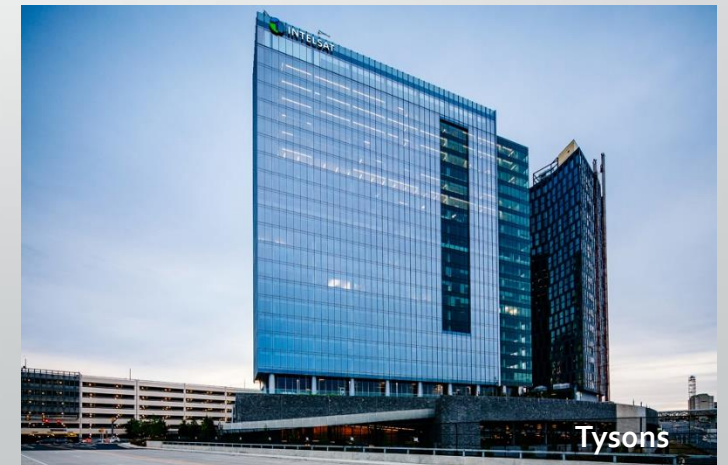
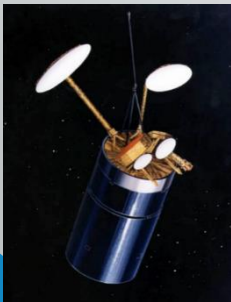


# 19<sup>th</sup> Annual Meeting of Intelsat Retirees and Alumni Association

21 October 2018



# Meeting Agenda

- Adoption of the Agenda
- Report on the Results of Election for Three Directors & Election of Board Officers
- Membership Status Report (included in your folder)
- Report on Association Finances (included in your folder)
- Social Events (included in your folder)
- Burt Edelson Scholarship Fund (*Joe Pelton*)
- Motion for Consideration (included in your folder)
- Health Plan Change (included in your folder)
- Adjournment



# Report on the Election Results & Election of Board Officers

## Three Directors Elected

(term expiring in Oct. 2020)

**Jane Kinzie**

**Francis Latapie**

**Alan Olson**



# IRAA Board Members & Volunteers

## *President*

**Peggy Slye**

## *Vice-President*

**John Sofranko**

## *Directors*

**Jane Kinzie**

**Francis Latapie**

**Alan Olson**

**Peggy Slye**

**John Sofranko**



# IRAA Board Members & Volunteers (contd)

Administrative Assistant  
**Please volunteer**

Secretary  
Anita Santos

Facebook Administrator  
Ed Stoner

Treasurer  
Satpal (Rani) Chhabra

Membership Co-Directors  
Alan Olson  
Ed Stoner

Special Advisors to the BOD  
Simon Bennett  
D.K. Sachdev

Newsletter Editor  
Jane Kinzie

Website Manager  
Alan Olson

Newsletter Editor Asst.  
Susan Jung



# IRAA Board Members & Volunteers (contd)

## Social Committee

**Ati Kadarmento-Olson** (*Chair*)

**Anita Saltos**

**Ed Stoner**

**Alan Olson**



# Welcome New Members

Aloysius Kwan  
Andrew Dunnet  
Ben Chang  
Ben Pontano  
Daphne Xu  
Dima Samata  
Eric Schaefer  
Evan Moses  
Farshid Moghimi  
George Chambers  
Gerald Lo  
Helmut Wild

Julieta Sanchez  
Kathie Urbanic  
Lan Nguyen  
Martha Castellano  
Myrna Samson  
Nancy Velasquez  
Phil Morales  
Raju Pulugurtha  
Rick Rickford  
Roya Shambayati  
William David Jeffries



# Lost Intelsat Colleagues





**Joe Bulko**



**18 August 2018**

**Roderick 'Rick' Jones**



**30 July 2018**

**Leo Evangelista**



**20 May 2018**



# Al Cammarata



11 May 2018

**Radha Ragunathan**  
(spouse of Kris Ragunathan)



9 April 2018

**Ramesh Kochhar**



11 March 2018



**Seb Lasher**



**5 March 2018**

**Marie-Dominique (Nogues)  
Kaul-Meledje**



**8 February 2018**

**Leonard Parker**



**30 December 2017**



## Erland and Ann Magnusson



Late November 2017 & 15 December 2017

## Steve Gray



22 December 2017



# Ceferino Rodriguez



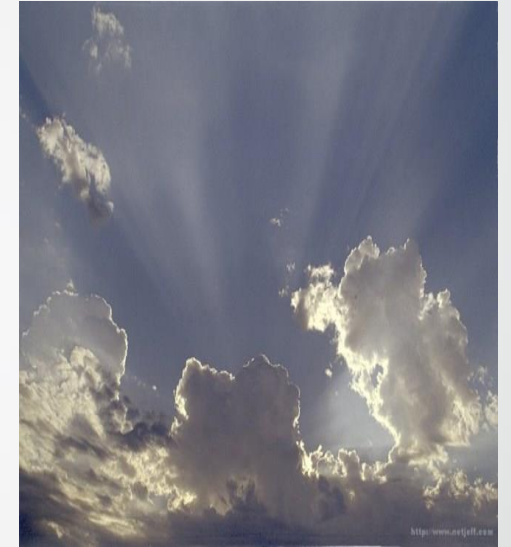
14 November 2017

# Gary Gordon



29 October 2017

# Ananda Sharnprapai



< 16 September 2018

# Membership Status

<b>Total membership:</b>	<b>402</b>
• 19 new members	
• 9 lost members	
<b>• Active members:</b>	<b>365</b>
▪ Lifetime:	58
▪ Five-Year:	146
▪ Annual Regular:	140
▪ Other:	16
➤ Limited Rights:	19
➤ Inactive:	20
➤ Suspended (return to Intelsat):	2



## Country Breakdown:

- USA 367
- France 6
- United Kingdom 6
- Australia 5
- Brazil 2
- India 2
- Bermuda 1
- Canada 1
- Greece 1
- Germany 1



## Country Breakdown (contd):

- Ireland **1**
- Italy **1**
- Japan **1**
- Netherlands **1**
- Norway **1**
- Portugal **1**
- South Africa **1**
- Spain **1**
- Sweden **1**
- Thailand **1**



## ▶ USA/State Breakdown:

▶ United States – **367** (*East 315; West 45; Mid-West 7*)

▪ MD	<b>127</b>	WV	<b>5</b>	MA	<b>1</b>
▪ VA	<b>114</b>	WA	<b>5</b>	MI	<b>1</b>
▪ FL	<b>27</b>	NV	<b>3</b>	NE	<b>1</b>
▪ CA	<b>23</b>	IA	<b>2</b>	NM	<b>1</b>
▪ DC	<b>19</b>	IN	<b>2</b>	NY	<b>1</b>
▪ NC	<b>7</b>	ME	<b>2</b>	OH	<b>1</b>
▪ AZ	<b>6</b>	NJ	<b>2</b>	PA	<b>1</b>
▪ CO	<b>6</b>	TN	<b>2</b>	UT	<b>1</b>
▪ SC	<b>5</b>	DE	<b>1</b>	??	<b>1</b>



- If you have a change of address, phone number, or EMail address; or if you may be aware of a recent loss of an Intelsat colleague:

EEmail to: [info@myiraa.com](mailto:info@myiraa.com)

- If you have any significant life-change event such as a loss of a spouse:

Contact Intelsat Benefits Call Center toll free:

**1-877-632-8108; 001-877-632-8108** (International)

Also EMail to: [info@myiraa.com](mailto:info@myiraa.com)



# IRAA & Friends Facebook

(closed group)

Total membership: **303**

➤ To join IRAA&F closed group:

<https://www.facebook.com/groups/IntelsatRetirees/Association>

- or go to website: [www.myiraa.com](http://www.myiraa.com)

❖ For assistance in joining the IRAA&F, EMail our  
FB Administrator, Ed Stoner, [info@myiraa.com](mailto:info@myiraa.com)



# What Happened This Past Year

- **18<sup>th</sup> Annual Meeting of the General Assembly of the IRAA & Social Gathering**
  - Kenwood Golf and County Club, Bethesda, MD
  - 15 October, 2017
  - The theme of last year's event was a special tribute of the 25th Anniversary to the rescue and reboost of Intelsat 603 in May 1992.
  - Our special Guest Speakers were Pierre Madon, who led the technical efforts in coordination with NASA in the IS 603 Recovery and Reboost Mission, and, Pierre Thuot, one of the three STS-49 shuttle astronauts who successfully captured the satellite by hand.



# What Happened This Past Year

## ➤ **9<sup>th</sup> Annual IRAA/COMARA & Intelsat Summer Picnic**

- Seneca Creek State Park, Gaithersburg, MD
- 20 May, 2018

## ➤ **2<sup>nd</sup> Annual IRAA/Intelsat Summer Social**

- Ken Betaharon's home, Potomac, MD
- 8 September, 2018



# What's Happening Next Year

- **2<sup>nd</sup> Annual IRAA/Intelsat Winter Social Get Together**
  - Member Residence TBD
  - Late January 2019, Date/Time TBD
  
- **10<sup>th</sup> Annual IRAA/COMARA & Intelsat Summer Picnic**
  - Seneca Creek State Park, Gaithersburg, MD
  - 3<sup>rd</sup> week May 2019, Date/Time TBD



# What's Happening Next Year (contd)

- **3<sup>rd</sup> Annual IRAA/Intelsat Summer Social Get Together**
  - Member Residence TBD
  - Late August 2019, Date/Time TBD
- **3<sup>rd</sup> Annual IRAA/Intelsat Golf Outing**
  - Falls Road Golf Course, Potomac, MD
  - 2<sup>nd</sup> week September 2019, Date/Time TBD



# What's Happening Next Year (contd)

- **20<sup>th</sup> Annual Meeting of the General Assembly of the IRAA**
  - Springfield Golf and Country Club
  - Mid-October 2019, Date/Time TBD

Please let us know if you have any suggestions for a social event you would like the Social Committee to look into setting up next year.

Email:

[info@myiraa.com](mailto:info@myiraa.com)





# Burt Edelson Scholarship Fund

Joe Pelton



# Motion for Consideration for Consideration by IRAA Assembly



# Motion for Consideration by IRAA Assembly

- RESOLVED that the Officers and Directors of the Intelsat Retirees and Alumni Association are authorized to solicit contributions from IRAA members and other interested parties to fund legal actions against Intelsat which may be required to protect the health care benefits of Intelsat retirees and spouses/partners/dependents who are named in the Consent Decree of September 25, 2007 and to enforce the Court's decree.
- The Directors of the Intelsat Retirees and Alumni Association (IRAA) will manage the funds contributed in support of such legal actions and any funds remaining at the conclusion of such legal actions will be returned to donors on a pro-rata basis. All funds raised in support of these actions will be held separately from the Association's general accounts and funds. A report on the status of these funds will be provided to contributors and IRAA members on a monthly basis until all legal actions are concluded and any remaining funds are returned.



# Proposed Changes to Intelsat's Retiree Medical Health Care Plans

- Changes will affect all Medicare eligible retirees in the US
- Qualified and Non-Qualified plans affected
- Retirees notified on or about September 3
- Changes to Take Effect January 1, 2019
- September 25, 2007 Court decree requires: Adequate notice, comparable coverage, comparable cost and right to object for Qualified plan retirees
- Non-Qualified plan is provided solely at Intelsat's discretion
- Objection process is underway with 160+ objectors; first meeting with Intelsat on October 16, 2018

# Health Plan Change Comparison of Plans (Settlement group)

Original Courtesy of Roland Liu



## CURRENT PLAN

- Group plan – everyone under one class
- 30 retirees can file objections against Intelsat when they have features of the qualified plan altered; non-qualified plan members cannot object
- Cost savings realized from those with better primary insurance and less health issues will help support less fortunate colleagues

## PROPOSED PLAN

- Individual Plan - Each person will select a unique Medicare supplemental plan
- With each person under an individual plan, it will be impossible to protest change
- .
- All plan members lose the cost average savings of the group plan

## **CURRENT PLAN** (contd)

- Retirees will remain under the same plan and cannot be excluded for pre-existing conditions.
- Uniform for each class of coverage
- Everyone pays the same
- Not dependent on personal income

## **PROPOSED PLAN** (contd)

- May run into pre-existing condition problems when going from one individual plan and insurance company, to new companies and plans each year.
- Premiums are different for every optional insurance selected; each subsequent year becomes more complex
- Older colleagues will pay more
- Higher incomes pay more under the Medicare supplemental plans

## **CURRENT PLAN** (contd)

- Gender treated the same
- Intelsat assumes the risk of premium increases for qualified plan; non-qualified plan members assume risk of cost increases
- Retiree pays only one premium to United Health Care monthly

## **PROPOSED PLAN** (contd)

- Gender treatment different by each insurance company
- All retirees assume the risk of premium increases
- Retiree pays multiple premiums to each of the supplemental Medicare options every month. Via Benefits sends a reimbursement each month for each premium paid. Administrative burden for payments and claims falls on retirees.



## **CURRENT PLAN** (contd)

- Retiree pays only one premium to United Health Care monthly (contd)
- Intelsat pays as a secondary assuming you have primary insurance like Medicare part A & B.

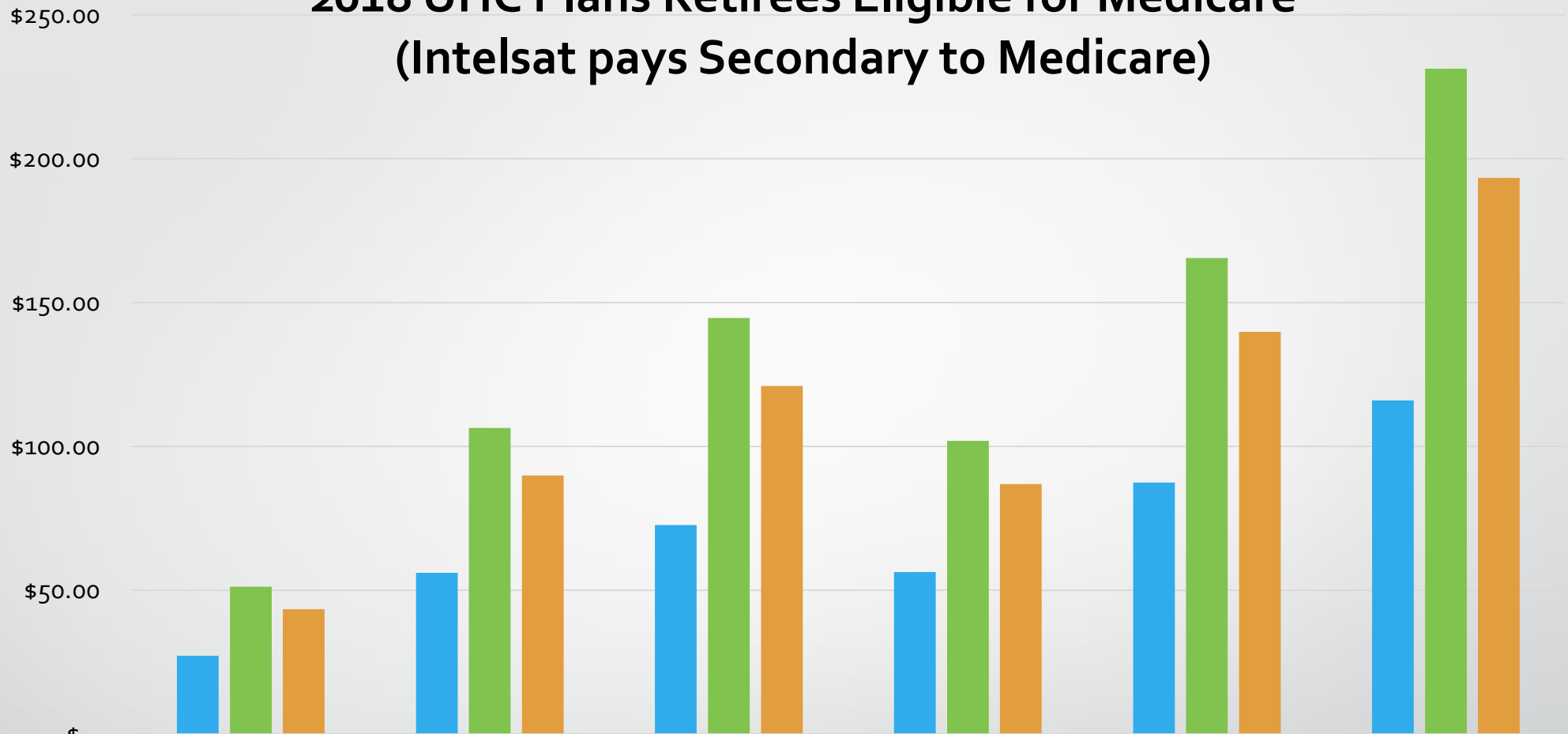
## **PROPOSED PLAN** (contd)

- Retirees are subject to possibility of errors in reimbursement. Much older and disabled retirees may have trouble coping with this kind of administrative process.
- Via Benefits insurance is secondary and Medicare is Primary (Medicare Part B) even when the Federal Employees Health Benefits insurance and other primary insurance plans offer similar or greater coverage.

# Health Plan Change Comparison of Plans (Settlement)



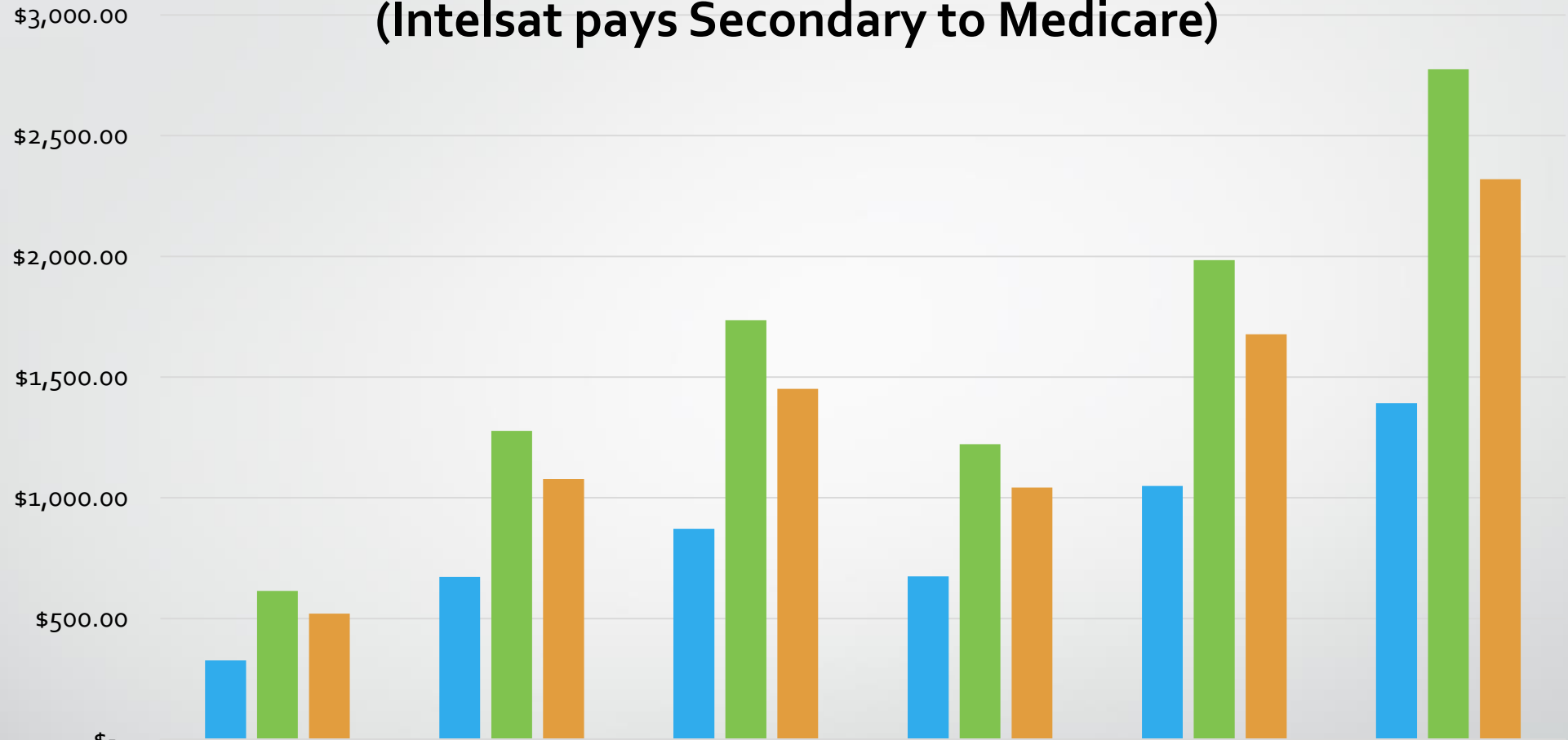
# 2018 UHC Plans Retirees Eligible for Medicare (Intelsat pays Secondary to Medicare)



	Individual Monthly	Individual + Spouse Monthly	Individual + Medicare eligible spouse Monthly	Individual + children Monthly	Family Monthly	Family + Medicare eligible spouse Monthly
UHC Choice Plus Core PPO	\$27.25	\$56.02	\$72.64	\$56.27	\$87.40	\$116.00
UHC Choice Plus Buy-Up PPO	\$51.24	\$106.43	\$144.64	\$101.88	\$165.42	\$231.24
UHC Choice EPO	\$43.36	\$89.86	\$120.99	\$86.88	\$139.74	\$193.34



# 2018 UHC Plans Retirees Eligible for Medicare (Intelsat pays Secondary to Medicare)



UHC Choice Plus Core PPO	\$327.00
UHC Choice Plus Buy-Up PPO	\$614.88
UHC Choice EPO	\$520.32



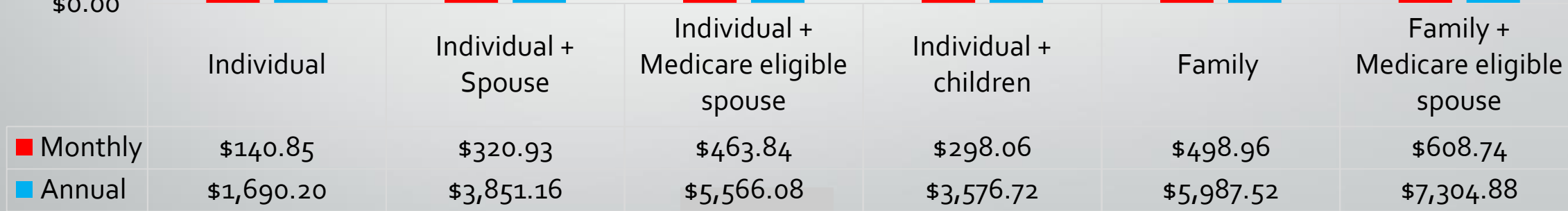
# Health Plan Change Comparison of Plans (Non-Settlement)

Courtesy John Sofranko



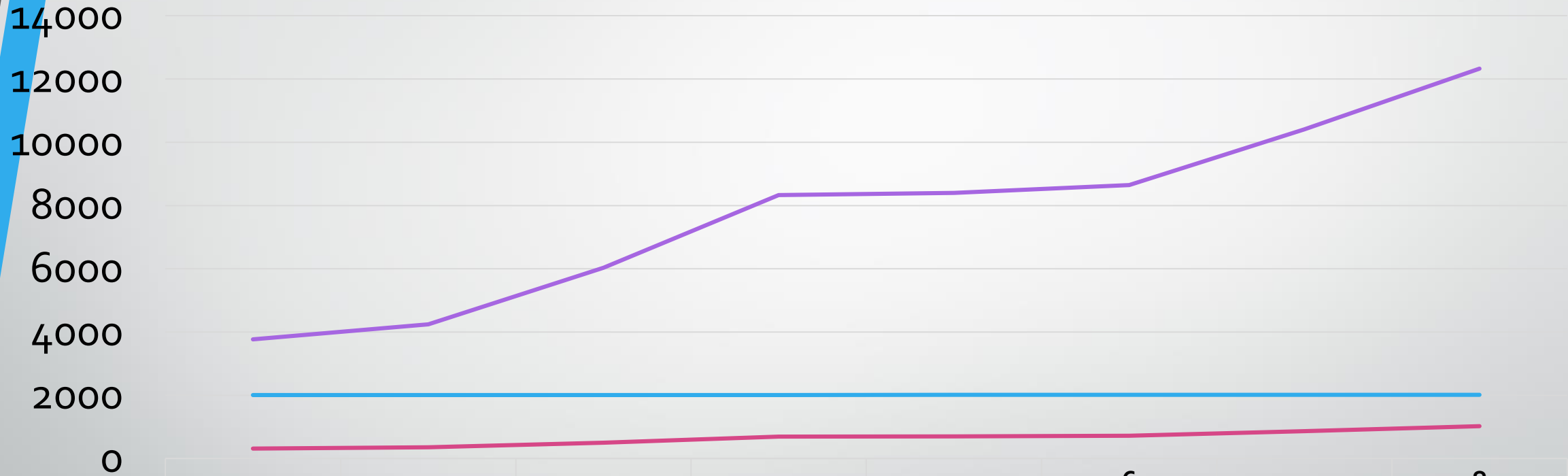
# 2018 PPO UHC only plan for NQ Retirees Eligible for Medicare

\$8,000.00  
\$7,000.00  
\$6,000.00  
\$5,000.00  
\$4,000.00  
\$3,000.00  
\$2,000.00  
\$1,000.00  
\$0.00



# Non-Settlement Premiums (contd)

## Non-Qualifying Group EPO per month 2008-2015



	1	2	3	4	5	6	7	8
Year	2008	2009	2010	2011	2012	2013	2014	2015
Monthly	\$314.30	\$353.68	\$502.48	\$694.46	\$699.79	\$720.47	\$867.62	\$1,027.35
Annual	\$3,771.60	\$4,244.20	\$6,029.76	\$8,333.52	\$8,397.48	\$8,645.64	\$10,411.44	\$12,328.20



# Non-Settlement Premiums (contd)

## Non-Qualifying EPO Percent increase over previous year 2009-2015



— Annual

2009

2010

2011

2012

2013

2014

2015

11.99%

45.58%

39.01%

0.81%

2.90%

17.99%

19.68%



# Adjournment



# Guest Speaker

Larry Postol

Postol Law Firm, P.C.



**Thanks for coming.  
Let's Eat!**

