POST-RETIREMENT HEALTHCARE FOR THE POST-65 RETIREE (2020)
# You’ve Earned It!

## Medicare Supplement
- Medical and Rx coverage provided by TransAmerica
- Choice between three Rx plans

## Dental
- Delta Dental
- Same vendor, different sub-group number. Coverage level also changes

## Life Insurance
- Basic Life policy valued at $3,500
- Convert existing Voluntary Life policies to personal policies

## VEBA Account
- Access to funds formerly known as “Emeriti”.
- Use as reimbursement for medical expenses
Who pays first?

1. Medicare, as primary coverage
2. DPU Supplement, as secondary coverage
3. You, participant

AND THIS IS HAPPENING WHEN?

Starting the first of the month following retirement, Medicare becomes your primary coverage.
# It’s your choice...

<table>
<thead>
<tr>
<th>Medical + Low Rx</th>
<th>Medical + Mid Rx</th>
<th>Medical + High Rx</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowest premiums, higher Rx deductible</td>
<td>Affordable premiums, lower deductible</td>
<td>Highest premiums, lower deductible.</td>
</tr>
<tr>
<td>No coverage through the donut hole</td>
<td>Generic medications protected through the donut hole</td>
<td>Same coverage through the donut hole.</td>
</tr>
<tr>
<td>$28.24 / month</td>
<td>$37.22 / month</td>
<td>$146.75 / month</td>
</tr>
<tr>
<td>Actual cost of plan $310.44 / month</td>
<td>Actual cost of plan $338.63 / month</td>
<td>Actual cost of plan $360.24 / month</td>
</tr>
</tbody>
</table>

Medical and Rx plans **cannot** be elected separately.
### DePauw University 2020 Monthly Payment Chart

#### Standard Subsidies (Subscriber code 999)

<table>
<thead>
<tr>
<th>Issue Age</th>
<th>Med + Low Rx Retiree Pays</th>
<th>Med + Mid Rx Retiree Pays</th>
<th>Med + High Rx Retiree Pays</th>
</tr>
</thead>
<tbody>
<tr>
<td>65-69</td>
<td>$28.24</td>
<td>$37.22</td>
<td>$146.75</td>
</tr>
<tr>
<td>70-74</td>
<td>$28.24</td>
<td>$86.96</td>
<td>$196.63</td>
</tr>
<tr>
<td>75+</td>
<td>$80.69</td>
<td>$145.62</td>
<td>$255.42</td>
</tr>
<tr>
<td>Dental</td>
<td>$14.60</td>
<td>$14.60</td>
<td>$14.60</td>
</tr>
</tbody>
</table>
Important to Note:

• Premiums paid directly to AmWins.
• Can pay in-advance.
• Option of auto-draft from your VEBA account, or bank account.
• Coverage due by 1\textsuperscript{st} of month
• Will receive new set of ID cards
NEW Benefit Plan Year

JANUARY 1 - DECEMBER 31

Open Enrollment:
Late November - watch for your packet from AmWins at home.

Make sure to keep AmWins and HR updated with any address changes.
Can I keep my DENTAL?

Still with Delta Dental

New Group ID No.

Basic Services are paid 50% instead of 80%

$14.60 per month, per participant

Ask HR to print an ID card for you!

DELTA DENTAL®
Can I keep my VISION?

No vision plan is offered through DePauw.
Life Goes On!

You will be enrolled in a full-life policy valued at $3,500.

Your current voluntary Life on Self, Spouse, Child is portable. See HR for details.

IMPORTANT: Maintain UPDATED BENEFICIARIES with DePauw Human Resources
What about my spouse?

When do they turn 65?

Charlotte retires from DPU at 67. Spouse Dirk is 64. Dirk isn’t eligible for Medicare yet, so Dirk stays on UMR as “employee only” until he turns 65.

Charlotte retires from DPU at 65. Spouse Dirk 70 and is already enrolled in Medicare. Dirk joins Charlotte as “spouse” when she retires.
Each step of the way

Please contact DePauw HR three months before you turn 65.

1. Reminder to sign up for Medicare - A & B only (not D)
2. Review Post-65 plan (Medicare Supplement)
3. Collect enrollment / auto-draft form
4. Ensure beneficiary designation is current

GO LIVE - first day of month you turn 65
VEBA - A voluntary employees beneficiary association (VEBA) plan is a tax-free post-retirement medical expense account used by retirees and their eligible dependents to pay for any eligible medical expenses. It’s a type of trust used to fund health care ahead of it being needed.

• Eligible expenses include medical, dental, vision, orthodontia and other eligible items

• See Section 213(d) of the Internal Revenue Code

(d) DEFINITIONS For purposes of this section—

(1) The term “medical care” means amounts paid—

(A) for the diagnosis, cure, mitigation, treatment, or prevention of disease, or for the purpose of affecting any structure or function of the body,

(B) for transportation primarily for and essential to medical care referred to in subparagraph (A),

(C) for qualified long-term care services (as defined in section 7702B(c)), or

(D) for insurance (including amounts paid as premiums under part B of title XVIII of the Social Security Act, relating to supplementary medical insurance for the aged) covering medical care referred to in subparagraphs (A) and (B) or for any qualified long-term care insurance contract (as defined in section 7702B(b)).

In the case of a qualified long-term care insurance contract (as defined in section 7702B(b)), only eligible long-term care premiums (as defined in paragraph (10)) shall be taken into account under subparagraph (D).
Want **monthly premiums auto-drafted** from VEBA account?

Ask HR to set this up for you!

VEBA Funds held at Charles Schwab
Administered by Nyhart

VEBA.NYHART.COM
What Happens to My HSA dollars?

• Must stop your HSA contributions six months prior to your Medicare effective date.

• HSA dollars in your account are yours, they go with you into your retirement.

• Non-qualified distributions are taxable, but no longer carry a 20% penalty after age 65.

• Medicare Part(s) A, B, D and Medicare HMO premiums may be paid or reimbursed with tax-free HSA dollars. You cannot use your HSA to pay for Medigap premiums.

• You will need to keep your current HSA Bank card as long as you continue to have funds in your account.
Your Retirement Savings

You may access your 403(b) account on tiaa.org/depauw. Schedule a one-on-one meeting via tiaa.org/schedulenow-depauw to meet with a TIAA representative and see what option is right for you:

- Withdrawal of all or part of your funds,
- Roll your funds into another retirement account, or
- Leave your funds in your TIAA account
An eligible staff member who retires, giving sufficient notice, will receive the balance of his/her earned vacation time.
For full time, hourly (non-exempt) employees

The employee must be considered an official retiree from DePauw University by meeting the criteria specified in the University Retirement Policy. The sick time bonus at retirement of the employee will be based on the employee’s accumulated sick time balance as of the date of retirement.

<table>
<thead>
<tr>
<th>Sick Time Balance</th>
<th>Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td>800 or more hours</td>
<td>$5,000</td>
</tr>
<tr>
<td>800-799 hours</td>
<td>$4,000</td>
</tr>
<tr>
<td>500-699 hours</td>
<td>$3,000</td>
</tr>
<tr>
<td>300-499 hours</td>
<td>$2,000</td>
</tr>
<tr>
<td>200-299 hours</td>
<td>$1,000</td>
</tr>
<tr>
<td>Less than 200 hours</td>
<td>$0</td>
</tr>
</tbody>
</table>
So what now?

Once you have decided on a retirement date, submit a letter of intent to retire to your supervisor and human resources.

CELEBRATE!