

The Delphi Salaried Retiree Association-Benefit Trust (DSRA-BT) will continue to provide financial assistance to those in need and retired before April 2, 2009 for the 2020 plan year. The DSRA-BT Hardship Grant is intended to assist Delphi Salaried Retirees and/or their survivors, dependents, and spouses that face serious financial hardship with funds to assist them in paying the cost for medical and prescription drug coverage. The Hardship Grant is considered taxable income to the recipient. Below, the 2020 Hardship Grant application process is reviewed followed by further important news for both the Under Age 65 and the Age 65 & Over groups. Only one grant per household will be awarded unless two members of the household are Delphi Salaried Retirees and both retired before April 2, 2009.

HARDSHIP GRANT APPLICATION – MODIFIED ADJUSTED GROSS INCOME (MAGI) & ASSET FORMULA

All applicants must submit a Hardship Grant application to document household Modified Adjusted Gross Income (MAGI) and assets. First, home equity assets are excluded, and then a percent of net assets is added to MAGI to determine eligibility. The percent added varies for 1-person, 2-person, and family households.

For those *Age 65 & Over* and those *Under Age 65*, the Hardship Grant application is all that is required. However, based on your age, please review the applicable section below for additional information.

Under Age 65

For those *Under Age 65*, eligible for federal or state exchange plans, and eligible for an ACA subsidy, changes to the Hardship Grant were required to ensure you remain eligible for an ACA subsidy, and to ensure you have choices in your selection of a plan.

Per the Affordable Care Act (ACA), you become *ineligible* for an ACA subsidy if you are provided a DSRA-BT premium subsidy to pay for any portion of your premiums. To retain ACA subsidy eligibility, the DSRA-BT will once again be giving a Hardship Grant rather than a premium subsidy. If you qualify and accept a Hardship Grant, it will be provided to you as *one payment* in January, 2020.

Once you accept a Hardship Grant, you will be *ineligible* for health coverage provided through DSRA-BT, and if you currently have coverage through the DSRA BT your coverage will expire December 31, 2019. You will, however, be eligible to enroll in a plan through the public Health Insurance Marketplace (a/k/a the Public Exchange) and if you qualify you may be eligible for financial assistance in the form of advance premium tax credits and cost-sharing subsidies under the ACA for coverage starting January 1, 2020.

PLEASE NOTE – If you enroll in a plan through the public Health Insurance Marketplace, ***you are responsible for premium payments***. The DSRA-BT cannot make payments on your behalf. Your monthly payment for coverage through the Public Exchange plan will be the difference between the premium and your ACA subsidy. Visit www.healthcare.gov to learn more about plans available to you via the public Health Insurance Marketplace and to complete your ACA application.

Age 65 & Over

For those *Age 65 & Over*, Medicare remains your primary plan. You are not eligible for an ACA subsidy. The Hartford group plan will be available to you via the DSRA-BT whether or not you are awarded a Hardship Grant. The application process remains very similar to 2019, and will be based on a MAGI and asset formula.

NEXT STEPS...

If you believe you might be eligible for a Hardship Grant, you are encouraged to apply. Hardship application forms are available at www.dsrabenefittrust.net → Resources → Hardship Fund → Click here for the Hardship application. Alternatively, you may request an application form from Benistar, our Hardship Grant administrator at 1-888-588-6682.

DEADLINE FOR HARDSHIP APPLICATION

The deadline for completing the application process for both pre- and post-65 members is **WEDNESDAY, NOVEMBER 27, 2019** . All materials must be received by this date.

Please submit your application as soon as possible to Benistar as indicated below:

Mail:	Benistar Admin Services 10 Tower Lane, Suite 100 Avon, CT 06001	Email:	memelig@Benistar.com
		Fax:	1-860-408-7025

Benistar will process hardship applications and notify applicants of being accepted or rejected.

QUESTIONS

If you have questions about the benefit plans or the enrollment process, please contact Benistar, our Hardship Grant administrator, at 1-888-588-6682.

Regards,

DSRA Benefit Trust - Board of Directors