Orange & Rockland
a conEdison, inc. company

Orange and Rockland Utilities, Inc.
One Blue Hill Plaza
Pearl River NY 10965
www.oru.com

November 2025

Re: 2026 Open Enrollment

Dear Retiree:

It's open enrollment for benefits effective January 1ˢ, 2026. **Open Enrollment will run from Wednesday, November 19, 2025, through Wednesday, December 3, 2025.**

Please review this letter and attached materials carefully and follow the instructions below if you wish to make any healthcare benefit changes for 2026. *Please note that **no action** is required to keep the coverage you have today.*

Con Edison is making thoughtful updates to your benefits to maintain quality and improve your experience.

New: Medical Plan Transition – Anthem Blue Cross Blue Sheild

- We are transitioning from Cigna to **Anthem Blue Cross Blue Shield (BCBS)** as our medical plan administrator.
- Anthem is **available in all 50 states**
- Our Medical Plan Design is not changing
- Anthem offers a vast provider network with a 98% overlap with current Cigna providers
- You will receive a new medical ID card for medical benefits
- Anthem's enhanced service model includes personalized support from an Anthem Guide
- Anthem has many names, such as:

Blue Cross	**Anthem Blue Cross Blue Shield**	**Florida Blue**
Blue Shield	**Anthem Blue Cross**	**Highmark Blue Cross Blue Shield**
Blue Cross Blue Shield	**Empire Blue Cross Blue Shield**	**Independence Blue Cross**
BCBS	**Horizon BCBS NJ**	**Blue Cross Blue Shield (state/region)**

To confirm whether your provider is in- network, contact Anthem BCBS at 1-844-614-3180.

New:

- Student status verification is no longer required. Effective January 1st, 2026, retirees can cover dependents up to age 23. Benefits for those dependents will automatically terminate on the last day of the month of their dependents' 23rd birthday.

- **O&R Management Retirees -Affiliated Physicians** – Preventive care is covered at 100% in your medical plan; therefore, Management retirees will no longer be eligible for services at Affiliated Physicians effective January 1st, 2026.

ACTION ITEMS

1. Review this letter and attachments
2. ***If you'd like to continue in the same plan, no further action is required, and Anthem will replace Cigna as your healthcare provider effective January 1st, 2026***.
3. If you'd like to make changes, please go to The Employee Hub at www.retirees.oru.com. navigate to Self Service.
4. If you're currently with Cigna, be on the lookout for your new Anthem Blue Cross Blue Shield ID card in late December.

***Important Notes*:**

- ***CVS Caremark/SilverScript will continue to administer your prescription drug coverage.***

- ***For O&R surviving spouses only, the rates included in this packet apply to retirees only. You will receive a separate packet from WEX Health, Inc. ("WEX") shortly, which will include your new rates for 2026. Payments will continue to be sent to WEX for your healthcare contributions. If not already enrolled, you must enroll with WEX to submit payments to avoid cancellation of your coverage. You may contact WEX at 1-866-451-3399.***

- ***For all retirees who elected a Lump Sum Pension Option, billing services for your healthcare contributions will continue to be administered by WEX Health, Inc. ("WEX"). All healthcare contribution payments must be sent directly to WEX to avoid cancellation of your coverage. If you have not already enrolled, you must enroll with WEX in order to submit payments to avoid cancellation of your coverage. You may contact WEX at 1-866-451-3399.***

Monthly Retiree Contributions

The attached "Schedule of Monthly Retiree Contributions" details the 2026 monthly payroll deductions for retirees enrolled in the Program.

Healthcare for Eligible Medicare Participants
At age 65, Medicare becomes your primary plan for both medical and pharmacy and the Con Ed plan is secondary.

When you obtain your Medicare card (reflecting Part A and B coverage), you **must** submit a copy of that Medicare card to HR Assistance by initiating a service request via self-service in the Employee Hub or mail to Con Edison, HR Assistance, 4 Irving Place, Mailbox 143, New York, NY 10003**. Failure to provide your Medicare card will result in a loss of coverage.**

Note: If you are not enrolled in Medicare Part B by your Medicare eligibility, you will not be eligible for coverage under the Retiree Healthcare plan.

Prescription Drug Plan for Medicare Eligible Participants
Our Retiree Health Prescription Drug Plan coordinates with the Medicare Part D prescription drug program. Prescription drug benefits for Medicare eligible retirees/dependents who are enrolled in CVS Caremark are administered by the SilverScript, an affiliate of CVS Caremark. In addition to using the SilverScript pharmacy network negotiated with CVS Caremark, Medicare eligible participants can obtain prescriptions at any CVS Caremark retail pharmacy. If you obtain prescriptions through the mail, you need to send the prescriptions to the SilverScript mail order pharmacy.

Health Insurance Alternatives for Retirees

There are options for your medical and pharmacy coverage in retirement. For example, you can choose this Program, consider your spouse's employer plan (if available), or even the Health Insurance Marketplace (created under the Affordable Care Act).

We encourage you to explore all healthcare coverage options available to you. This will enable you to make an informed decision when choosing healthcare coverage that best meets your family's needs. Regardless of which state you live in, you'll be able to compare your healthcare insurance options in the Health Insurance Marketplace by visiting their website at www.HealthCare.gov.

To discontinue your Con Ed retiree healthcare coverage, you can Waive your coverage on The Employee Hub by choosing Retiree Medical No Coverage.

Important Reminder: If you (or your spouse) choose not to participate in the Program in 2026, you (or your spouse) will not be eligible to participate in the Program in the future unless, during the interim period, you (or your spouse) are covered under another employer's group health plan (not an individual policy) either through another insurance provider, or at a minimum, a New York State platinum level plan (or equivalent) purchased in the Health Insurance Marketplace.

Coverage Provided for Reconstructive Surgery Following Mastectomy

The Women's Health and Cancer Rights Act of 1998, a federal law, requires group healthcare plans to provide coverage for reconstructive surgery and prostheses following mastectomies and to notify covered participants each year of available benefits.

Under the Program, benefits for a medically necessary mastectomy include:

- Reconstruction of the breast on which the mastectomy has been performed,
- Surgery and reconstruction of the other breast to produce a symmetrical appearance, and
- Treatment for physical complications during any state of a mastectomy, including lymphedema.

This coverage must be provided in consultation with the attending physician and the patient and is subject to the same annual deductibles and coinsurance provisions applicable to the mastectomy.

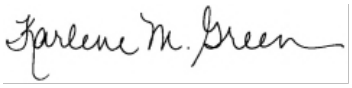
The Company has moved to a new self-service platform called "The Employee Hub," available to all active and retired employees. The Employee Hub helps you stay connected to the company, while also allowing you to manage your personal information effortlessly and connect securely when support is needed. You may utilize The Employee Hub to update personal or direct deposit information, check current benefits enrollment, access payslips, etc.

To register for the Employee Hub, follow the user guide which is found on the O&R Retiree website www.retiees.oru.com under self-service on the home page. If you have trouble registering, please contact HR Assistance at 1-800-582-5056.

If you have any questions about coverage or covered benefits, call Anthem BCBS at 1-844-614-3180.

For all other questions, please submit a service request in the Employee Hub or contact HR Assistance at 1-800-582-5056, Monday through Friday, 8 a.m. – 4 p.m. ET.

Sincerely,



Karlene Green
Director, Benefits
Human Resources

Attachments

This benefit summary serves as a summary of material modifications (SMM) and notice of terms to participants under the applicable plans, within the meaning of Section 104 of ERISA. It constitutes an addendum to your summary plan description booklet.

The changes and information described in the benefits summary are also subject to any plan documents, including any contracts between Con Edison and the firms that insure and/or administer the plans. In the event of any conflict between the information and the changes described in the benefits summary and any plan documents, the plan documents will prevail.