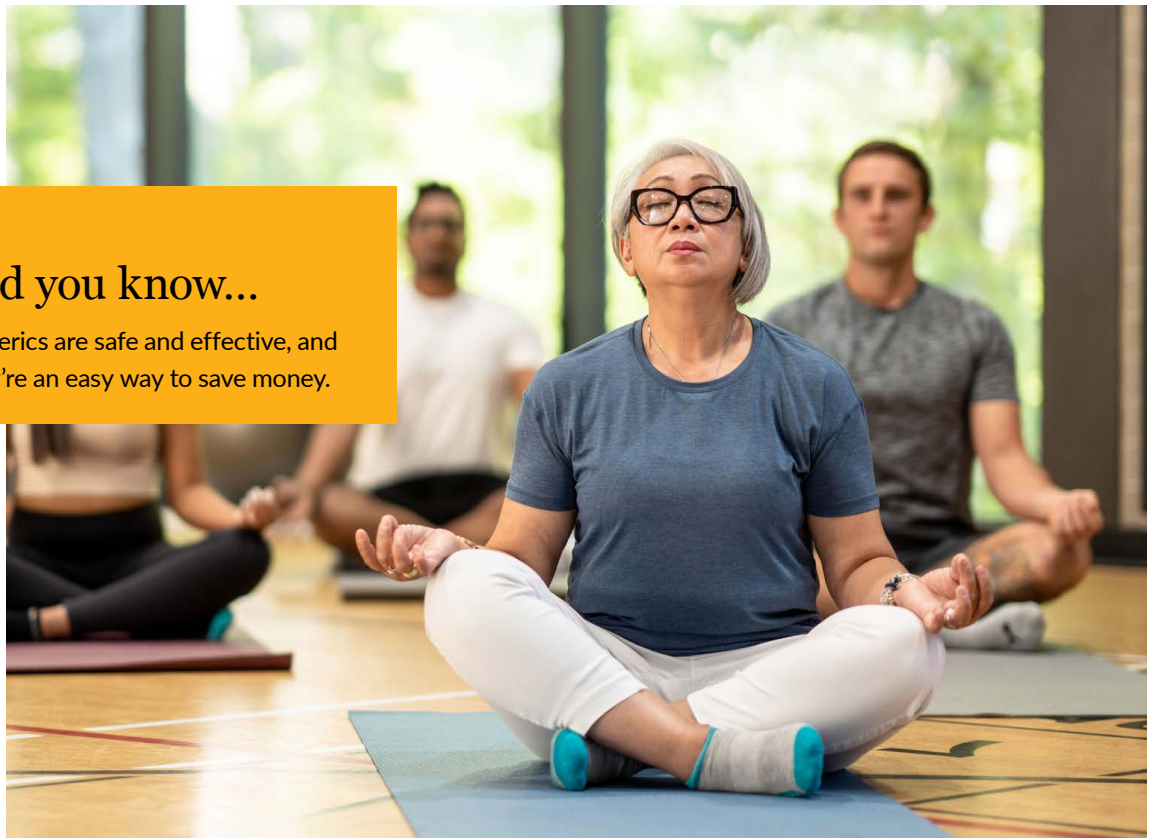
Kaiser's doctors, hospitals and health plans are all part of one team. That means your eye doctor can remind you if you're overdue for a cancer screening. If you need to see a specialist, that specialist will have important information about your health before they even meet you in person. When you fill a new prescription, your pharmacist can make sure it's safe to take with your other medications. The app you use to view your lab results is the same one you use to pay your bills.

Although coverage outside the Kaiser network is limited to emergency room visits only, this model enables Kaiser to deliver the right care faster—and help members avoid unnecessary visits, serious health conditions and many of the hassles associated with other kinds of medical plans.



Did you know...

Generics are safe and effective, and they're an easy way to save money.



Kaiser Hawaii—In-network coverage

Plan	HMO
Annual deductible (retiree only/family)	\$0
HSA eligible	No
Annual HSA contribution from Chubb (retiree only/family)	N/A
Medical care: Your costs	
Preventive care	You pay \$0 when you get services in-network
Office visit (primary care/specialist)	\$15/visit
Urgent care visit	\$15/visit
Emergency room visit	\$100/visit
Imaging (CT/PET scans, MRIs)	You pay 20%, plan pays 80%
Outpatient surgery (facility fees, physician/surgeon fees)	You pay 10%, plan pays 90%
Hospital stay	You pay 10%, plan pays 90%
Prescription drugs	
Generic drugs	Retail: \$10/prescription Mail order: \$20/prescription
Preferred and non-preferred	Retail: \$35/prescription Mail order: \$70/prescription
Specialty	\$200/prescription



Kaiser California—In-network coverage

Plan	\$900 Deductible	\$1,800 Deductible	\$3,300 Deductible
Annual deductible (retiree only/family)	\$900/\$1,800	\$1,800/\$3,600	\$3,300/\$6,600
HSA eligible	No	Yes	Yes
Annual HSA contribution from Chubb (retiree only/family)	N/A	N/A	N/A
Coinsurance	You pay 20%, plan pays 80%	You pay 20%, plan pays 80%	You pay 30%, plan pays 70%
Out-of-pocket maximum	\$4,800/\$9,600	\$3,600/\$6,450	\$5,350/\$10,700
Medical care: Your costs			
Preventive care	You pay \$0 when you get services in-network		
Office visit (primary care/specialist)	20% coinsurance	20% coinsurance	Primary care: \$30/visit Specialist: \$50/visit
Urgent care visit	20% coinsurance	20% coinsurance	\$30/visit
Emergency room visit	20% coinsurance	20% coinsurance	30% coinsurance

Kaiser California—In-network coverage (continued)

Plan	\$900 Deductible	\$1,800 Deductible	\$3,300 Deductible
Prescription drugs			
Generic drugs	30% coinsurance up to \$20/prescription	Retail: \$10/prescription Mail order: \$20/prescription	Retail: \$15/prescription Mail order: \$30/prescription
Preferred and non-preferred	30% coinsurance up to \$50/prescription	Retail: \$35/prescription Mail order: \$70/prescription	Retail: \$30/prescription Mail order: \$60/prescription
Specialty	30% coinsurance up to \$50/prescription	\$35/prescription	20% coinsurance up to \$250/prescription
Out-of-network coverage is limited to emergency room visits only! If you need out-of-network emergency room care, the plans provide the following coverage.			
Emergency room visit	20% coinsurance	20% coinsurance	30% coinsurance

If you enroll in a medical plan through Kaiser, your prescription coverage is provided through Kaiser. You will use one identification card for both medical and prescription expenses.



How the medical plans work

1 NO COST →	2 YOUR COST →	3 SHARED COST →	4 COST LIMITS
<p>100% coverage for in-network preventive care</p> <p>Preventive care services, such as annual physicals, recommended immunizations and routine cancer screenings, are fully covered by your plan as long as you receive them in your plan's network.</p>	<p>Annual deductible</p> <p>For most non-preventive care, you pay 100% of costs until you meet the annual deductible. There is one exception:</p> <p>In the \$900 Deductible Plan, you and the plan share the cost of prescriptions right away, without needing to meet your deductible first. You'll pay a small percentage, with the plan paying the majority.</p>	<p>Coinsurance</p> <p>Once the deductible is met, you and the plan share any further health expenses until you meet the out-of-pocket maximum.</p>	<p>Annual out-of-pocket maximums</p> <p>Each plan protects you by capping the total amount you'll pay each year for medical care. If you meet the out-of-pocket maximum, the plan pays 100% of your eligible expenses for the rest of the year.</p>

Covering dependents?

Learn how your family's expenses accumulate toward your annual deductibles and annual out-of-pocket maximums.

How do I...	If I'm covering dependents...	
	In the \$1,850 Deductible Plan ¹	In the \$900 and \$3,300 Deductible Plans
Meet the annual deductible?	You must meet your entire family deductible before the plan begins to pay coinsurance for any family member. The individual deductible does not apply.	The plan begins to pay coinsurance for each family member when their individual deductible is met, or for everyone when the family deductible is met.
Meet the annual out-of-pocket maximum?	You must meet your entire family out-of-pocket maximum before the plan begins to pay 100% of covered expenses for any family member. The individual out-of-pocket maximum does not apply.	The plan begins to pay 100% of covered expenses for each family member when their individual out-of-pocket maximum is met, or for everyone when the family out-of-pocket maximum is met.

¹ \$1,800 Deductible Plan for Kaiser enrollees.

Find in-network providers

Search for providers in the Aetna, Horizon Blue Cross Blue Shield and Kaiser networks via your carrier's website.

Aetna	Kaiser (California and Hawaii)	Horizon Blue Cross Blue Shield
<p>aetna.com/docfind</p> <p>Search as a member by logging into your Aetna account or search as a guest. When prompted to select a plan, you will pick "Aetna Choice POS II (Open Access)."</p>	<p>kp.org</p> <p>Click "Find doctors and locations," choose your region and enter your search criteria.</p>	<p>horizonblue.com/chubb</p> <p>Click "Doctor & Hospital Finder," then select your network based on the state in which you reside:</p> <ul style="list-style-type: none"> • Network Blue (Florida): JEE • Horizon Direct Access (New Jersey): JEJ • Empire POS (New York): JDU • BlueCard® PPO (all other states): CBZ

Out-of-network means that a doctor or physician does not have a contract with your health insurance plan provider, which can sometimes result in higher prices. To find an in-network doctor, see above.

Get more plan details

For more information about the plans, visit the **Chubb Benefits Portal** at chubb.bwsift.com.

Medical ID Cards for the \$3,300 Deductible Plan

If you are enrolled in the \$3,300 Deductible Plan in 2025, whether you get new ID cards depends on the carrier that you choose.

- **Aetna and Kaiser:** You will not receive new cards in the mail but can access digital cards on your online account. You can continue to use your current ID card since your group number and member ID will not change.
- **Horizon:** You will receive new cards in December 2024.

Post-65 Medical Benefits

Chubb offers the following options if you are Medicare eligible:

- **Medicare Supplement Plan:** available in all locations and offered through Horizon Blue Cross Blue Shield
- **Senior Advantage Plan:** available in California only and offered through Kaiser

Choosing medical providers

The Medicare Supplement Plan through Horizon Blue Cross Blue Shield allows you to direct your own care. This means you can receive care from any doctor, specialist or hospital that you choose. Medicare must process all claims first as the primary insurer.

Kaiser's Senior Advantage Plan only pays benefits when you visit an in-network provider. To find providers in Kaiser's network, visit kp.org, then click "Find a Doctor" and enter your search criteria.

What will you pay?

See **page 28** for information about premium rates.

Understand your Medicare options with SmartConnect

Experts at SmartConnect can help you or your family members navigate Medicare options.

- Offer Medicare education and guidance
- Compare Chubb plan with other alternative Medicare plans
- Assist you with decision-making
- Help with enrollment and coordination with the carrier

You may call SmartConnect at 1-877-374-2705, Monday through Friday, 8:30 a.m. to 6 p.m. ET.

Prescription drug coverage

If you enroll in the Medicare Supplement Plan through Horizon, your prescription drug benefits will be provided by Express Scripts. You can visit express-scripts.com to find a pharmacy near you. Use your Express Scripts identification card when purchasing any prescriptions to ensure that you are charged the correct amount. The Preferred Prescription Drug list can be found in the Resource Center on the [Chubb Benefits Portal](#). If you have any questions, please call Express Scripts at 1-866-544-6884. If you enroll in a medical plan through Kaiser, your prescription drug benefits are through Kaiser.



If you or you and your spouse/partner are currently enrolled in Chubb's post-65 medical plan and choose to drop the medical coverage effective January 1, 2025, you may be required to provide your new medical carrier with a customized "Guaranteed Acceptance" and "Creditable Coverage" letter. Contact the Chubb Benefits Service Center to request these letters by calling 1-844-58CHUBB (1-844-582-4822), Monday through Friday, 8 a.m. to 8 p.m. ET.

Medicare

The federal government provides you with health insurance during retirement—Medicare. Let's look at Medicare, and how it works with your Chubb retiree benefits.

Medicare basics

Generally, you are eligible for Medicare if you are age 65 or older, or if you receive Social Security disability benefits, regardless of your age. Here are a few important things to note:

- If you retire when you are age 65 or older, you are immediately eligible for Medicare.
- If you retire before age 65, you become eligible for Medicare when you reach age 65.
- Once you are eligible for Medicare, it becomes your primary medical coverage.
- Except for cases of Social Security disability, you are not Medicare-eligible if you are under age 65.

How Medicare and your Chubb medical benefits work together

Horizon Medicare Supplement Plan: As a retiree age 65 or older or under age 65 and enrolled in Social Security disability, by law, Medicare will be your primary insurance in almost all cases and the Medicare Supplement Plan will be secondary to Medicare. This means that when you receive medical care (excluding prescription drugs), Medicare pays for eligible services first. The Medicare Supplement Plan will pay 80% of the costs Medicare does not pay.

Kaiser Senior Advantage Plan: As a Medicare replacement plan, the Senior Advantage Plan works a little differently than the Horizon Medicare Supplement Plan. For example, the Senior Advantage Plan acts as a full replacement for Medicare Parts A, B and D. Please carefully review the Kaiser Plan details on the [Chubb Benefits Portal](#) before making your selection.

Medicare coverage Parts A and B— you must enroll when you are first eligible

You or a covered family member needs to enroll for both Parts A and B of Medicare when you first become eligible. If you do not sign up for Part B when you are first eligible, you may have to pay a late enrollment penalty for as long as you have Medicare. Your monthly premium for Part B may go up 10% for each full 12-month period that you could have had Part B but didn't sign up for it.

Additionally, enrollment is necessary when first eligible to avoid a gap in coverage. For more information about your Medicare eligibility and to sign up for Parts A and B, call 1-800-MEDICARE (1-800-633-4227) or visit [medicare.gov](#) and click the “Get started with Medicare” button.

Prescription coverage and Medicare Part D

Chubb Medicare-eligible plan enrollees do not need to purchase Medicare Part D. Actuaries have confirmed that Chubb's prescription coverage is at least as good as the standard Medicare Part D coverage.

Other options for retiree medical coverage

Instead of Chubb medical coverage, you have the option of purchasing a Medicare supplemental policy directly from an insurance company. The types of plans you can purchase include Medigap policies and prescription drug plans offered through various health care providers, or you may choose a Medicare Advantage Plan. The premium for an individual plan may cost less or more than Chubb's medical plans and may include features that Chubb's medical plans do not have. For information on purchasing this type of retiree medical coverage, visit [medicare.org](#).

Plan coverage (Post-65)

In-network coverage

Plan Benefits	Horizon Blue Cross Blue Shield Medicare Supplement Plan	Kaiser Senior Advantage Plan
		In-network benefits only
Annual individual deductible (retiree only/family)	\$200/\$400	None
Out-of-pocket maximum (retiree only/family)	None	\$1,000/\$2,000
Your coinsurance ¹	20%	20%
Medical care: Your costs		
Office visit (primary care/specialist)	20% after deductible	\$20 co-pay
Inpatient hospital stay	20% after deductible	\$500 co-pay per admission
Outpatient hospital visit	20% after deductible	\$50 co-pay
Emergency room visit	20% after deductible	\$50 co-pay
Prescription out-of-pocket maximum (retiree only/family)	\$3,500/\$7,000	None
Retail prescriptions	Tier 1: \$7.50 Tier 2: 20% (min. \$25 to \$50) Tier 3: 25% (min. \$40 to \$90)	Generic: \$10 co-pay Brand name: \$35 co-pay
Mail-order or Smart90 prescriptions ²	Tier 1: \$17.50 Tier 2: 20% (min. \$45 to \$100) Tier 3: 25% (min. \$75 to \$200)	Generic: \$10 co-pay Brand name: \$35 co-pay

¹ This is the percentage of what Medicare does not cover.

² Through the Smart90 Program, you may also obtain a 90-day supply at your local Walgreens if you are enrolled in Express Scripts.

Dental

Chubb offers two plans covered by Aetna to help you maintain a healthy smile.

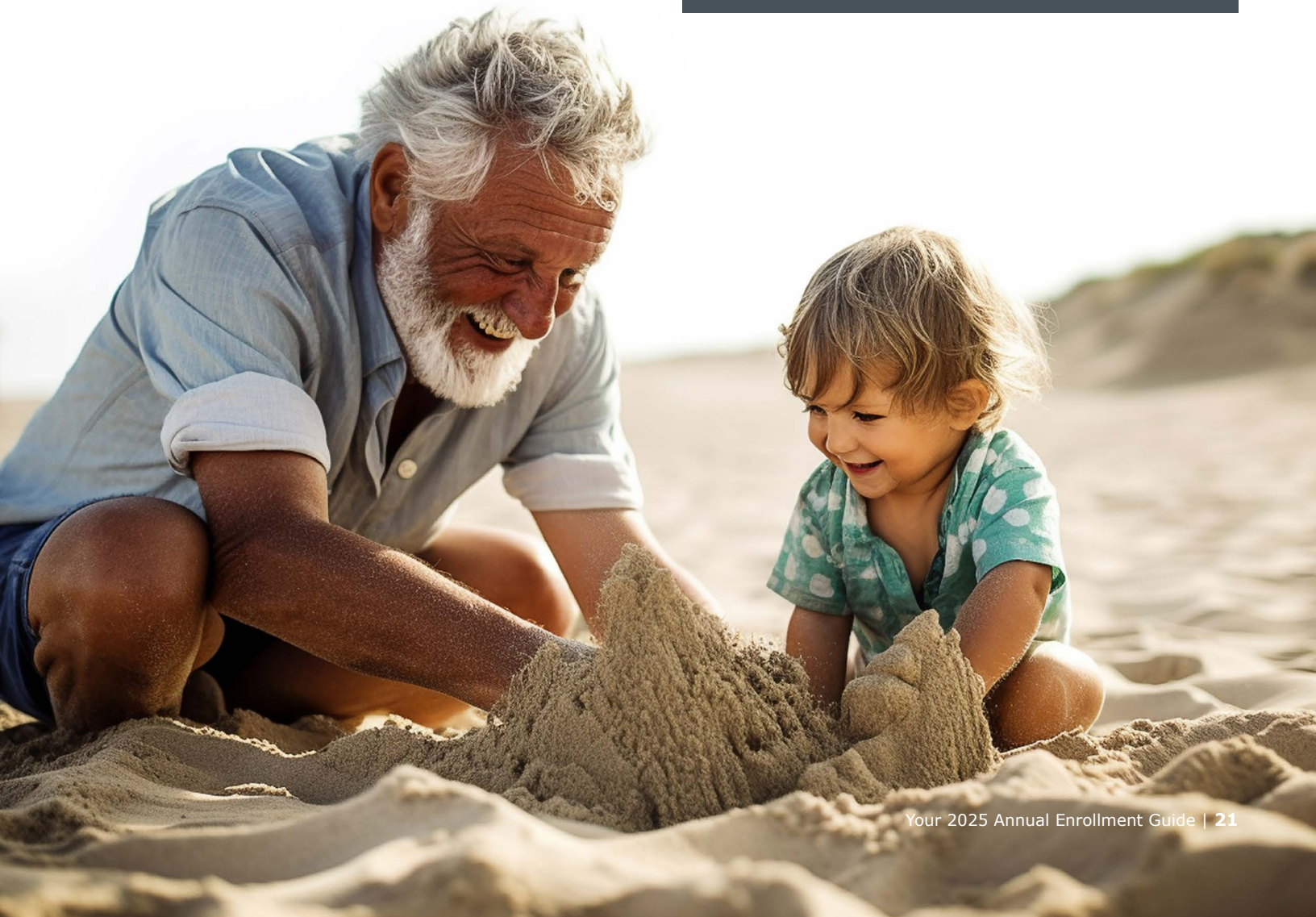
If you are currently enrolled in retiree dental coverage—or if you have previously elected to defer retiree dental coverage—you may choose from two Aetna dental plans for 2025. If you have previously waived retiree dental coverage, you are not eligible to enroll.



If you drop Chubb retiree medical or dental coverage for 2025, you will lose your eligibility for this coverage permanently and will not be able to enroll at a later date.



The DHMO Plan does not provide out-of-network coverage. Check that your dentist is part of the DHMO network before making the switch.



Plan coverage

Plan Benefits	PPO Plan	DHMO Plan
In-network		
Annual deductible (retiree only/ family)	\$25/\$75	\$0/\$0
Annual maximum benefit	\$2,500	None
Services:		
• Preventive	You pay \$0	You pay \$0
• Basic	You pay 20%, plan pays 80%	Co-pays vary by service
• Major	You pay 50%, plan pays 50%	Co-pays vary by service
Orthodontia coverage	50%	Co-pays vary by service
Orthodontia lifetime maximum	\$2,500	None
Orthodontia eligibility	Adult and child	Adult and child
Out-of-network¹		
Annual deductible (retiree only/ family)	\$25/\$75	Not covered
Annual maximum benefit	\$2,500	Not covered
Services:		
• Preventive	You pay \$0	Not covered
• Basic	You pay 20%, plan pays 80%	Not covered
• Major	You pay 50%, plan pays 50%	Not covered
Orthodontia coverage	50%	Not covered
Orthodontia lifetime maximum	\$2,500	Not covered
Orthodontia eligibility	Adult and child	Not covered

¹ Under the PPO Plan, out-of-network benefits are paid at the Usual and Customary (U&C) reimbursement rate, so you may be balance-billed if charges exceed the U&C reimbursement rate.

Life insurance

Chubb is phasing out retiree life insurance through Prudential.

As the chart below shows, the benefit will be reduced by 25% each year until it is fully eliminated by 2026. In 2025, your coverage will be reduced to 25% of your original benefit amount. **There will be no retiree life insurance as of January 1, 2026.**

Retiree Life Insurance Coverage Amount (% of coverage)

Pre-2023	100%
2023	75%
2024	50%
2025	25%
2026	0%

You will not have the option to convert any or all of this discontinued coverage with Prudential. However, you may contact Prudential or another life insurance carrier of your choice if you wish to purchase retiree life insurance coverage on your own.

Be sure your beneficiaries are up to date!

Visit the Chubb Benefits Portal at chubb.bswift.com to see your current life insurance coverage amount and to check beneficiaries.



If your Chubb 401(k) plan account is administered by Fidelity, visit netbenefits.com and make sure your beneficiaries are designated.

Resources and contacts

Getting help

Chubb Benefits Center	Chubb Benefits Portal	Medicare Concierge
<p>To talk to a representative, call:</p> <ul style="list-style-type: none">• 1-844-58CHUBB (1-844-582-4822)• Monday through Friday, 8 a.m. to 8 p.m. ET	<p>chubb.bswift.com</p> <ul style="list-style-type: none">• Get personalized guidance with Ask Emma (Pre-65).• Visit the Resource Library under the "Learn" section of the Chubb Benefits Portal to access plan documents, benefit summaries and detailed information on all of Chubb's benefits.• Chat online on the Chubb Benefits Portal. Click the chat bubble to get live assistance from a customer service representative.	<p>If you are Medicare eligible you may call SmartConnect:</p> <ul style="list-style-type: none">• 1-877-374-2705 Monday through Friday, 8:30 a.m. to 6 p.m. ET• The counselors can help you navigate your Medicare options and compare them to your Chubb plan.• You can share the phone number with family and friends who may need help navigating Medicare.

MyBenefits Website
Visit learn.bswift.com/chubb to get the information you need to understand and use your benefits.



Contact information

You can contact our providers directly if you have specific questions about our plans or your personal situation:

Benefit providers			
Benefit	Administrator	Website	Phone number
Medical	Aetna	aetna.com	1-866-562-1880
	Horizon Blue Cross Blue Shield	horizonblue.com/chubb	Members: 1-800-355-2583 Information for non-members: 1-800-722-2583, option 1
	Kaiser (CA & HI)	kp.org	CA Member Services: 1-800-464-4000 HI Member Services: 1-800-966-5955
	Transcarent ¹	webapp.transcarent.ai/activate	1-844-58CHUBB (1-844-582-4822)
Prescription drug	Express Scripts (not available for Kaiser)	express-scripts.com	1-866-544-6884
	Kaiser	kp.org	1-800-464-4000
	Rx Savings Solutions	myrxss.com	1-800-268-4476
Dental	Aetna	aetna.com	1-877-238-6200
Life insurance	Prudential	N/A	1-844-58CHUBB (1-844-582-4822)
Medicare concierge	SmartConnect	N/A	1-877-374-2705
Pension Plan (legacy Chubb)	Pension Administrator	myplansconnect.com/chubb	1-800-964-0478
401(k)	Fidelity	netbenefits.com	1-800-939-2227

¹ Transcarent is only available for pre-65 retirees.

Premium rates

Retiree premium payments can be made via automatic deduction through the [Chubb Benefits Portal](#) or by mailing your payment to bswift, Chubb’s benefits administrator. Legacy Chubb retirees can also have premium deductions taken from monthly pension payments.

Medical costs (Pre-65)

Aetna and Horizon

Plans & coverage tiers (under 65)	Years of service			
	Access only	15-24 ²	25-34 ²	35+ ²
\$900 Deductible Plan (PPO)				
Retiree Only	\$1,337.00	\$1,153.00	\$1,120.00	\$1,086.00
Retiree + Spouse/Partner ¹	\$2,941.00	\$2,537.00	\$2,463.00	\$2,390.00
Retiree + Child(ren) ¹	\$2,671.00	\$2,304.00	\$2,237.00	\$2,170.00
Retiree + Family ¹	\$4,277.00	\$3,689.00	\$3,582.00	\$3,475.00
\$1,850 Deductible Plan (High Deductible)				
Retiree Only	\$1,212.00	\$1,045.00	\$1,015.00	\$985.00
Retiree + Spouse/Partner ¹	\$2,668.00	\$2,301.00	\$2,234.00	\$2,168.00
Retiree + Child(ren) ¹	\$2,425.00	\$2,092.00	\$2,031.00	\$1,970.00
Retiree + Family ¹	\$3,880.00	\$3,347.00	\$3,250.00	\$3,153.00
\$3,300 Deductible Plan (High Deductible)				
Retiree Only	\$1,109.00	\$957.00	\$929.00	\$901.00
Retiree + Spouse/Partner ¹	\$2,439.00	\$2,104.00	\$2,043.00	\$1,982.00
Retiree + Child(ren) ¹	\$2,217.00	\$1,912.00	\$1,857.00	\$1,801.00
Retiree + Family ¹	\$3,549.00	\$3,061.00	\$2,972.00	\$2,884.00

¹ Includes partner and/or partner’s child(ren).

² Available to legacy Chubb retirees only.

Legacy Retirees

If you are a legacy Chubb retiree, see [page 29](#) for information about how the retiree medical subsidy affects your premium rates.

Kaiser (for retirees in California)

Plans & coverage tiers (under 65)	Years of service			
	Access only	15-24 ²	25-34 ²	35+ ²
\$900 Deductible Plan (PPO)				
Retiree Only	\$752.85	\$649.33	\$630.51	\$611.69
Retiree + Spouse/Partner ¹	\$1,505.70	\$1,298.67	\$1,261.02	\$1,223.38
Retiree + Child(ren) ¹	\$1,355.13	\$1,168.80	\$1,134.92	\$1,101.04
Retiree + Family ¹	\$2,107.98	\$1,818.13	\$1,765.43	\$1,712.73
\$1,800 Deductible Plan (High Deductible)				
Retiree Only	\$697.39	\$601.50	\$584.06	\$566.63
Retiree + Spouse/Partner ¹	\$1,394.77	\$1,202.99	\$1,168.12	\$1,133.25
Retiree + Child(ren) ¹	\$1,255.30	\$1,082.70	\$1,051.31	\$1,019.93
Retiree + Family ¹	\$1,952.69	\$1,684.20	\$1,635.38	\$1,586.56
\$3,300 Deductible Plan (High Deductible)				
Retiree Only	\$562.81	\$485.42	\$471.35	\$457.28
Retiree + Spouse/Partner ¹	\$1,125.61	\$970.84	\$942.70	\$914.56
Retiree + Child(ren) ¹	\$1,013.05	\$873.76	\$848.43	\$823.10
Retiree + Family ¹	\$1,575.86	\$1,359.18	\$1,319.78	\$1,280.39

Kaiser (for retirees in Hawaii)

Plans & coverage tiers (under 65)	Years of service			
	Access only	15-24 ²	25-34 ²	35+ ²
HMO				
Retiree Only	\$1,038.92	\$896.06	\$870.09	\$844.11
Retiree + Spouse/Partner ¹	\$2,077.82	\$1,792.12	\$1,740.17	\$1,688.23
Retiree + Child(ren) ¹	\$1,870.04	\$1,612.91	\$1,566.16	\$1,519.41
Retiree + Family ¹	\$3,116.73	\$2,688.18	\$2,610.26	\$2,532.34

¹ Includes partner and/or partner's child(ren). ² Available to legacy Chubb retirees only.

Medical costs (Post-65)

In-network coverage

Plans & coverage tier (65+)	Years of service			
	Access only	15-24 ²	25-34 ²	35+ ²
Horizon Medicare Supplement Plan				
Retiree Only	\$999.00	\$862.00	\$837.00	\$812.00
Retiree + Spouse/Partner ¹	\$1,998.00	\$1,723.00	\$1,673.00	\$1,623.00
Retiree + Child(ren) ¹	\$1,998.00	\$1,723.00	\$1,673.00	\$1,623.00
Retiree + Family ¹	\$2,789.00	\$2,406.00	\$2,336.00	\$2,266.00
Kaiser Senior Advantage Plan				
Retiree Only	\$237.60	\$204.93	\$198.99	\$193.05
Retiree + Spouse/Partner ¹	\$475.20	\$409.86	\$397.98	\$386.10
Retiree + Child(ren) ¹	\$569.70	\$491.37	\$477.12	\$462.88
Retiree + Family ¹	\$824.34	\$710.99	\$690.38	\$669.78

Dental costs

Plans & coverage tiers	Subsidized monthly ²	Access only
Aetna DHMO Dental Plan		
Retiree Only	\$6.34	\$21.37
Retiree + Spouse/Partner ¹	\$14.03	\$46.54
Retiree + Child(ren) ¹	\$13.58	\$37.80
Retiree + Family ¹	\$23.75	\$62.66
Aetna Premier Dental Plan		
Retiree Only	\$19.25	\$53.68
Retiree + Spouse/Partner ¹	\$44.53	\$120.78
Retiree + Child(ren) ¹	\$42.43	\$93.92
Retiree + Family ¹	\$70.51	\$161.06

¹ Includes partner and/or partner's child(ren). ² Available to legacy Chubb retirees only.

Retiree medical subsidy for legacy Chubb retirees

If you were hired before 1999 or rehired before 2012, the retiree medical subsidy reduces the premium rate you pay for your retiree medical coverage as shown in the table below.

For example, let's assume you had 30 years of service at retirement. That means Chubb currently pays approximately 32.5% of your plan premium, while you pay the remaining 67.5%. In 2025, the subsidy will change to 16.25% of the premium cost and you will pay the remaining 83.75%.

The retiree medical subsidy began phasing out in 2023, as shown in the table. 2025 will be the last year of the subsidy. There will be no retiree medical or dental subsidy beginning in 2026.



Years of service	Company Subsidy (% of plan premium)				
	Pre-2023	2023	2024	2025	2026
Less than 25	55%	41.25%	27.50%	13.75%	0%
25 but less than 35	65%	48.75%	32.50%	16.25%	0%
At least 35	55%	56.25%	37.50%	18.75%	0%

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