

Coverage of Over-the-Counter (OTC) COVID-19 Diagnostic Tests (1/14/2022)

Effective January 15, 2022, the **ExxonMobil Medical Plan** will provide reimbursement for up to eight (8) diagnostic tests per month for each individual enrolled in the Plan, regardless of whether the tests are bought all at once or at separate times throughout the month, without cost-sharing requirements, prior authorization, or other medical management requirements. Coverage for these tests will be available for the remainder of the COVID-19 National Emergency.

In order to qualify for reimbursement, U.S. Food and Drug Administration (FDA) approved tests must be purchased by plan participants for personal use and not for employment purposes, not reimbursed by another source, and not used for resale. Failure to comply will be considered fraud against the Plan.

We are still in the process of reviewing recent guidance from the government and implementing a process for direct coverage and reimbursement of OTC COVID-19 tests. We will provide updates as soon as additional information is available.

You may also receive information directly from Aetna, Express Scripts or Cigna relating to the process for the Plan option in which you participate.

You may contact the vendor directly to file a claim for reimbursement. Be sure to keep your receipts if you need to submit a claim.

Aetna POS and Select options: 800-255-2386 / www.aetna.com

Cigna OAPIN option: 800-818-9440 / www.cigna.com

Update to OTC COVID-19 Test Coverage (1/28/2022)

On January 14, we announced that the ExxonMobil Medical Plan will cover the cost of over-the-counter (OTC) COVID-19 tests for plan participants (limited to eight (8) diagnostic tests per 30 days). We have been working with our health plan partners on the reimbursement and direct coverage processes, which were still in progress due to the timing of the federal guidance announcement and implementation. Please see additional information for each provider below.

Aetna/Express Scripts:

For participants in the Aetna POS II A & B and Aetna Select options, tests purchased between January 15 (when coverage became effective) and January 28 will be reimbursed by Express Scripts at the full point-of-sale cost after submitting proper documentation. Express Scripts has now established a direct coverage process for your convenience, where tests can be purchased at facilities within the Express Scripts network. We encourage participants to take advantage of the direct coverage option; however, if you purchase tests outside of the direct coverage process and request reimbursement, that reimbursement will be limited to \$12 USD per test starting on January 28. For any questions, please contact Express Scripts at 800-282-2881.

Cigna:

For participants in the Cigna OAPIN option, tests purchased on or after January 15 (when coverage became effective) will be reimbursed by Cigna at the full point-of-sale cost after submitting proper documentation. Cigna is working to establish a direct billing process and online reimbursement submission for your convenience.

Additional updates will be provided as they become available.

Update to COVID-19 OTC Test Coverage relating to Health Care Flexible Spending Account reimbursement (updated 2/10/22)

An individual cannot be reimbursed more than once for the same medical expense. Therefore, the cost (or the portion of the cost) of OTC COVID-19 tests paid by direct coverage or reimbursed by the ExxonMobil Medical Plan cannot be reimbursed by a Health Care Flexible Spending Account (HC FSA) under the ExxonMobil Pre-tax Spending Plan. If an individual mistakenly receives reimbursement from the HC FSA for OTC COVID-19 test costs covered by the Plan, the individual should contact the PayFlex (HCFSA Administrator) regarding correction procedures.

Update to OTC COVID-19 Test Coverage (2/16/2022)

On January 28, we announced an update to the ExxonMobil Medical Plan coverage of over-the-counter (OTC) COVID-19 tests for plan participants (limited to eight (8) diagnostic tests per 30 days). Our health plan partners have continued to make additional options available to more easily access these tests. Please see additional information for each provider below.

Aetna/Express Scripts:

For participants in the Aetna POS II A & B and Aetna Select options, tests purchased between January 15 (when coverage became effective) and January 28 will be reimbursed by Express Scripts at the full point-of-sale cost after submitting proper documentation. Express Scripts established a direct coverage process for your convenience, where tests can be purchased in-person at facilities within the Express Scripts network or can be ordered from the home delivery pharmacy (Express Scripts Pharmacy) with no out-of-pocket costs. We encourage participants to take advantage of the direct coverage option; however, if you purchase tests outside of the direct coverage process and request reimbursement, that reimbursement will be limited to \$12 USD per test as of January 28. For any questions, please contact Express Scripts at 800-282-2881.

Cigna:

For participants in the Cigna OAPIN option, tests purchased between January 15 (when coverage became effective) and February 24 will be reimbursed by Cigna at the full point-of-sale cost after submitting proper documentation. Cigna has now established a direct coverage process for your convenience, where tests can be purchased in-person at facilities within the Cigna network or can be ordered from the home delivery pharmacy (Express Scripts Pharmacy) with no out-of-pocket costs. We encourage participants to take advantage of the direct coverage option; however, if you purchase tests outside of the direct coverage process and request reimbursement, that reimbursement will be limited to \$12 USD per test starting on February 24. For any questions, please contact Cigna at 800-818-9440.