

# DALRC

October 31, 2007

Dear Delta Retirees,

**For those Retirees under the age of 65**, by now, you should have received your Healthcare benefits packet along with a letter from Rob Kight, VP of Benefits describing your benefit options for 2008. If you do not receive your packet by October 31, 2007, please contact 1-800-MYDELTA to confirm your mailing address. As stated in the documents, open enrollment for retirees will be **November 8 -November 28** and it is very important that you take the time to review your benefit choices for 2008 during that window of opportunity. You will not be able to make changes to your 2008 coverage after November 28 so please review your choices and make your selections within that window. ***If you do not want to make changes to your Healthcare options you currently have in 2007, your coverage in 2008 will default to your 2007 coverage if you take no action during the enrollment period.***

**For those Non-Pilot Retirees over the age of 65 or soon will reach their 65<sup>th</sup> birthday**, you should have received a packet in the mail the middle of October from Marsh, the Plan Administrator for the DALRC Retiree Medical Plans for Delta Retirees describing the Medical plans available to ALL Delta Retirees over the age of 65. If you have not received a packet describing the DALRC Medical Plans, which includes Medical/Prescription Drug, Dental and Vision Care options, please contact Marsh at 1-877-DALRC65 or 1-877-325-7265 to verify your correct mailing address. The DALRC Medical Plans are the **only "Delta Affiliated" programs providing a subsidy for most Delta Non-Pilot retirees over the age of 65 in 2008.** The subsidy for Non-Pilot Retirees for 2008 will increase from \$50.00 per plan participant over the age of 65 in 2007 to \$51.15 (both retiree and spouse, if they retired prior to January 01, 2006, qualify for the subsidy when they reach age 65 providing they were at least 59 years old on January 01, 2007 if they retired under ERMO or PensionPlus and at least 60 years old on January 01, 2007 for all other Non-Pilot Retirees in other early or regular retirement programs. This increase of \$1.15 is based on the increase in the CPI (Consumer Price Index), and a result of the Non-Pilot 1114 negotiations during the bankruptcy allowing for up to a 3% increase per year on the subsidy tied to the CPI. This subsidy can only be applied to the Medical/Prescription Drug Programs and can not be applied toward the cost of the Dental and Vision plans in the over 65 program. **DALRC Medical Plan enrollment window is open NOW!**

**If you have questions or need additional information prior to enrolling in any of the DALRC over 65 programs, please call 1-877-DALRC65 for assistance.**

**For Pilot Retirees over the age of 65 or soon will reach their 65<sup>th</sup> birthday,** you also should have received a packet in the mail the middle of October from Marsh, the Plan Administrator for the **DALRC Retiree Medical Plans for Delta Retirees** describing the Medical plans available to ALL Delta Retirees over the age of 65. If you have not received a packet describing the DALRC Medical Plans, which includes Medical/Prescription Drug, Dental and Vision Care options, please contact Marsh at 1-877-DALRC65 or 1-877-325-7265 to verify your correct mailing address. Pilots will receive comparable increases to their subsidies in 2008, based on the change in the CPI and their cost will be determined under their contractual benefits, determined by their retirement date. Pilots have another "Delta Affiliated" insurance program available to consider when you reach the age of 65 under the Delta umbrella of benefits through the Delta Pilot Medical Plan. **Please be aware that the DPMP plan is not the same plan or cost structure for Pilot Retirees over 65 as it is for Pilots, their spouses and dependents under the age of 65.** Once you reach the age of 65 under the DPMP Plan effective in 2007 with a change negotiated during the bankruptcy, you will be placed in the "Out of Area" Plan which means you will be responsible for ALL of your out of pocket cost that are not covered by Medicare until you reach a total out of pocket cost of more than \$2,500 per year. The way the plan works is Delta parallels Medicare in payment of the first 80% and that leaves the participant responsible for the remaining 20% until a maximum of more than \$2,500 is spent toward medical cost. This means that when Medicare picks up the 80% cost, Delta is required to pay nothing toward the cost unlike in the under 65 DPMP Plan where you have the "In Network" option. As you know, the DALRC Medical Plan has a total out of pocket cost each year of \$1,000 which includes your Hospital, where you pay Zero to go into the hospital as the Hartford picks up all the Medicare eligible cost that Medicare does not cover and all of your Part B cost counts toward your total \$1,000 out of pocket cost, a much better value for your money than the DPMP over 65 plan through Delta. Pilots have the ability to apply their Medical/Prescription Drug subsidy toward this plan but can not be applied toward the cost of the Dental and Vision plans in the over 65 program. **DALRC Medical Plan enrollment window is open NOW!**

**If you have questions or need additional information prior to enrolling in any of the DALRC over 65 programs, please call 1-877-DALRC65 for assistance.**

The Board of DALRC would like to thank everyone that came out to the 2008 Benefits Road Shows we participated in with the over 65 vendors from October 17, 2007 - October 26, 2007. We had a great turn out and enjoyed meeting many of the current and future participants in our DALRC Medical Plans for Delta Retirees. Without a doubt, at every stop along the way we heard loud and clear how much Delta Retirees appreciate the over 65 program we have put together. As you know, we oversee these programs on a daily basis and our success would not have been possible without the continued help and support of Delta Retirees, both Non-Pilot and Pilots!

Thanks Much for your support and keep it up!

Cathy Cone  
Chairman, DALRC and DALRC Benefit Trust

**For Further Information:**

**DALRC**

<http://www.dalrc.org>

**DALRC Retiree Service Center**

<http://www.ebview.com/dalrc>

**Marsh(DALRC) Call Center Phone Number**

**1-877-DALRC65**

**Operational Monday-Friday 7:30am-8:00pm CST.**

*The DALRC as the plan sponsor of the DALRC Retiree Benefit Trust plans certifies that the plans adopts and incorporates the provisions of the HIPAA Privacy Rules.*