



Health Net of California, Inc.
PO Box 9103
Van Nuys, CA 91409-9103

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September 19,
2025

Pharmacy Plan Creditable Coverage Notice

A message from Health Net of California, Inc. "Health Net"

Dear Valued Client,

At Health Net, we're committed to keeping you informed about important requirements related to your group health benefits. This letter provides you with key information about Medicare Part D Creditable Coverage for your Health Net pharmacy plans.

Employer Obligations Under Medicare Part D

Since 2006, Medicare has provided prescription drug coverage through the Medicare Part D program.

Employers that offer prescription drug benefits to Medicare eligible employees, retirees, or their dependents are required to:

- Determine whether the prescription drug coverage offered is considered Creditable Coverage. Creditable coverage is defined as coverage that is expected to pay, on average, at least as much as the standard Medicare Part D prescription drug benefit.
- Provide annual notification to Medicare eligible individuals regarding the status of their pharmacy coverage - specifying whether their coverage meets the standard for Creditable Coverage.
- Submit an annual disclosure to the Centers for Medicare & Medicaid Services (CMS) indicating the prescription drug plan's Creditable Coverage status.

Health Net's Plan Year 2025-2026 Pharmacy Plan Assessment

As of the date of this letter, Health Net has assessed its plan year 2025 and plan year 2026 commercial large group pharmacy plans.

- All current custom pharmacy plans and 2025/2026 Employer Choice pharmacy plans provide Creditable Coverage for 2026.
- If you make changes to your pharmacy plan at renewal and select a plan outside of Employer Choice, please contact your Health Net representative to confirm whether the new pharmacy plan provides Creditable Coverage.

Please note:

Creditable Coverage status is determined based on the current plan design and Medicare Part D standards as of the date of this letter. Because both may change annually, employers should review and reassess

creditable status each year, especially before Medicare's Annual Election Period or when making material plan changes.

What You Need to Do

1. Notify Your Medicare Eligible Members

You must inform your Medicare eligible employees, retirees, and dependents if their prescription drug coverage is Creditable Coverage. This notice must be provided before Medicare's Annual Election Period, which starts October 15, 2025.

CMS Model Disclosure Notices

CMS provides model disclosure notices that employers may customize and use to meet their notice obligations. To access these notices, please visit:

<https://www.cms.gov/medicare/employers-plan-sponsors/creditable-coverage/model-notice-letters>

A Medicare Part D-eligible individual is anyone who:

- Is entitled to Medicare Part A or enrolled in Medicare Part B, and
- Resides in the service area of a Medicare Part D plan.

2. Report Your Creditable Coverage Status to CMS

Employers are required to notify CMS of the Creditable Coverage status of their pharmacy plans each year. This is done by completing the Online Disclosure to CMS Form, available at:

<https://www.cms.gov/medicare/employers-plan-sponsors/creditable-coverage/disclosure-form>

This form must be submitted:

- No later than 60 days after the start of the plan year
- Within 30 days of any change in creditable coverage status
- Within 30 days of terminating prescription drug coverage

Additional Resources

For more information on Creditable Coverage requirements, visit the CMS Creditable Coverage Page:

www.cms.gov/CreditableCoverage

If you have any questions, contact your Health Net Account Manager or call the Health Net Account Services Unit at 1-800-547-2967. We appreciate your partnership and look forward to supporting your group's health care needs.

Sincerely,
Health Net

*Medicare Advantage plans do not need to be tested and are not included in the results. Health Net does not offer testing for Retiree Drug Subsidy (RDS) plans. If you offer an RDS plan, you should obtain testing from another qualified actuary.

Health Net of California, Inc. has a contract with Medicare to offer HMO and HMO SNP plans. Enrollment in a Health Net Medicare Advantage plan depends on contract renewal. Health Net HMO, PPO and Salud con Health Net HMO y Más plans are offered by Health Net of California, Inc. Health Net of California, Inc. is a subsidiary of Health Net, LLC and Centene Corporation. Health Net is a registered service mark of Health Net, LLC. All rights reserved.

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