

RETIREE COVERAGE

There are two retiree plans available to eligible VSO participants, the ICUBA Retiree Health Plan and the ICUBA Retiree Medicare Supplemental Plan. The ICUBA Retiree Health Plan is the same in-force ICUBA health plan available to active employees. The ICUBA Retiree Medicare Supplemental Plan is a supplemental plan designed to supplement health coverage provided by Medicare.

While retiree insurance promises continuous health plan coverage, it is not uninterrupted. Participants have 30 days from June 30, 2018 to enroll in a retiree plan, and 60 days from June 30, 2018 to make the initial premium payment. Therefore, it is important to enroll in the retiree plan and pay the first premium as soon as possible after the offer is received to minimize coverage interruption. Once the first retiree premium is paid, healthcare coverage is reinstated retroactively from the employment separation date. Claims for expenses incurred before coverage is reinstated may be submitted for reimbursement.

- ✓ VSO participants will have medical insurance coverage until midnight on June 30, 2018.
- ✓ VSO participants may continue medical, dental and vision coverage into retirement.
- ✓ Instructions will be provided to Continuum, ICUBA's Retiree Health Plan administrator to send Retiree offer packages to VSO participants at home once the VSO application is received.
- ✓ Flexible spending accounts do not continue into retirement.
- ✓ Participants may use their vested HRA balances to pay for ICUBA retiree plan premiums.

ELIGIBILITY

Eligibility for Retiree coverage through an ICUBA plan requires that participants be enrolled in an ICUBA plan 3 months immediately prior to retirement, requires a minimum of 5 years of service with NSU, and requires a combination of age and service equal to 65.

For example: If you are 55 years old and have 10 years of continuous service with NSU ($55 + 10 = 65$) you meet the ICUBA eligibility requirements. If you are 60 years old and have 5 years of continuous service with NSU ($60 + 5 = 65$) you meet the ICUBA eligibility requirements.

If an employee and/or family member should decline to elect an ICUBA / NSU sponsored Retiree Health Plan after separation, they will not be able to enroll at a later time.

PLAN OPTIONS

There are two retiree plans available, the ICUBA Retiree Health Plan and the ICUBA Retiree Medicare Supplemental Plan. The ICUBA Retiree Health Plan is the same in-force ICUBA health plan available to active employees. The ICUBA Retiree Medicare Supplemental Plan is a supplemental plan designed to supplement health coverage provided by Medicare. Participants may use their vested HRA balances to pay for ICUBA retiree plan premiums. Retirees may also elect to continue ICUBA dental and vision benefits. Flexible spending accounts do not continue into retirement. **Click here to view plan rates.**

PLEASE NOTE: The ICUBA plans require retired Medicare-eligible participants to enroll in Medicare Parts A and B and pay the associated premiums. Both the ICUBA Retiree Health Plan and the ICUBA Retiree Medicare Supplemental Plan pay secondary to Medicare and will pay benefits based on the premise that the retired participant elected coverage under Medicare Parts A and B, regardless of whether the retired participant actually has.

Plan Options - Under Age 65

If you retire before attaining age 65, you will be provided with the opportunity to remain covered under the ICUBA Retiree Health Plan. You are eligible to participate in the ICUBA Retiree Health Plan if you were enrolled in at the time of retirement.

Example: You are enrolled in the Preferred PPO, Employee only coverage. You may enroll in the Preferred PPO, Employee only coverage. You may not add dependents.

Example: You are enrolled in the Preferred PPO, Employee + Spouse coverage. You may enroll in the Preferred PPO, Employee + Spouse coverage or Employee only coverage.

Plan Options - Age 65 or older

If you are age 65 or older you will be offered a choice to remain on the ICUBA Retiree Health Plan or switch to the ICUBA Retiree Medicare Supplemental Plan.

ENROLLMENT WHEN PARTICIPANTS AND FAMILY MEMBERS ARE IN DIFFERENT AGE GROUPS

What if I am 65 or older and my spouse is less than 65?

If you are age 65 or older you will be offered a choice to remain on the ICUBA Retiree Health Plan or switch to the ICUBA Retiree Medicare Supplemental Plan. If your spouse is under 65 he/she will be offered the ICUBA Retiree Health Plan provided that he/she was enrolled in an ICUBA Health Plan during the 3 month period immediately prior to your date of retirement.

What if my spouse is 65 or older and I am less than 65?

If your spouse is age 65 or older he/she will be offered a choice to remain on the ICUBA Retiree Health Plan or switch to the ICUBA Retiree Medicare Supplemental Plan. If you are under 65 and were enrolled in the ICUBA Health Plan during the 3 month period immediately prior to your date of retirement you will be offered the ICUBA Retiree Health Plan.

ATTAINING THE AGE OF 65 WHILE COVERED BY AN ICUBA RETIREE HEALTH PLAN

What happens if my spouse or I turn 65 when covered by an ICUBA Retiree Health Plan?

You and/or your spouse will be offered a choice to remain on the ICUBA Retiree Health Plan or switch to the ICUBA Retiree Medicare Supplemental Plan.

However, if you or your spouse is already 65 and already enrolled in the ICUBA Retiree Medicare Supplemental Plan when the second person (you or your spouse) attains 65, the only retiree plan offer will be for the ICUBA Retiree Medicare Supplemental Plan.

ELIGIBLE DEPENDENTS & QUALIFYING EVENTS

What happens if my eligible dependent experiences a qualifying event (e.g., spouse loses employer provided health insurance, adoption of a grandchild, etc.)?

If you are covered by the ICUBA Retiree Health Plan and your eligible dependent experiences a qualifying event they may be added to the ICUBA Retiree Health Plan.

If you are not participating in the ICUBA Retiree Health Plan, you are not able to add enroll an eligible dependent into the ICUBA Retiree Health Plan.

ENROLLING IN MEDICARE OR NON-ICUBA MEDICARE SUPPLEMENTAL PLANS

For questions about eligibility for Medicare Part A or Part B, or applying for Medicare, call Social Security at 1- 800-772-1213 or visit the local Social Security office. Visit www.medicare.gov for information about Medicare and Medicare Supplemental Plans or go to www.socialsecurity.gov and click on the 'Medicare' tab.