Atlantis Casino Resort Spa HEALTH PLAN NOTICES

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IMPORTANT NOTICE

This packet of notices related to our health care plan includes a notice regarding how the plan's prescription drug coverage compares to Medicare Part D. If you or a covered family member is also enrolled in Medicare Parts A or B, but not Part D, you should read the Medicare Part D notice carefully. It is titled, "Important Notice From Atlantis Casino Resort Spa About Your Prescription Drug Coverage and Medicare."

IMPORTANT NOTICE FROM ATLANTIS CASINO RESORT SPA ABOUT YOUR PRESCRIPTION DRUG COVERAGE AND MEDICARE

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with Atlantis Casino Resort Spa and about your options under Medicare's prescription drug coverage. This information can help you decide whether you want to join a Medicare drug plan. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

If neither you nor any of your covered dependents are eligible for or have Medicare, this notice does not apply to you or your dependents, as the case may be. However, you should still keep a copy of this notice in the event you or a dependent should qualify for coverage under Medicare in the future. Please note, however, that later notices might supersede this notice.

- 1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare prescription drug plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
- 2. Atlantis Casino Resort Spa has determined that the prescription drug coverage offered by the Atlantis Casino Resort Spa Employee Health Care Plan ("Plan") is, on average for all plan participants, **NOT** expected to pay out as much as standard Medicare prescription drug coverage pays, and is considered "non-creditable" coverage. This is important, because most likely, you will get more help with your drug costs if you join a Medicare drug plan than if you only have prescription drug coverage from the Plan. It's also important because if you delay your enrollment in a Medicare drug plan you may have to pay a late enrollment penalty later, when you do enroll in a Medicare drug plan. See the discussion below about late enrollment penalties that might apply when you move from "non-creditable" coverage to a Medicare drug plan after your first opportunity to do so.
- 3. You have decisions to make about Medicare prescription drug coverage that may affect how much you pay for that coverage, depending on if and when you join. Read this notice carefully—it explains your options.

Consider joining a Medicare drug plan. You can keep your coverage from Atlantis Casino Resort Spa. You can keep the coverage regardless of whether it is "creditable" or "non-creditable," that is, regardless of whether it is as good as a Medicare drug plan. However, because your existing coverage is "non-creditable" coverage, meaning that on average it's <u>NOT</u> at least as good as standard Medicare prescription drug coverage, you may pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

Enrolling in Medicare—General Rules

As some background, you can join a Medicare drug plan when you first become eligible for Medicare. If you qualify for Medicare due to age, you may enroll in a Medicare drug plan during a 7-month initial enrollment period. That period begins three months prior to your 65 birthday, includes the month you turn 65, and continues for the ensuing three months. If you qualify for Medicare due to disability or end-stage renal disease, your initial Medicare Part D enrollment period depends on the date your disability or treatment began. For more information, you should contact Medicare at the telephone number or web address listed below.

Late Enrollment and the Late Enrollment Penalty

If you decide to *wait* to enroll in a Medicare drug plan you may enroll later, during Medicare Part D's annual enrollment period, which runs each year from October 15 through December 7. But as a general rule, if you delay your enrollment in a Medicare drug plan after first becoming eligible to enroll, you may have to pay a higher premium when you later enroll in a Medicare drug plan.

If after your initial Medicare Part D enrollment period you go **63 continuous days or longer without "creditable" prescription drug coverage** (that is, prescription drug coverage that's at least as good as Medicare's prescription drug

coverage), your monthly Part D premium may go up by at least 1% of the premium you would have paid had you enrolled timely, for every month that you did not have creditable coverage after your initial enrollment period.

For example, if you do not enroll in a Medicare drug plan during your Medicare Part D initial enrollment period, and you then go 19 months without "creditable" prescription drug coverage before enrolling in a Medicare drug plan, your Medicare drug plan premium may be at least 19 percent higher than the premium you otherwise would have paid. You may have to pay this higher premium for as long as you have Medicare prescription drug coverage.

Please note again that Atlantis Casino Resort Spa has determined the prescription drug coverage you currently have through its plan is NOT "creditable" coverage. This means that if you do not enroll in a Medicare drug plan during your initial enrollment period, and don't have or acquire "creditable" prescription drug coverage during the ensuing 63 days, you will pay a late enrollment penalty when you ultimately enroll in a Medicare drug plan.

Special Enrollment Periods and Exceptions to the Late Enrollment Penalty

There are "special enrollment periods" that allow you to enroll in a Medicare drug plan months or even years after you first became eligible to do so. Whether you will be required to pay a late enrollment penalty when you enroll in a Medicare drug plan during a special enrollment period depends on whether you are moving to a Medicare drug plan from creditable or non-creditable prescription drug coverage.

If after your Medicare Part D initial enrollment period you lose or decide to leave employer-sponsored or union-sponsored prescription drug coverage, you will be eligible to enroll in a Medicare drug plan during a 2-month special enrollment period. If your employer- or union-sponsored prescription drug coverage was "creditable" coverage, your enrollment in a Medicare drug plan will be *without penalty* (assuming you did not have a 63-consecutive-day or longer break in "creditable" coverage after your Medicare Part D initial enrollment period). On the other hand, if the coverage was "non-creditable" your enrollment in the Medicare drug plan will be subject to a late enrollment penalty unless you had non-creditable coverage for fewer than 63 consecutive days after your Medicare Part D initial enrollment period.

In addition, if through no fault of your own you otherwise lose creditable prescription drug coverage (e.g., your employer-or union-sponsored plan's coverage changes from creditable to non-creditable, or you lose creditable prescription drug coverage under an individual policy), you will be able to join a Medicare drug plan without penalty. This special enrollment period ends two months after the month in which your other coverage ends.

Please note again that Atlantis Casino Resort Spa has determined the prescription drug coverage you currently have through its plan is NOT "creditable" coverage. This means when you lose or decide to leave coverage under the Atlantis Casino Resort Spa health plan after your initial Medicare Part D enrollment period you will pay a late enrollment penalty when you ultimately enroll in a Medicare drug plan.

Compare Coverage

You should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. See the Atlantis Casino Resort Spa Plan's summary plan description for a summary of its prescription drug coverage. If you don't have a copy of the summary plan description, you can get one by contacting us at the telephone number or address listed below.

Coordinating Other Coverage With Medicare Part D

Generally speaking, if you decide to join a Medicare drug plan while covered under the Atlantis Casino Resort Spa Plan due to your employment (or someone else's employment, such as a spouse or parent) your coverage under the Atlantis Casino Resort Spa Plan will not be affected. For most persons covered under the Plan, the Plan will pay prescription drug benefits first, and Medicare will determine its payments second. For more information about this issue of what program pays first and what program pays second, see the Plan's summary plan description or contact Medicare at the telephone number or web address listed below.

If you do decide to join a Medicare drug plan and drop your Atlantis Casino Resort Spa prescription drug coverage, be aware that you and your dependents may not be able to get this coverage back. To regain coverage you would have to reenroll in the Plan, pursuant to the Plan's eligibility and enrollment rules. You should review the Plan's summary plan description to determine if and when you are allowed to re-enroll or add coverage.

For More Information About This Notice or Your Current Prescription Drug Coverage...

Contact the person listed below for further information, or call 775-824-4487. **NOTE:** You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through Atlantis Casino Resort Spa changes. You also may request a copy.

For More Information About Your Options Under Medicare Prescription Drug Coverage...

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

• Visit <u>www.medicare.gov</u>.

Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help.

• Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Date: October 13, 2023

Name of Entity/Sender: Atlantis Casino Resort Spa Contact—Position/Office: Benefits Department

Address: 3800 S Virginia Street

Reno, NV 89502

Phone Number: 775-824-4487

Nothing in this notice gives you or your dependents a right to coverage under the Plan. Your (or your dependents') right to coverage under the Plan is determined solely under the terms of the Plan.

NOTICE OF GRANDFATHERED STATUS

This Atlantis Casino Resort Spa Employee Health Care Plan believes this plan is a "grandfathered health plan" under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that your plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the plan administrator at:

Atlantis Casino Resort Spa Benefits Department 775-824-4487

You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans. You may also contact the U.S. Department of Health and Human Services at www.healthreform.gov.

WOMEN'S HEALTH AND CANCER RIGHTS NOTICE

Atlantis Casino Resort Spa Employee Health Care Plan is required by law to provide you with the following notice:

The Women's Health and Cancer Rights Act of 1998 ("WHCRA") provides certain protections for individuals receiving mastectomy-related benefits. Coverage will be provided in a manner determined in consultation with the attending physician and the patient for:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of the mastectomy, including lymphedemas.

The Atlantis Casino Resort Spa Employee Health Care Plan provide(s) medical coverage for mastectomies and the related procedures listed above, subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under this plan. Therefore, the following deductibles and coinsurance apply:

Atlantis Casino Resort Spa	In-Network	Out-of-Network
Individual Deductible	\$350	\$1,000
Family Deductible	\$1,050	\$3,000
Coinsurance	20%	70%

If you would like more information on WHCRA benefits, please contact your Plan Administrator at:

Atlantis Casino Resort Spa Benefits Department (775) 824-4487

PREMIUM ASSISTANCE UNDER MEDICAID AND THE CHILDREN'S HEALTH INSURANCE PROGRAM (CHIP) NOTICE

If you or your children are eligible for Medicaid or CHIP and you're eligible for health coverage from your employer, your state may have a premium assistance program that can help pay for coverage, using funds from their Medicaid or CHIP programs. If you or your children aren't eligible for Medicaid or CHIP, you won't be eligible for these premium assistance programs but you may be able to buy individual insurance coverage through the Health Insurance Marketplace. For more information, visit www.healthcare.gov.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a State listed below, contact your State Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, contact your State Medicaid or CHIP office or dial **1-877-KIDS NOW** or **www.insurekidsnow.gov** to find out how to apply. If you qualify, ask your state if it has a program that might help you pay the premiums for an employer-sponsored plan.

If you or your dependents are eligible for premium assistance under Medicaid or CHIP, as well as eligible under your employer plan, your employer must allow you to enroll in your employer plan if you aren't already enrolled. This is called a "special enrollment" opportunity, and **you must request coverage within 60 days of being determined eligible for premium assistance**. If you have questions about enrolling in your employer plan, contact the Department of Labor at www.askebsa.dol.gov or call **1-866-444-EBSA** (3272).

If you live in one of the following states, you may be eligible for assistance paying your employer health plan premiums. The following list of states is current as of July 31, 2023. Contact your State for more information on eligibility –

ALABAMA – Medicaid	ALASKA – Medicaid
Website: http://myalhipp.com/	The AK Health Insurance Premium Payment
Phone: 1-855-692-5447	Program Website: http://myakhipp.com/
	Phone: 1-866-251-4861
	Email: CustomerService@MyAKHIPP.com
	Medicaid Eligibility:
	https://health.alaska.gov/dpa/Pages/default.aspx
ADIZANIGAG NA 11 11	CALIFORNIA M P 11
ARKANSAS – Medicaid	CALIFORNIA – Medicaid
Website: http://myarhipp.com/	Health Insurance Premium Payment (HIPP) Program
Phone: 1-855-MyARHIPP (855-692-7447)	Website: http://dhcs.ca.gov/hipp
	Phone: 916-445-8322
	Fax: 916-440-5676
	Email: hipp@dhcs.ca.gov
COLORADO – Health First Colorado	FLORIDA – Medicaid
(Colorado's Medicaid Program) & Child Health	
Plan Plus (CHP+)	
Health First Colorado Website:	Website:
https://www.healthfirstcolorado.com/	https://www.flmedicaidtplrecovery.com/flmedicaidtplrecovery
Health First Colorado Member Contact Center:	y.com/hipp/index.html
1-800-221-3943/State Relay 711	Phone: 1-877-357-3268
CHP+: https://hcpf.colorado.gov/child-health-plan-plus	
CHP+ Customer Service: 1-800-359-1991/State Relay	
711 Health Insurance Buy-In Program (HIBI):	
https://www.mycohibi.com/	
HIBI Customer Service: 1-855-692-6442	

GEORGIA – Medicaid	INDIANA – Medicaid
GA HIPP Website: https://medicaid.georgia.gov/health-	Healthy Indiana Plan for low-income adults 19-
insurance-premium-payment-program-hipp	64 Website: http://www.in.gov/fssa/hip/
Phone: 678-564-1162, Press 1	Phone: 1-877-438-4479
GA CHIPRA Website:	All other Medicaid
https://medicaid.georgia.gov/programs/third-party-	Website: https://www.in.gov/medicaid/
<u>liability/childrens-health-insurance-program-reauthorization-</u>	Phone: 1-800-457-4584
act-2009-chipra	
Phone: 678-564-1162, Press 2	
IOWA – Medicaid and CHIP (Hawki)	KANSAS – Medicaid
Medicaid Website:	Website: https://www.kancare.ks.gov/
https://dhs.iowa.gov/ime/members	Phone: 1-800-792-4884
Medicaid Phone: 1-800-338-8366	HIPP Phone: 1-800-967-4660
Hawki Website:	
http://dhs.iowa.gov/Hawki	
Hawki Phone: 1-800-257-8563	
HIPP Website: https://dhs.iowa.gov/ime/members/medicaid-	
a-to-z/hipp	
HIPP Phone: 1-888-346-9562	
KENTUCKY – Medicaid	LOUISIANA – Medicaid
Kentucky Integrated Health Insurance Premium	Website: www.medicaid.la.gov or www.ldh.la.gov/lahipp
Payment Program (KI-HIPP) Website:	Phone: 1-888-342-6207 (Medicaid hotline) or
https://chfs.ky.gov/agencies/dms/member/Pages/kihipp.aspx	1-855-618-5488 (LaHIPP)
Phone: 1-855-459-6328	, , , ,
Email: KIHIPP.PROGRAM@ky.gov	
KCHIP Website: https://kidshealth.ky.gov/Pages/index.aspx	
Phone: 1-877-524-4718	
Kentucky Medicaid Website:	
Kentucky Medicaid Website: https://chfs.ky.gov/agencies/dms	
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https://chfs.ky.gov/agencies/dms MAINE – Medicaid	
https://chfs.ky.gov/agencies/dms	Website: https://www.mass.gov/masshealth/pa
https://chfs.ky.gov/agencies/dms MAINE – Medicaid Enrollment Website:	Website: https://www.mass.gov/masshealth/pa Phone: 1-800-862-4840
https://chfs.ky.gov/agencies/dms MAINE – Medicaid Enrollment Website: https://www.mymaineconnection.gov/benefits/s/?language=en	Website: https://www.mass.gov/masshealth/pa
https://chfs.ky.gov/agencies/dms MAINE – Medicaid Enrollment Website: https://www.mymaineconnection.gov/benefits/s/?language=en US	Website: https://www.mass.gov/masshealth/pa Phone: 1-800-862-4840 TTY: 711
MAINE – Medicaid Enrollment Website: https://www.mymaineconnection.gov/benefits/s/?language=en US Phone: 1-800-442-6003 TTY: Maine relay 711 Private Health Insurance Premium Webpage:	Website: https://www.mass.gov/masshealth/pa Phone: 1-800-862-4840 TTY: 711
MAINE – Medicaid Enrollment Website: https://www.mymaineconnection.gov/benefits/s/?language=en US Phone: 1-800-442-6003 TTY: Maine relay 711 Private Health Insurance Premium Webpage: https://www.maine.gov/dhhs/ofi/applications-forms	Website: https://www.mass.gov/masshealth/pa Phone: 1-800-862-4840 TTY: 711
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MAINE – Medicaid Enrollment Website: https://www.mymaineconnection.gov/benefits/s/?language=en US Phone: 1-800-442-6003 TTY: Maine relay 711 Private Health Insurance Premium Webpage: https://www.maine.gov/dhhs/ofi/applications-forms	Website: https://www.mass.gov/masshealth/pa Phone: 1-800-862-4840 TTY: 711
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MAINE – Medicaid Enrollment Website: https://www.mymaineconnection.gov/benefits/s/?language=en US Phone: 1-800-442-6003 TTY: Maine relay 711 Private Health Insurance Premium Webpage: https://www.maine.gov/dhhs/ofi/applications-forms Phone: 1-800-977-6740 TTY: Maine relay 711 MINNESOTA – Medicaid Website: https://mn.gov/dhs/people-we-serve/children-and-families/health-care/health-care-programs/programs-and-	Website: https://www.mass.gov/masshealth/pa Phone: 1-800-862-4840 TTY: 711 Email: masspremassistance@accenture.com MISSOURI – Medicaid Website:
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MAINE – Medicaid Enrollment Website: https://www.mymaineconnection.gov/benefits/s/?language=en US Phone: 1-800-442-6003 TTY: Maine relay 711 Private Health Insurance Premium Webpage: https://www.maine.gov/dhhs/ofi/applications-forms Phone: 1-800-977-6740 TTY: Maine relay 711 MINNESOTA – Medicaid Website: https://mn.gov/dhs/people-we-serve/children-and-families/health-care/health-care-programs/programs-and-services/other-insurance.jsp Phone: 1-800-657-3739 MONTANA – Medicaid	Website: https://www.mass.gov/masshealth/pa Phone: 1-800-862-4840 TTY: 711 Email: masspremassistance@accenture.com MISSOURI – Medicaid Website: http://www.dss.mo.gov/mhd/participants/pages/hipp.htm Phone: 573-751-2005 NEBRASKA – Medicaid
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NEVADA – Medicaid	NEW HAMPSHIRE – Medicaid
Medicaid Website: http://dhcfp.nv.gov	Website: https://www.dhhs.nh.gov/programs-
Medicaid Phone: 1-800-992-0900	services/medicaid/health-insurance-premium-program
	Phone: 603-271-5218
	Toll free number for the HIPP program: 1-800-852-3345, ext. 5218
	3216
NEW JERSEY – Medicaid and CHIP	NEW YORK – Medicaid
Medicaid Website:	Website: https://www.health.ny.gov/health_care/medicaid/
http://www.state.nj.us/humanservices/	Phone: 1-800-541-2831
dmahs/clients/medicaid/	
Medicaid Phone: 609-631-2392 CHIP Website: http://www.njfamilycare.org/index.html	
CHIP Phone: 1-800-701-0710	
CIM Thome. I dod for office	
NORTH CAROLINA – Medicaid	NORTH DAKOTA – Medicaid
Website: https://medicaid.ncdhhs.gov/	Website: https://www.hhs.nd.gov/healthcare
Phone: 919-855-4100	Phone: 1-844-854-4825
OKLAHOMA – Medicaid and CHIP	OREGON – Medicaid
Website: http://www.insureoklahoma.org	Website: http://healthcare.oregon.gov/Pages/index.aspx
Phone: 1-888-365-3742	Phone: 1-800-699-9075
PENNSYLVANIA – Medicaid and CHIP	RHODE ISLAND – Medicaid and CHIP
Website:	Website: http://www.eohhs.ri.gov/
https://www.dhs.pa.gov/Services/Assistance/Pages/HIPP-	Phone: 1-855-697-4347, or
Program.aspx	401-462-0311 (Direct RIte Share Line)
Phone: 1-800-692-7462 CHIP Website: Children's Health Insurance Program (CHIP)	
(pa.gov)	
CHIP Phone: 1-800-986-KIDS (5437)	
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SOUTH CAROLINA – Medicaid	SOUTH DAKOTA - Medicaid
Website: https://www.scdhhs.gov	Website: http://dss.sd.gov
Phone: 1-888-549-0820	Phone: 1-888-828-0059
TEXAS – Medicaid	UTAH – Medicaid and CHIP
Website: Health Insurance Premium Payment (HIPP)	Medicaid Website: https://medicaid.utah.gov/
Program Texas Health and Human Services	CHIP Website: http://health.utah.gov/chip
Phone: 1-800-440-0493	Phone: 1-877-543-7669
VERMONT– Medicaid	VIRGINIA – Medicaid and CHIP
Website: Health Insurance Premium Payment (HIPP) Program	Website: https://coverva.dmas.virginia.gov/learn/premium-
Department of Vermont Health Access	assistance/famis-select
Phone: 1-800-250-8427	https://coverva.dmas.virginia.gov/learn/premium-
	assistance/health-insurance-premium-payment-hipp-programs Medicaid/CHIP Phone: 1-800-432-5924
WASHINGTON – Medicaid	WEST VIRGINIA – Medicaid and CHIP
Website: https://www.hca.wa.gov/	Website: https://dhhr.wv.gov/bms/
Phone: 1-800-562-3022	http://mywvhipp.com/
	Medicaid Phone: 304-558-1700
	CHIP Toll-free phone: 1-855-MyWVHIPP (1-855-699-8447)

WISCONSIN – Medicaid and CHIP	WYOMING – Medicaid
Website: https://www.dhs.wisconsin.gov/badgercareplus/p-10095.htm	Website: https://health.wyo.gov/healthcarefin/medicaid/programs-
Phone: 1-800-362-3002	eligibility/
	Phone: 1-800-251-1269

To see if any other states have added a premium assistance program since July 31, 2023, or for more information on special enrollment rights, contact either:

U.S. Department of Labor Employee Benefits Security Administration www.dol.gov/agencies/ebsa

www.doi.gov/agencies/ebs/ 1-866-444-EBSA (3272) U.S. Department of Health and Human Services Centers for Medicare & Medicaid Services

www.cms.hhs.gov

1-877-267-2323, Menu Option 4, Ext. 61565

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OMB