October 2026

Important Information Regarding Your Prescription Drug Coverage Beginning in 2027

This information is intended for employees (and family members) who are eligible for the OSI Restaurant Partners, LLC (OSI) health plan and enrolled in Medicare Part A or B. It is also intended for those employees and family members who may become eligible for Medicare in 2027.

Generally, individuals who are enrolled in Medicare Part A or Part B and reside in a service area of a Part D plan are "Medicare Part D eligible individuals."

Every year, the Centers for Medicare, and Medicaid Services ("CMS") requires the OSI health plan to determine and notify you whether the group health plan prescription drug coverage we offer is "creditable" or "non-creditable." Briefly, prescription drug coverage is creditable when the coverage is as good as (or better than) Medicare Part D. Coverage that is not as good as Medicare Part D is considered non-creditable.

There are three medical plans available for the 2027 plan year.

All of the following plans offer creditable prescription drug coverage for the 2027 plan year:

- Value PPO
- Choice PPO
- Choice HSA

Other considerations

- This information addresses changes to the creditable status of prescription drug coverage for the 2027 plan year. It does not replace the creditable coverage notice provided before October 15, 2026.
- For Medicare eligible employees who are enrolled in (or are considering enrollment in) our Choice HSA plan. When you enroll in any part of Medicare (e.g., Medicare Part A and/or Part B, Part D) you are no longer eligible to make or receive contributions to your Health Savings Account ("HSA"). IRS rules state that you cannot have Medicare coverage and remain eligible for HSA contributions. Note, if you enroll in Medicare Part A, the coverage is retroactive for up to 6 months (but not earlier than your eligibility date). You will want to ensure you timely stop HSA contributions to avoid excess contributions to your HSA.
- You can still access your HSA after Medicare enrollment to pay qualified medical expenses. Qualified medical expenses include Medicare and other health care coverage if you are 65 or older (other than premiums for a Medicare supplemental policy, such as Medigap). (from IRS: https://www.irs.gov/pub/irs-pdf/p969.pdf)
- For more information on Medicare and Medicare Part D, visit:
  - CMS – Medicare and You Handbook (https://www.medicare.gov/medicare-and-you)
  - CMS – Drug Coverage Part D (https://www.medicare.gov/drug-coverage-part-d)
  - CMS – Understanding Medicare Advantage and Medicare Drug Plan Enrollment Periods (https://www.medicare.gov/publications/11219-Understanding-Medicare-Advantage-Medicare-Drug-Plan-Enrollment-Periods.pdf)

For questions, create a Workday HELP case or contact the HR Resource Center at 1-800-555-5808 (option 3).

If you are receiving this electronically, you are responsible for providing a copy of this notice to any Medicare Part D-eligible dependents who are covered under the group health plan.

Important Notice from OSI Restaurant Partners, LLC (OSI) About Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with OSI and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.

2. OSI has determined that the prescription drug coverage offered by OSI's Employee Benefit Plans (Value PPO, Choice PPO and Choice HSA) for the 2027 plan year is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered **Creditable Coverage.** Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join a Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th to December 7th. However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens to Your Current Coverage If You Decide to Join A Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current OSI coverage will not be affected. You can keep this coverage if you elect Medicare Part D coverage and this plan will coordinate with Part D coverage.

If you decide to join a Medicare drug plan, the following options may apply:

- You may stay in the OSI Restaurant Partners, LLC. health plan and not enroll in Medicare prescription drug coverage at this time. You may be able to enroll in the Medicare prescription drug program at a later date without penalty either:
    - During the Medicare prescription drug annual enrollment period, or
    - If you lose OSI creditable coverage.
- You may stay in the OSI health plan and enroll in a Medicare prescription drug plan. The OSI plan will be the primary payer for prescription drugs and Medicare Part D will become the secondary payer.
- You may decline coverage in the OSI health plan and enroll in Medicare as your only payer for all medical and prescription drug expenses. If you do not enroll in the OSI plan, you are not able to receive coverage through the plan unless and until you are eligible to reenroll in the plan at the next open enrollment period or due to a status change under the cafeteria plan or special enrollment event.

When Will You Pay a Higher Premium (Penalty) To Join a Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with OSI and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information About This Notice or Your Current Prescription Drug Coverage

For more information, contact the HR Resource Center at 1-800-555-5808 (option 3) to speak with a Resource Center representative (available Monday through Friday, 9:00 a.m. to 6:00 p.m. ET).

NOTE: You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through OSI changes. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage

More detailed information about Medicare plans that offer prescription drug coverage is in the Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Date:	10/1/2026
Name of Entity/Sender:	OSI Restaurant Partners, LLC
Contact--Position/Office:	HR Resource Center
Address:	2202 N. West Shore Blvd., Ste. 500 Tampa, FL 33607
Phone Number:	1-800-555-5808 (option 3)

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