

## **HealthTeam Advantage Cardinal Plan (HMO) offered by Care N' Care Insurance Company of North Carolina, Inc.**

### **Annual Notice of Changes for 2025**

You are currently enrolled as a member of HealthTeam Advantage Cardinal Plan (HMO). Next year, there will be changes to the plan's costs and benefits. ***Please see page 4 for a Summary of Important Costs, including Premium.***

This document tells about the changes to your plan. To get more information about costs, benefits, or rules please review the *Evidence of Coverage*, which is located on our website at [www.htanc.com/members/2025-plan-documents/](http://www.htanc.com/members/2025-plan-documents/). You may also call your Healthcare Concierge to ask us to mail you an *Evidence of Coverage*.

- **You have from October 15 until December 7 to make changes to your Medicare coverage for next year.**

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#### **What to do now**

##### **1. ASK: Which changes apply to you**

- Check the changes to our benefits and costs to see if they affect you.
  - Review the changes to medical care costs (doctor, hospital).
  - Review the changes to our drug coverage, including coverage restrictions and cost sharing.
  - Think about how much you will spend on premiums, deductibles, and cost sharing.
  - Check the changes in the 2025 "Drug List" to make sure the drugs you currently take are still covered.
  - Compare the 2024 and 2025 plan information to see if any of these drugs are moving to a different cost-sharing tier or will be subject to different restrictions, such as prior authorization, step therapy, or a quantity limit, for 2025.
- Check to see if your primary care doctors, specialists, hospitals, and other providers, including pharmacies, will be in our network next year.
- Check if you qualify for help paying for prescription drugs. People with limited incomes may qualify for "Extra Help" from Medicare.
- Think about whether you are happy with our plan.

**2. COMPARE:** Learn about other plan choices

- Check coverage and costs of plans in your area. Use the Medicare Plan Finder at the [www.medicare.gov/plan-compare](http://www.medicare.gov/plan-compare) website or review the list in the back of your *Medicare & You 2025* handbook. For additional support, contact your State Health Insurance Assistance Program (SHIP) to speak with a trained counselor.
- Once you narrow your choice to a preferred plan, confirm your costs and coverage on the plan's website.

**3. CHOOSE:** Decide whether you want to change your plan

- If you don't join another plan by December 7, 2024, you will stay in HealthTeam Advantage Cardinal Plan (HMO).
- To change to a **different plan**, you can switch plans between October 15 and December 7. Your new coverage will start on **January 1, 2025**. This will end your enrollment with HealthTeam Advantage Cardinal Plan (HMO).
- If you recently moved into or currently live in an institution (like a skilled nursing facility or long-term care hospital), you can switch plans or switch to Original Medicare (either with or without a separate Medicare prescription drug plan) at any time. If you recently moved out of an institution, you have an opportunity to switch plans or switch to Original Medicare for two full months after the month you move out.

**Additional Resources**

- Please contact your Healthcare Concierge number at 1-888-965-1965 for additional information. (TTY users should call 711.) Hours are October 1 – March 31, 8AM – 8PM Eastern, 7 days a week; April 1 – September 30, 8AM – 8PM Eastern, Monday through Friday. This call is free.
- This information is available in large print. Please call your Healthcare Concierge at 1-888-965-1965 if you need plan information in another format or language.
- **Coverage under this plan qualifies as Qualifying Health Coverage (QHC)** and satisfies the Patient Protection and Affordable Care Act's (ACA) individual shared responsibility requirement. Please visit the Internal Revenue Service (IRS) website at [www.irs.gov/Affordable-Care-Act/Individuals-and-Families](http://www.irs.gov/Affordable-Care-Act/Individuals-and-Families) for more information.

**About HealthTeam Advantage Cardinal Plan (HMO)**

- HealthTeam Advantage, a product of Care N' Care Insurance Company of North Carolina, Inc., is a Medicare Advantage organization with a Medicare contract. Enrollment in HealthTeam Advantage depends on contract renewal.
- When this document says "we," "us," or "our," it means Care N' Care Insurance Company of North Carolina, Inc. When it says "plan" or "our plan," it means HealthTeam Advantage Cardinal Plan (HMO).

***Annual Notice of Changes for 2025***  
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## Summary of Important Costs for 2025

The table below compares the 2024 costs and 2025 costs for HealthTeam Advantage Cardinal Plan (HMO) in several important areas. **Please note this is only a summary of costs.**

Cost	2024 (this year)	2025 (next year)
<p><b>Monthly plan premium*</b></p> <p>* Your premium may be higher than this amount. See Section 1.1 for details.</p>	\$0	\$0
<p><b>Maximum out-of-pocket amount</b></p> <p>This is the <u>most</u> you will pay out of pocket for your covered Part A and Part B services. (See Section 1.2 for details.)</p>	\$2,900	\$3,400
<p><b>Doctor office visits</b></p>	<p>Primary care visits: \$0 copay per visit</p> <p>Specialist visits: \$0 copay per visit</p>	<p>Primary care visits: \$0 copay per visit</p> <p>Specialist visits: \$5 copay per visit</p>
<p><b>Inpatient hospital stays</b></p>	\$200 copay per day for days 1-5; \$0 copay per day for days 6-90	\$195 copay per day for days 1-6; \$0 copay per day for days 7-90
<p><b>Part D prescription drug coverage</b></p> <p>(See Section 1.5 for details.)</p>	<p>Deductible: \$0</p> <p>Copayment/Coinsurance during the Initial Coverage Stage:</p>	<p>Deductible: \$0</p> <p>Copayment/Coinsurance during the Initial Coverage Stage:</p>

Cost	2024 (this year)	2025 (next year)
<p><b>Part D prescription drug coverage (continued)</b></p>	<ul style="list-style-type: none"> <li>• Drug Tier 1: \$0 copay at a preferred network pharmacy or \$10 copay at a network pharmacy</li> <li>• Drug Tier 2: \$5 copay at a preferred network pharmacy or \$20 copay at a network pharmacy</li> <li>• Drug Tier 3: \$47 copay at a preferred network pharmacy or \$47 copay at a network pharmacy</li> <li>• Drug Tier 4: \$100 copay at a preferred network pharmacy or \$100 copay at a network pharmacy</li> <li>• Drug Tier 5: 33% coinsurance at a preferred network pharmacy or 33% coinsurance at a network pharmacy</li> </ul> <p>Catastrophic Coverage:</p> <ul style="list-style-type: none"> <li>• During this payment stage, the plan pays the full cost for your covered Part D drugs.</li> <li>• You may have cost sharing for drugs that are covered under our enhanced benefit.</li> </ul>	<ul style="list-style-type: none"> <li>• Drug Tier 1: \$0 copay at a preferred network pharmacy or \$10 copay at a network pharmacy</li> <li>• Drug Tier 2: \$5 copay at a preferred network pharmacy or \$20 copay at a network pharmacy</li> <li>• Drug Tier 3: \$47 copay at a preferred network pharmacy or \$47 copay at a network pharmacy</li> <li>• Drug Tier 4: 40% coinsurance at a preferred network pharmacy or 50% coinsurance at a network pharmacy</li> <li>• Drug Tier 5: 33% coinsurance at a preferred network pharmacy or 33% coinsurance at a network pharmacy</li> </ul> <p>Catastrophic Coverage:</p> <ul style="list-style-type: none"> <li>• During this payment stage, you pay nothing for your covered Part D drugs <b>and for excluded drugs that are covered under our enhanced benefit.</b></li> </ul>

## SECTION 1 Changes to Benefits and Costs for Next Year

### Section 1.1 – Changes to the Monthly Premium

Cost	2024 (this year)	2025 (next year)
<b>Monthly premium</b> (You must also continue to pay your Medicare Part B premium.)	\$0	\$0
		There is no change for the upcoming benefit year.

- Your monthly plan premium will be *more* if you are required to pay a lifetime Part D late enrollment penalty for going without other drug coverage that is at least as good as Medicare drug coverage (also referred to as creditable coverage) for 63 days or more.
- If you have a higher income, you may have to pay an additional amount each month directly to the government for your Medicare prescription drug coverage.

### Section 1.2 – Changes to Your Maximum Out-of-Pocket Amount

Medicare requires all health plans to limit how much you pay out of pocket for the year. This limit is called the maximum out-of-pocket amount. Once you reach this amount, you generally pay nothing for covered Part A and Part B services for the rest of the year.

Cost	2024 (this year)	2025 (next year)
<b>Maximum out-of-pocket amount</b> Your costs for covered medical services (such as copays) count toward your maximum out-of-pocket amount. Your costs for prescription drugs do not count toward your maximum out-of-pocket amount.	\$2,900	\$3,400
		Once you have paid \$3,400 out of pocket for covered Part A and Part B services, you will pay nothing for your covered Part A and Part B services for the rest of the calendar year.

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## Section 1.3 – Changes to the Provider and Pharmacy Networks

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Amounts you pay for your prescription drugs may depend on which pharmacy you use. Medicare drug plans have a network of pharmacies. In most cases, your prescriptions are covered only if they are filled at one of our network pharmacies. Our network includes pharmacies with preferred cost sharing, which may offer you lower cost sharing than the standard cost sharing offered by other network pharmacies for some drugs.

Updated directories are located on our website at [www.htanc.com](http://www.htanc.com). You may also call your Healthcare Concierge for updated provider and/or pharmacy information or to ask us to mail you a directory, which we will mail within three business days.

There are changes to our network of providers for next year. **Please review the 2025 Provider Directory [www.htanc.com/find-a-provider/](http://www.htanc.com/find-a-provider/) to see if your providers (primary care provider, specialists, hospitals, etc.) are in our network.**

There are changes to our network of pharmacies for next year. **Please review the 2025 Pharmacy Directory [www.htanc.com/prescription-drugs/2025-pharmacy-information/2025-find-a-pharmacy/](http://www.htanc.com/prescription-drugs/2025-pharmacy-information/2025-find-a-pharmacy/) to see which pharmacies are in our network.**

It is important that you know that we may make changes to the hospitals, doctors and specialists (providers), and pharmacies that are part of your plan during the year. If a mid-year change in our providers affects you, please contact your Healthcare Concierge so we may assist.

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## Section 1.4 – Changes to Benefits and Costs for Medical Services

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We are making changes to costs and benefits for certain medical services next year. The information below describes these changes.

Cost	2024 (this year)	2025 (next year)
<b>Acupuncture</b>	You pay \$0 copay for each Medicare-covered visit.	You pay \$5 copay for each Medicare-covered visit.
<b>Cardiac Rehabilitation Services</b>	You pay \$0 copay for each Medicare-covered cardiac rehabilitation services visit.	You pay \$5 copay for each Medicare-covered cardiac rehabilitation services visit.
	You pay \$0 copay for each Medicare-covered intensive-cardiac rehabilitation services visit.	You pay \$5 copay for each Medicare-covered intensive-cardiac rehabilitation services visit.

Cost	2024 (this year)	2025 (next year)
<b>Chiropractic Services</b>	You pay \$15 copay for each Medicare-covered chiropractic services visit.	You pay \$5 copay for each Medicare-covered chiropractic services visit.
<b>Dental Services (Medicare-covered)</b>	You pay \$0 copay for each Medicare-covered visit.	You pay \$5 copay for each Medicare-covered visit.
<b>Emergency Care</b>	You pay \$100 copay for each visit for Medicare-covered emergency care services.	You pay \$120 copay for each visit for Medicare-covered emergency care services.
<b>Hearing Services</b>	You pay \$0 copay for each Medicare-covered hearing exam.	You pay \$5 copay for each Medicare-covered hearing exam.
<b>In-Home Support Services</b>	You pay \$0 copay for 30 hours of non-medical in-home support services through Papa Pals. Prior authorization is required.	You pay \$0 copay for 30 hours of non-medical in-home support services through Papa Pals. No prior authorization is required.
<b>Inpatient Hospital Care</b>	For Medicare-covered inpatient hospital stays, you pay \$200 copay per day for days 1-5; \$0 copay per day for days 6-90.	For Medicare-covered inpatient hospital stays, you pay \$195 copay per day for days 1-6; \$0 copay per day for days 7-90.
<b>Inpatient Services in a Psychiatric Hospital</b>	For Medicare-covered inpatient mental health stays, you pay \$200 copay per day for days 1-5; \$0 copay per day for days 6-90.	For Medicare-covered inpatient mental health stays, you pay \$195 copay per day for days 1-8; \$0 copay per day for days 9-90.



Cost	2024 (this year)	2025 (next year)
<b>Meal Benefit</b>	<p>You pay \$0 copay per meal. Benefit may be used immediately following surgery or inpatient hospitalization.</p>	<p>You pay \$0 copay per meal. Benefit may be used immediately following a qualifying event such as surgery, discharge from an inpatient hospital or skilled nursing stay, or an initial diagnosis of chronic heart failure, chronic lung disease, and/or diabetes. You receive a total of 28 meals (2 meals per day over a 14-day period).</p>
<b>Opioid Treatment Program Services</b>	<p>You pay \$10 copay for Medicare-covered opioid treatment program services.</p>	<p>You pay \$5 copay for Medicare-covered opioid treatment program services.</p>
<b>Outpatient Diagnostic Tests and Therapeutic Services and Supplies</b>	<p>For Medicare-covered outpatient diagnostic procedures and tests, you pay \$0 copay at a lab facility and \$5 copay at an outpatient hospital facility.</p> <p>Sleep Studies: \$25 copay received at home \$50 copay received at an outpatient facility</p> <p>For Medicare-covered outpatient lab services, you pay \$0 copay at a lab facility and \$5 copay at an outpatient hospital facility.</p> <p>For Medicare-covered outpatient diagnostic radiology services (such as MRIs and CT scans), you pay \$50 to \$175 copay.</p> <p>For Medicare-covered outpatient X-rays, you pay \$0 copay.</p>	<p>For Medicare-covered outpatient diagnostic procedures and tests, you pay \$0 copay at a lab facility and \$10 copay at an outpatient hospital facility.</p> <p>Sleep Studies: \$50 copay received at home \$75 copay received at an outpatient facility</p> <p>For Medicare-covered outpatient lab services, you pay \$0 copay at a lab facility and \$10 copay at an outpatient hospital facility.</p> <p>For Medicare-covered outpatient diagnostic radiology services (such as MRIs and CT scans), you pay \$0 to \$275 copay.</p> <p>For Medicare-covered outpatient X-rays, you pay \$5 copay.</p>

Cost	2024 (this year)	2025 (next year)
<b>Outpatient Hospital Observation</b>	Prior authorization is required for outpatient hospital observation services.	No prior authorization required for outpatient hospital observation services.
<b>Outpatient Mental Health Care</b>	<p>You pay \$0 copay for each Medicare-covered individual therapy visit with a mental health care professional (non-psychiatrist).</p> <p>You pay \$0 copay for each Medicare-covered group therapy visit with a mental health care professional (non-psychiatrist).</p> <p>You pay \$0 copay for each Medicare-covered individual therapy visit with a psychiatrist.</p> <p>You pay \$0 copay for each Medicare-covered group therapy visit with a psychiatrist.</p>	<p>You pay \$5 copay for each Medicare-covered individual therapy visit with a mental health care professional (non-psychiatrist).</p> <p>You pay \$5 copay for each Medicare-covered group therapy visit with a mental health care professional (non-psychiatrist).</p> <p>You pay \$5 copay for each Medicare-covered individual therapy visit with a psychiatrist.</p> <p>You pay \$5 copay for each Medicare-covered group therapy visit with a psychiatrist.</p>
<b>Outpatient Rehabilitation Services</b>	<p>You pay \$0 copay for each Medicare-covered occupational therapy visit.</p> <p>You pay \$0 copay for each Medicare-covered physical therapy or speech therapy visit.</p>	<p>You pay \$5 copay for each Medicare-covered occupational therapy visit.</p> <p>You pay \$5 copay for each Medicare-covered physical therapy or speech therapy visit.</p>
<b>Outpatient Substance Use Disorder Services</b>	<p>You pay \$10 copay for each Medicare-covered individual therapy visit.</p> <p>You pay \$10 copay for each Medicare-covered group therapy visit.</p>	<p>You pay \$5 copay for each Medicare-covered individual therapy visit.</p> <p>You pay \$5 copay for each Medicare-covered group therapy visit.</p>

Cost	2024 (this year)	2025 (next year)
<b>Outpatient Surgery (Outpatient Hospital Services)</b>	<p>Includes services provided at hospital outpatient facilities and ambulatory surgical centers.</p> <p>For Medicare-covered services at an outpatient hospital facility, you pay \$250 copay.</p> <p>For Medicare-covered services at an ambulatory surgical center, you pay \$150 copay.</p>	<p>For Medicare-covered services at an outpatient hospital facility, you pay \$225 copay.</p> <p>For Medicare-covered services at an ambulatory surgical center, you pay \$125 copay.</p>
<b>Over-the-Counter Items</b>	<p>\$175 maximum plan coverage amount every 3 months for OTC items.</p>	<p>\$145 maximum plan coverage amount every 3 months for OTC items.</p>
<b>Physician/Practitioner Services, Including Doctor's Office Visits</b>	<p>You pay \$0 copay for each Medicare-covered specialist visit.</p> <p>For each Medicare-covered visit with other healthcare professionals (such as nurse practitioners and physician assistants), you pay \$0 copay.</p>	<p>You pay \$5 copay for each Medicare-covered specialist visit.</p> <p>For each Medicare-covered visit with other healthcare professionals (such as nurse practitioners and physician assistants), you pay \$5 copay.</p>
<b>Podiatry Services</b>	<p>You pay \$0 copay for each Medicare-covered podiatry services visit.</p>	<p>You pay \$5 copay for each Medicare-covered podiatry services visit.</p>
<b>Pulmonary Rehabilitation Services</b>	<p>You pay \$0 copay for each Medicare-covered pulmonary rehabilitation services visit.</p>	<p>You pay \$5 copay for each Medicare-covered pulmonary rehabilitation services visit.</p>
<b>Skilled Nursing Facility (SNF) Care</b>	<p>For Medicare-covered SNF stays, you pay \$0 copay per day for days 1-20; \$203 copay per day for days 21-100.</p>	<p>For Medicare-covered SNF stays, you pay \$0 copay per day for days 1-20; \$214 copay per day for days 21-100.</p>

Cost	2024 (this year)	2025 (next year)
<b>Supervised Exercise Therapy (SET)</b>	You pay \$0 copay for each Medicare-covered SET visit for symptomatic peripheral artery disease (PAD).	You pay \$5 copay for each Medicare-covered SET visit for symptomatic peripheral artery disease (PAD).
<b>Telehealth Benefits (additional)</b>	For additional telehealth benefits, you pay \$0 copay for primary care physician services, physician specialist services, other health care professionals, individual sessions for mental health specialty services, group sessions for mental health specialty services, individual sessions for psychiatric services, and group sessions for psychiatric services.	For additional telehealth benefits, you pay \$0 to \$5 copay for primary care physician services, physician specialist services, other health care professionals, individual sessions for mental health specialty services, group sessions for mental health specialty services, individual sessions for psychiatric services, group sessions for psychiatric services, opioid treatment program services, individual sessions for outpatient substance abuse, group sessions for outpatient substance abuse.  Copay is based on provider type.
<b>Vision Care</b>	You pay \$0 copay for each Medicare-covered eye exam to diagnose and treat diseases and conditions of the eye.	You pay \$5 copay for each Medicare-covered eye exam to diagnose and treat diseases and conditions of the eye.
<b>Worldwide Emergency / Urgently Needed Care Services</b>	\$50,000 maximum plan benefit coverage amount every year for the worldwide benefit.	\$75,000 maximum plan benefit coverage amount every year for the worldwide benefit.

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## Section 1.5 – Changes to Part D Prescription Drug Coverage

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### Changes to Our Drug List

Our list of covered drugs is called a Formulary or Drug List. A copy of our Drug List is provided electronically.

We made changes to our Drug List, which could include removing or adding drugs, changing the restrictions that apply to our coverage for certain drugs or moving them to a different cost-sharing tier. **Review the Drug List to make sure your drugs will be covered next year and to see if there will be any restrictions, or if your drug has been moved to a different cost-sharing tier.**

Most of the changes in the Drug List are new for the beginning of each year. However, we might make other changes that are allowed by Medicare rules that will affect you during the plan year. We update our online Drug List at least monthly to provide the most up-to-date list of drugs. If we make a change that will affect your access to a drug you are taking, we will send you a notice about the change.

If you are affected by a change in drug coverage at the beginning of the year or during the year, please review Chapter 9 of your *Evidence of Coverage* and talk to your doctor to find out your options, such as asking for a temporary supply, applying for an exception, and/or working to find a new drug. You can also contact your Healthcare Concierge for more information.

Currently, we can remove a brand name drug on our Drug List immediately if we replace it with a new generic drug version on the same or a lower cost-sharing tier and with the same or fewer restrictions as the brand name drug it replaces. Also, when adding a new generic, we may also decide to keep the brand name drug on our Drug List, but immediately move it to a different cost-sharing tier or add new restrictions or both.

Starting in 2025, we can immediately replace original biological products with certain biosimilars. This means, for instance, if you are taking an original biological product that is being replaced by a biosimilar, you may not get notice of the change 30 days before we make it or get a month's supply of your original biological product at a network pharmacy. If you are taking the original biological product at the time we make the change, you will still get information on the specific change we made, but it may arrive after we make the change.

Some of these drug types may be new to you. For definitions of drug types, please see Chapter 12 of your *Evidence of Coverage*. The Food and Drug Administration (FDA) also provides consumer information on drugs. See FDA website: <https://www.fda.gov/drugs/biosimilars/multimedia-education-materials-biosimilars#For%20Patients>. You may also contact your Healthcare Concierge or ask your health care provider, prescriber, or pharmacist for more information.

**Changes to Prescription Drug Benefits and Costs**

**Note:** If you are in a program that helps pay for your drugs (“Extra Help”), **the information about costs for Part D prescription drugs may not apply to you.** We sent you a separate insert, called the *Evidence of Coverage Rider for People Who Get “Extra Help” Paying for Prescription Drugs* (also called the Low-Income Subsidy Rider or the LIS Rider), which tells you about your drug costs. If you receive “Extra Help” and you haven’t received this insert by September 30th, please call your Healthcare Concierge and ask for the LIS Rider.

Beginning in 2025, there are three **drug payment stages**: the Yearly Deductible Stage, the Initial Coverage Stage, and the Catastrophic Coverage Stage. The Coverage Gap Stage and the Coverage Gap Discount Program will no longer exist in the Part D benefit.

The Coverage Gap Discount Program will also be replaced by the Manufacturer Discount Program. Under the Manufacturer Discount Program, drug manufacturers pay a portion of the plan’s full cost for covered Part D brand name drugs and biologics during the Initial Coverage Stage and the Catastrophic Coverage Stage. Discounts paid by manufacturers under the Manufacturer Discount Program do not count toward out-of-pocket costs.

**Changes to the Deductible Stage**

Stage	2024 (this year)	2025 (next year)
<b>Stage 1: Yearly Deductible Stage</b>	Because we have no deductible, this payment stage does not apply to you.	Because we have no deductible, this payment stage does not apply to you.

**Changes to Your Cost Sharing in the Initial Coverage Stage**

Stage	2024 (this year)	2025 (next year)
<b>Stage 2: Initial Coverage Stage</b>  During this stage, the plan pays its share of the cost of your drugs, and <b>you pay your share of the cost.</b>	Your cost for a one-month supply is:	Your cost for a one-month supply is:

Stage	2024 (this year)	2025 (next year)
<p>We changed the tier for some of the drugs on our Drug List. To see if your drugs will be in a different tier, look them up on the Drug List.</p> <p>Most adult Part D vaccines are covered at no cost to you.</p>	<p><b>Preferred Generic:</b> <i>Standard cost sharing:</i> You pay \$10 copay per prescription. <i>Preferred cost sharing:</i> You pay \$0 copay per prescription.</p> <p><b>Generic:</b> <i>Standard cost sharing:</i> You pay \$20 copay per prescription. <i>Preferred cost sharing:</i> You pay \$5 copay per prescription.</p> <p><b>Preferred Brand:</b> <i>Standard cost sharing:</i> You pay \$47 copay per prescription. <i>Preferred cost sharing:</i> You pay \$47 copay per prescription.</p> <p><b>Non-Preferred Drug:</b> <i>Standard cost sharing:</i> You pay \$100 copay per prescription. <i>Preferred cost sharing:</i> You pay \$100 copay per prescription.</p>	<p><b>Preferred Generic:</b> <i>Standard cost sharing:</i> You pay \$10 copay per prescription. <i>Preferred cost sharing:</i> You pay \$0 copay per prescription.</p> <p><b>Generic:</b> <i>Standard cost sharing:</i> You pay \$20 copay per prescription. <i>Preferred cost sharing:</i> You pay \$5 copay per prescription.</p> <p><b>Preferred Brand:</b> <i>Standard cost sharing:</i> You pay \$47 copay per prescription. <i>Preferred cost sharing:</i> You pay \$47 copay per prescription.</p> <p><b>Non-Preferred Drug:</b> <i>Standard cost sharing:</i> You pay 50% coinsurance per prescription. <i>Preferred cost sharing:</i> You pay 40% coinsurance per prescription.</p>
	<p><b>Specialty Tier:</b> <i>Standard cost sharing:</i> You pay 33% coinsurance per prescription. <i>Preferred cost sharing:</i> You pay 33% coinsurance per prescription.</p>	<p><b>Specialty Tier:</b> <i>Standard cost sharing:</i> You pay 33% coinsurance per prescription. <i>Preferred cost sharing:</i> You pay 33% coinsurance per prescription.</p>

Stage	2024 (this year)	2025 (next year)
	Once your total drug costs have reached \$5,030, you will move to the next stage (the Coverage Gap Stage).	Once you have paid \$2,000 out of pocket for Part D drugs, you will move to the next stage (the Catastrophic Coverage Stage).

### Changes to the Catastrophic Coverage Stage

The Catastrophic Coverage Stage is the third and final stage. Beginning in 2025, drug manufacturers pay a portion of the plan’s full cost for covered Part D brand name drugs and biologics during the Catastrophic Coverage Stage. Discounts paid by manufacturers under the Manufacturer Discount Program do not count toward out-of-pocket costs.

**If you reach the Catastrophic Coverage Stage, you pay nothing for your covered Part D drugs and for excluded drugs that are covered under our enhanced benefit.**

For specific information about your costs in the Catastrophic Coverage Stage, look at Chapter 6, Section 6 in your *Evidence of Coverage*.

## SECTION 2 Administrative Changes

Description	2024 (this year)	2025 (next year)
<b>Medicare Prescription Payment Plan</b>	Not applicable	The Medicare Prescription Payment Plan is a new payment option that works with your current drug coverage, and it can help you manage your drug costs by spreading them across <b>monthly payments that vary throughout the year</b> (January – December). To learn more about this payment option, please contact us at 1-888-965-1965 or visit <a href="https://www.Medicare.gov">Medicare.gov</a> .



## SECTION 3 Deciding Which Plan to Choose

### Section 3.1 – If you want to stay in HealthTeam Advantage Cardinal Plan (HMO)

**To stay in our plan, you don't need to do anything.** If you do not sign up for a different plan or change to Original Medicare by December 7, you will automatically be enrolled in our HealthTeam Advantage Cardinal Plan (HMO).

### Section 3.2 – If you want to change plans

We hope to keep you as a member next year but if you want to change plans for 2025 follow these steps:

#### Step 1: Learn about and compare your choices

- You can join a different Medicare health plan,
- – *OR* – You can change to Original Medicare. If you change to Original Medicare, you will need to decide whether to join a Medicare drug plan. If you do not enroll in a Medicare drug plan, please see Section 1.1 regarding a potential Part D late enrollment penalty.

To learn more about Original Medicare and the different types of Medicare plans, use the Medicare Plan Finder ([www.medicare.gov/plan-compare](http://www.medicare.gov/plan-compare)), read the *Medicare & You 2025* handbook, call your State Health Insurance Assistance Program (see Section 5), or call Medicare (see Section 7.2).

#### Step 2: Change your coverage

- To **change to a different Medicare health plan**, enroll in the new plan. You will automatically be disenrolled from HealthTeam Advantage Cardinal Plan (HMO).
- To **change to Original Medicare with a prescription drug plan**, enroll in the new drug plan. You will automatically be disenrolled from HealthTeam Advantage Cardinal Plan (HMO).
- To **change to Original Medicare without a prescription drug plan**, you must either:
  - Send us a written request to disenroll. Contact your Healthcare Concierge if you need more information on how to do so.
  - – *OR* – Contact **Medicare** at 1-800-MEDICARE (1-800-633-4227), 24 hours a day, 7 days a week, and ask to be disenrolled. TTY users should call 1-877-486-2048.

## SECTION 4 Deadline for Changing Plans

If you want to change to a different plan or to Original Medicare for next year, you can do it from **October 15 until December 7**. The change will take effect on January 1, 2025.

### Are there other times of the year to make a change?

In certain situations, changes are also allowed at other times of the year. Examples include people with Medicaid, those who get “Extra Help” paying for their drugs, those who have or are leaving employer coverage, and those who move out of the service area.

If you enrolled in a Medicare Advantage plan for January 1, 2025, and don’t like your plan choice, you can switch to another Medicare health plan (either with or without Medicare prescription drug coverage) or switch to Original Medicare (either with or without Medicare prescription drug coverage) between January 1 and March 31, 2025.

If you recently moved into or currently live in an institution (like a skilled nursing facility or long-term care hospital), you can change your Medicare coverage **at any time**. You can change to any other Medicare health plan (either with or without Medicare prescription drug coverage) or switch to Original Medicare (either with or without a separate Medicare prescription drug plan) at any time. If you recently moved out of an institution, you have an opportunity to switch plans or switch to Original Medicare for two full months after the month you move out.

## SECTION 5 Programs That Offer Free Counseling about Medicare

The State Health Insurance Assistance Program (SHIP) is an independent government program with trained counselors in every state. In North Carolina, the SHIP is called North Carolina Seniors’ Health Insurance Information Program (SHIIP).

It is a state program that gets money from the Federal government to give **free** local health insurance counseling to people with Medicare. North Carolina Seniors’ Health Insurance Information Program (SHIIP) counselors can help you with your Medicare questions or problems. They can help you understand your Medicare plan choices and answer questions about switching plans. You can call North Carolina Seniors’ Health Insurance Information Program (SHIIP) at 1-855-408-1212. You can learn more about North Carolina Seniors’ Health Insurance Information Program (SHIIP) by visiting their website ([www.ncdoi.com/SHIIP/](http://www.ncdoi.com/SHIIP/)).

## SECTION 6 Programs That Help Pay for Prescription Drugs

You may qualify for help paying for prescription drugs. Below we list different kinds of help:

- **“Extra Help” from Medicare.** People with limited incomes may qualify for “Extra Help” to pay for their prescription drug costs. If you qualify, Medicare could pay up to 75% or more of your drug costs including monthly prescription drug premiums, yearly

deductibles, and coinsurance. Additionally, those who qualify will not have a late enrollment penalty. To see if you qualify, call:

- 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048, 24 hours a day, 7 days a week;
  - The Social Security Office at 1-800-772-1213 between 8 am and 7 pm, Monday through Friday for a representative. Automated messages are available 24 hours a day. TTY users should call 1-800-325-0778; or
  - Your State Medicaid Office.
- **Help from your state’s pharmaceutical assistance program.** North Carolina has a program called North Carolina HIV SPAP that helps people pay for prescription drugs based on their financial need, age, or medical condition. To learn more about the program, check with your State Health Insurance Assistance Program.
  - **Prescription Cost-sharing Assistance for Persons with HIV/AIDS.** The AIDS Drug Assistance Program (ADAP) helps ensure that ADAP-eligible individuals living with HIV/AIDS have access to life-saving HIV medications. To be eligible for the ADAP operating in your State, individuals must meet certain criteria, including proof of State residence and HIV status, low income as defined by the State, and uninsured/under-insured status. Medicare Part D prescription drugs that are also covered by ADAP qualify for prescription cost-sharing assistance through the North Carolina AIDS Drug Assistance Program. For information on eligibility criteria, covered drugs, how to enroll in the program or if you are currently enrolled how to continue receiving assistance, call North Carolina AIDS Drug Assistance Program at 1-877-466-2232. Be sure, when calling, to inform them of your Medicare Part D plan name or policy number.
  - **The Medicare Prescription Payment Plan.** The Medicare Prescription Payment Plan is a new payment option to help you manage your out-of-pocket drug costs, starting in 2025. This new payment option works with your current drug coverage, and it can help you manage your drug costs by spreading them across **monthly payments that vary throughout the year** (January – December). **This payment option might help you manage your expenses, but it doesn’t save you money or lower your drug costs.**  
“Extra Help” from Medicare and help from your SPAP and ADAP, for those who qualify, is more advantageous than participation in the Medicare Prescription Payment Plan. All members are eligible to participate in this payment option, regardless of income level, and all Medicare drug plans and Medicare health plans with drug coverage must offer this payment option. To learn more about this payment option, please contact us at 1-888-965-1965 or visit [Medicare.gov](https://www.Medicare.gov).

## SECTION 7 Questions?

### Section 7.1 – Getting Help from HealthTeam Advantage Cardinal Plan (HMO)

Questions? We're here to help. Please call your Healthcare Concierge at 1-888-965-1965. (TTY only, call 711.) We are available for phone calls October 1 – March 31, 8AM – 8PM Eastern, 7 days a week; April 1 – September 30, 8AM – 8PM Eastern, Monday through Friday. Calls to these numbers are free.

#### **Read your 2025 Evidence of Coverage (it has details about next year's benefits and costs)**

This *Annual Notice of Changes* gives you a summary of changes in your benefits and costs for 2025. For details, look in the *2025 Evidence of Coverage* for HealthTeam Advantage Cardinal Plan (HMO). The *Evidence of Coverage* is the legal, detailed description of your plan benefits. It explains your rights and the rules you need to follow to get covered services and prescription drugs. A copy of the *Evidence of Coverage* is located on our website at [www.htanc.com/members/2025-plan-documents/](http://www.htanc.com/members/2025-plan-documents/). You may also call your Healthcare Concierge to ask us to mail you an *Evidence of Coverage*.

#### **Visit our Website**

You can also visit our website at [www.htanc.com](http://www.htanc.com). As a reminder, our website has the most up-to-date information about our provider network (*Provider/Pharmacy Directory*) and our *List of Covered Drugs (Formulary/Drug List)*.

### Section 7.2 – Getting Help from Medicare

To get information directly from Medicare:

#### **Call 1-800-MEDICARE (1-800-633-4227)**

You can call 1-800-MEDICARE (1-800-633-4227), 24 hours a day, 7 days a week. TTY users should call 1-877-486-2048.

#### **Visit the Medicare Website**

Visit the Medicare website ([www.medicare.gov](http://www.medicare.gov)). It has information about cost, coverage, and quality Star Ratings to help you compare Medicare health plans in your area. To view the information about plans, go to [www.medicare.gov/plan-compare](http://www.medicare.gov/plan-compare).

### **Read *Medicare & You 2025***

Read the *Medicare & You 2025* handbook. Every fall, this document is mailed to people with Medicare. It has a summary of Medicare benefits, rights and protections, and answers to the most frequently asked questions about Medicare. If you don't have a copy of this document, you can get it at the Medicare website (<https://www.medicare.gov/Pubs/pdf/10050-medicare-and-you.pdf>) or by calling 1-800-MEDICARE (1-800-633-4227), 24 hours a day, 7 days a week. TTY users should call 1-877-486-2048.