



Dear Retiree,

Your Freescale benefits annual enrollment period for 2010 begins Monday, October 26 and ends Friday, November 6, 2009. That means it's time to think about your Freescale benefits for the coming year.

What's Changing in 2010:

- Like all employers, Freescale is being impacted by an increase in medical costs. The company expects to pay at least 13 percent more for medical claims in 2010. Your Freescale Pre-65 Retiree Medical Plan monthly premium will also increase by 13 percent.
- Your Health Net HMO medical plan monthly premium will increase by 100 percent for single coverage and by 50 percent for family coverage.
- Beginning January 1, the Aetna Behavioral Health plan will be enhanced to comply with the Mental Health Parity Act. Your Behavioral Health plan benefits will be consistent with your medical and surgical benefits. Clinical medical necessity and pre-certification will continue to apply.

What's Not Changing in 2010:

- **No change** in medical carrier or plan features
- **No change** in dental cost or coverage
- **No change** in vision cost or coverage

Take Time to Enroll

- From October 26 to November 6, log on to **www.freescale.com/rewards** to make the benefit decisions that are best for you and your family. Update your dependent data and provide the required social security information.
- For additional information about retiree benefits, go to www.freescale.com/retirees.
- If you do not make any changes by the deadline on Friday, November 6, your 2009 enrollment choices will carry over to 2010.



- The Freescale Customer Service Center will mail a confirmation of your elections to your home address on file the week of November 9.

Reminder: Your Health Information is Always Protected

Federal regulations restrict the use and sharing of confidential health information that can be linked to you. Under penalty of law, certain protected health information, as outlined in the Health Insurance Portability and Accountability Act (HIPAA) cannot be used or disclosed without your authorization. Freescale has always taken steps to safeguard your personal information. This notice is to remind you that our Notice of HIPAA Privacy Practices is available for you to review at any time. The notice offers details about how your medical information may be used or disclosed, and how you can access this information yourself.

To view or print the HIPAA Privacy Statement: log onto **www.freescale.com/rewards**, and click on the *Health, Insurance* tab. The HIPAA Privacy Notice is located under *Plan Information*. There, you can click the *HIPAA Privacy Notice* link. You can also request a copy by calling **1-888-375-2367**.

Additional Information

For questions regarding the enrollment process or coverage options, contact Freescale Rewards Customer Service at 888-FSL-BENS (375-2367) weekdays from 8:30 a.m. to 5:30 p.m. Central time.