

Dear Lear employee and/or retiree:

As previously communicated through a mailing to your home, there have been several changes to your health and welfare benefits as a result of the recent ratification of your collective bargaining agreements. This letter is intended to provide you with information related to a change to your prescription drug coverage. Effective January 1, 2010, prescription drug benefits will be eliminated for members age 65 and older (employees, retirees and spouses). For those members age 65 and older, prescription drug coverage is available through your provincial health plan – the Ontario Drug Benefit (ODB) Program.

Our records indicate that you (or a family member) are currently taking a prescription drug product that is not covered under the ODB Program. Please take a moment to review this letter for information on possible alternatives for treatment and/or other coverage options that may be available through your provincial plan. Providing you with early notification of potential coverage lapses allows you the opportunity to review your treatment program with your pharmacist and physician and to be prepared for the change well in advance of its start. Please take note of the important information below.

What is the Ontario Drug Benefit (ODB) Program?

Through the Ontario Drug Benefit Program, the Ministry of Health and Long-Term Care covers most of the cost of prescription drug products listed in the ODB Formulary, as well as some exceptional cases. The ODB Program provides coverage for over 3,200 drug products, including nutrition products and diabetic testing agents. In addition, drug products that are not listed on the Formulary are also considered for coverage through the ministry's Exceptional Access Program (EAP) on a case-by-case basis following a written request by a patient's physician.

How do I enroll in the ODB Program?

As an Ontario resident over the age of 65, you are eligible for community-based, outpatient drug coverage through the ODB program as long as you have a valid Ontario Health Insurance Plan (OHIP) card. As long as the ministry has the correct mailing address, individuals will receive notification of their upcoming ODB eligibility by mail about 2 months before they turn 65. For those qualifying as seniors ODB benefits begin on the first day of the month following their 65th birthday.

Seniors, with a valid Ontario health card, who are turning 65 years of age are automatically entitled to receive benefits under the ODB program, and do not need to apply for coverage. They need only take their prescription and health card to the pharmacy and tell the pharmacist that they are now eligible for the ODB program. The pharmacist will check their eligibility on the government's Health Network System.

How do I pay under the ODB Program?

The benefit year for all ODB recipients starts on August 1st and ends on July 31st of the following year. Under the ODB program, you may be asked to pay some portion of your eligible prescription drug product cost as follows:

- \$100 deductible per senior per benefit year in ODB eligible prescription drug costs. To assist in offsetting this cost, Lear will provide eligible retirees a maximum payment of \$100 per year. This payment will be made in January of each year in the form of a cheque.
- After the \$100 deductible is paid, you are responsible for up to a \$6.11 co-payment toward the dispensing fee each time you fill an ODB eligible prescription.

I am currently taking a drug that is not covered by ODB. Are there any alternatives available?

Page four of this letter includes examples of commonly prescribed drug products that may not be eligible for coverage under the ODB Program; however, they may have therapeutic alternatives that are covered by ODB. Use the list along with this letter as tools to help guide you and your pharmacist or physician in choosing the most appropriate alternative medication therapy for you.

What if a therapeutic alternative drug is not effective for me or not available?

In some circumstances, you may have tried an ODB eligible drug product, which may not have been therapeutically effective for you. In these exceptional circumstances, if an alternative is not available, a request for funding consideration may be made through the Exceptional Access Program (EAP). Through this process, individuals with uncommon clinical circumstances could be provided exceptional access to certain drugs.

How do I apply for EAP consideration?

To apply for funding consideration through the EAP, your physician must submit a formal request. Your physician must apply for EAP coverage by submitting complete and relevant medical information to the ministry, providing the clinical rationale for requesting the unlisted drug and reasons why covered benefits are not suitable. Each request is reviewed individually, according to specific criteria by either internal or by external experts. Based on this review, the requests are either approved or rejected.

When the review is completed, the ministry sends a written response to the requesting physician confirming whether or not coverage has been approved. If approved, the coverage period has specific effective and expiry dates. If an extension is required, your physician must request an extension using the same EAP process.

What should I do now?

To avoid any disruption or unexpected out-of-pocket costs at the pharmacy, be sure to discuss your treatment options with your pharmacist or physician well in advance of the plan change date of January 1, 2010. Please talk to your pharmacist or physician about:

- the upcoming elimination of your prescription drug coverage
- the impact on your current prescription drug therapy
- potential lapses in ODB coverage
- alternative treatment options

Where can I find more information about the ODB Program?

You may call the ServiceOntario, Infoline at 1-866-532-3161 or visit the Ontario Ministry of Health and Long-Term Care website at <http://www.health.gov.on.ca/en/public/programs/drugs> for more information of the ODB Program.

I have other questions about my drug claims. Whom should I contact?

If you have questions regarding your prescription drug claims, please contact Green Shield Canada's Customer Service Centre at 1-888-711-1119.

The list below provides examples of commonly prescribed prescription drug products that are not covered under the ODB Program. In some cases, there is a therapeutic alternative product available under the ODB Program. As noted previously, if an alternative is not available, a request for funding consideration may be made through the EAP. ¹

If you are currently taking:	For the treatment of:	Alternative Prescription Drug Products Covered by ODB:
Nexium®	Conditions such as stomach ulcers and gastroesophageal reflux disease	Other proton pump inhibitors (PPIs), such as Losec, Pantoloc, Prevacid and Pariet
Singulair®	Asthma and allergic rhinitis	None
Reactine®	Allergies	None
Premarin®	Vaginal and urinary menopausal symptoms related to menopause	Other hormone replacement options, such as estrogen patches and gel
Nasonex®	Seasonal or perennial allergic rhinitis	<ul style="list-style-type: none"> ▪ Rhinocort ▪ Rhinalar ▪ Generic Beclomethasone spray
Apo-Hydroxyzine®	Itching caused by allergic conditions	None
Pennsaid®	Pain, swelling and inflammation	Other nonsteroidal anti-inflammatory drug (NSAIDs), such as Celebrex® and Arthrotec®
Viagra®, Cialis®, Xenical®	Erectile dysfunction/weight loss	None
Avandia®, Actos® (pioglitazone), Januvia®	Type 2 diabetes, formerly known as non-insulin dependent diabetes	<ul style="list-style-type: none"> ▪ Metformin® ▪ Sulfonylureas®
Zymar®	Eye infections called bacterial conjunctivitis	None
Patanol®	Allergic conjunctivitis	None
Tracleer®, Revlimid®	Cancer	None
Remicade®	Psoriatic arthritis	<ul style="list-style-type: none"> ▪ Enbrel ▪ Humira
Renagel®	Chronic renal disease	None

¹ Lear Corporation and Green Shield Canada do not recommend or endorse any specific medications. The above list is not designed or intended to constitute medical advice and is only to be used as a guide. Before making any decisions regarding treatment and/or medications, please talk to your pharmacist and/or physician. Every effort has been taken to ensure that the content provided was accurate at the time of publication. However, details and availability of prescription products may change at any time.

This is intended as a summary of benefit coverage. While every effort has been made to ensure the accuracy of this material, in the event of a discrepancy between this material and any applicable official plan document, the plan document will control. Subject to the terms of any applicable collective bargaining agreement, Lear Corporation reserves the right to amend or terminate the plans, in whole or in part, at any time and for any reason.