

August 20, 2004

If you are not changing your medical or dental options, YOU DO NOT HAVE TO DO ANYTHING. Your current coverage will continue without change. THIS DOES NOT APPLY IF YOU ARE ENROLLED IN HEALTH NET.

To: **Plan I, I-A, I-85, III, III-A, III-NEWS, IV, V (Five), V-A & A Employees & Dependents**

Re: **MEDICAL & DENTAL OPTIONS - 2004 OPEN ENROLLMENT**

Dear Employee and Dependents:

You may change your medical and/or dental option during the annual TBT Open Enrollment period (during August and September). **ALL CHANGES ARE EFFECTIVE OCTOBER 1, 2004.**

ATTENTION HEALTH NET PARTICIPANTS: All active and retired Health Net participants were notified by notice dated July 23, 2004 that Health Net will not be one of the Options offered by Teamsters Benefit Trust, and will be replaced by *PacifiCare*, effective October 1, 2004, because Health Net priced its renewal at an unaffordable level. Therefore, effective October 1, 2004 Health Net will no longer be available to TBT participants. **IF YOU ARE ENROLLED IN HEALTH NET, and you have not already responded to the July 23 notice, YOU MUST CHOOSE ONE OF THE OTHER TBT MEDICAL OPTIONS (*the Indemnity Plan, Kaiser or PacifiCare*).** **If you do not make an election, your coverage will automatically change October 1, 2004 from Health Net to the TBT Indemnity Plan.** Indemnity Plan benefits are described in your Plan's Guide to Your Benefits and Summary of Coverage. See "Changing Options – Step 1" on page 2 to order Kaiser and/or *PacifiCare* enrollment packets.

In most areas, the *PacifiCare* provider network is the same or very similar to Health Net's. If you want to compare, call the TBT Plan Administration Office at one of the above numbers to request a copy of *PacifiCare*'s provider directory (*at no charge*) or phone *PacifiCare*'s member services at 1-800-624-8822 (between 7:00 a.m. and 8:00 p.m. Monday – Friday) for information on *PacifiCare* providers.

The Blue Cross Prudent Buyer Plan PPO network for the Indemnity Plan has a large number of PPO hospitals, physicians, labs., etc. to choose from. You may contact the TBT Plan Administration Office to request a Blue Cross provider directory.

TBT MEDICAL OPTIONS

- **Indemnity Medical Option** - Benefits as described in the *Guide to Your Benefits and Summary of Coverage*. As of October 1, 2001, the Blue Cross PPO Prudent Buyer Plan is the PPO for TBT California residents and ppoNEXT is the PPO for TBT participants residing outside of California. If you are age 65 or over, Medicare is primary payer.
- **Kaiser Foundation Health Plan (HMO)**
- ***PacifiCare* (HMO)**

**TBT
DENTAL
OPTIONS**

- **Delta Dental (Indemnity Dental Option)** - Benefits described in the *Guide to Your Benefits and Summary of Coverage*. See **New Employee Restrictions** (page 3).
- **Bright Now! Dental (Pre-Paid)**
- **Pacific Union Dental (PUD) (Pre-Paid)**

CHANGING OPTIONS - Step 1:

1. Review this letter.
2. To order HMO packets (*with applications*), dental provider information and other Open Enrollment forms and information,
 - Return the enclosed **2004 Open Enrollment – Order Form**, or
 - Phone the TBT Plan Administration Office (*at the numbers on page 1*) and tell the receptionist that you are calling to order Open Enrollment material or because you have Open Enrollment questions.

CHANGING OPTIONS - Step 2:

After you have received the Open Enrollment items that you ordered (*see above*):

1. Complete the required form(s):
 - **Medical Option Form**
 - **HMO Application** (*if changing to an HMO*)
 - **Dental Option Form**
2. Return the form(s) to the TBT Plan Administration Office.

INFORMATION SOURCES: Benefits, copayments, exclusions and limitations differ between the three medical and three dental options. Before making a change, carefully review the Indemnity medical and dental options by referring to the following items in *Your Benefits Package: Guide to Your Benefits, Summary of Coverage, Summary of Material Modifications, Comparison of Medical Benefits and Comparison of Dental Benefits*. The TBT Plan Administration Office, upon request, will provide HMO packets (with applications) and information on the pre-paid dental providers.

RESIDENCE: In order to change from the Indemnity medical option to an HMO, or from one HMO to another, you and your eligible dependents must reside within the HMO's service area. (*Service areas are listed in the HMO packets.*)

You and your eligible dependents must be covered under the same medical and dental options.

See page 3 for NEW EMPLOYEE DENTAL OPTION RESTRICTIONS.

NEW EMPLOYEE DENTAL OPTION RESTRICTIONS

If you were hired on or after July 1, 1995, you may initially elect only *Bright Now! Dental* or Pacific Union Dental (PUD). The Indemnity Dental Plan (Delta Dental) is not available to you until the SECOND Open Enrollment following your initial hire date.

EXCEPTIONS - YOU MAY ELECT DELTA DENTAL IF:

1. You reside more than 30 miles from a *Bright Now! Dental* or PUD office which is accepting new patients; or
2. All covered persons in your family do not reside in the same household and one or more covered persons reside more than 30 miles from a *Bright Now! Dental* or PUD office which is accepting new patients; or
3. You are continuing immediately prior Delta Dental coverage; or
4. You were previously covered under TBT within the last 12 months; or
5. You have been exempted from TBT new employee waiting period requirements; or
6. You are part of a new employer group.

**ALL FORMS MUST BE RETURNED TO TBT NO LATER THAN
SEPTEMBER 28, 2004. Please order and submit forms as soon as
possible; don't wait for the deadline!**

**ALL CHANGES ARE EFFECTIVE *OCTOBER 1, 2004*,
including changes to an HMO, whether or not you have received an HMO
membership card by that date.**

IN SUMMARY, to order HMO packets or other Open Enrollment items, return the enclosed "2004 Open Enrollment – Order Form" (*pre-addressed envelope provided*) or phone the TBT Plan Administration Office at (510) 796-4676 or (800) 533-0119. Please tell the receptionist that you are calling to order Open Enrollment material or that you have Open Enrollment questions.

Sincerely,

Martin R. Lowy
Fund Manager

MRL/mr

Teamsters Benefit Trust
Plan I, I-A, I-85, III, III-A, III-NEWS, IV, V (Five), V-A or A Employees & Dependents
Medical & Dental Options - 2004 Open Enrollment
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HEALTH NET PARTICIPANTS

See the notice on page one. You must change your medical option.