

PHASED RETIREES

Phased Retirees and their Dependents are eligible for coverage under the plan. Phased Retirees are Employees who work at least 1/3 time.

OTHER RETIREES

Retired Employee Premium Sharing (Retired 1/1/18 or later):

<i>Age 55 to 59 where age combined with years of service totals 80 or more</i>	<i>100%</i>
<i>Age 60 to 65 with less than 20 years of service, but combination of age and years of service still needs to equal at least 80 or more</i>	<i>50%</i>
<i>Age 60 to 65 with at least 20 years of service but less than 25</i>	<i>45%</i>
<i>Age 60 to 65 with at least 25 years of service but less than 30</i>	<i>40%</i>
<i>Age 60 to 65 with at least 30 years or more of service</i>	<i>35%</i>
<i>Age 65 and older with at least 15 years or more of service</i>	<i>no coverage available</i>
<i>Coverage will terminate at the age 65 for everyone</i>	

Effective 6/1/2024

Retirees currently under 65 in the retiree health group can stay on the plan until the end of the month in which they reach age 65. Any spouse or dependents would also lose coverage regardless of their age.

No new retirees can be added to the plan with retirement dates greater than 5/31/2024.

Retirees on the plan currently over 65 will lose coverage 5/31/2024. This includes the retiree's spouse or dependents.

If You are Medicare eligible, claims must be submitted to Medicare first. After Medicare has processed Your claim, the claim and the Medicare EOB should be submitted to this Plan.

MEDICARE ENROLLMENT FOR RETIRED EMPLOYEES

If You are already receiving Social Security benefits when You reach age 65, You will automatically be enrolled in Medicare Part A. If You are not receiving Social Security payments three months before You reach age 65, You must apply for Medicare Part A through the Social Security Administration. If You are disabled under Social Security, You will receive Your Medicare A card 24 months after Your Social Security disability date.

All eligible persons covered by this Plan must have Medicare Part A and all health providers must be informed of that fact when they are providing services. Medicare Part A is usually free. Medicare Part A will usually pay most Hospital costs, limited convalescent nursing home costs and limited Home Health Care benefits. This Plan will usually pay benefits for Covered Expenses that Medicare Part A does not pay.

Medicare Part B enrollment is considerably different in terms of enrollment, failure to enroll and coverage. Medicare Part B is not free. It covers qualified practitioner bills, outpatient Hospital expenses, laboratory tests, x-rays and several other important services and supplies. Like Medicare Part A, this Plan will usually pay benefits for Covered Expenses that Medicare Part B does not pay.

If You wait more than 12 months to enroll in Medicare Part B after becoming eligible for Part B, Your future Medicare Part B premiums will be increased for each period You could have been enrolled but were not. This is not the case if You are receiving benefits under this Plan as a result of current employment with the College. Importantly, Medicare Part B will be a requirement for some Medicare alternatives currently being considered by the government.

The primary payer responsibility of Medicare was a factor that the College considered when establishing premium costs for persons who are Medicare eligible. Consequently, all persons covered by this Plan must be covered by Medicare Part B at the time of eligibility unless Your coverage under this Plan results from current employment.

If You are covered under this Plan as a result of current employment, Medicare Part B will generally be secondary to this Plan and provide limited benefits if elected. An additional enrollment opportunity will be provided under Part B, without premium penalty, at the time coverage under this Plan is lost due to the termination of current employment.

Since it may take several weeks to become enrolled and covered under any of the Medicare provisions, Employees should apply through the Social Security Administration three months before You retire. Note: All Employees, who are retired or close to retirement, should visit the Medicare website for the most current Medicare information (www.medicare.gov).

An eligible Employee who is covered under this Plan and who retires under the employer's formal retirement plan will be eligible to continue participating in the Plan upon retirement, provided the individual continues to make the required contribution. See the Coordination of Benefits section for more information on how this Plan coordinates with Medicare coverage. Retirees may continue coverage under this Plan provided that the applicable premium is paid when due or until death.

Important Notice from St. Norbert College 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 St. Norbert College 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. St. Norbert College has determined that the prescription drug coverage offered by St. Norbert College Medical Benefit Plan 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 St. Norbert College coverage will not be affected. If you do decide to join a Medicare drug plan and drop your current St. Norbert College coverage, be aware that you and your dependents will not be able to get this coverage back.

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 St. Norbert College 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...

Contact the person listed below for further information. 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 St. Norbert College 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).