Summary Information

For

Regular, Benefit-Eligible employees
2019 Retiree Benefits

Retiree Benefits

Eligible Dartmouth College retirees may be entitled to the following benefits:

Retirement Income (one or more of the following):
- Defined Contribution Retirement Plan
- Defined Benefit Retirement Plan
- Supplemental Retirement Account
- 457(b) Deferred Compensation Plan

Retiree Medical Benefits

Retired Employee Death Benefit (if retired on or before December 31, 2010)

*Please note: Continuation of Life Insurance is available through MetLife directly and Dental coverage is available through Delta Dental directly.*

Only Retiree Medical and Prescription Benefits, Retired Employee Death Benefit, Life Insurance and Dental are covered in this summary. The Retirement Income benefit is retiree specific and you can learn more by speaking with a Dartmouth Retirement Plan Administrator and/or contacting your investment company (TIAA-CREF, Fidelity or Calvert).

Eligibility for Retiree Benefits

Employees must be at least age 55 and have at least ten consecutive years* of service in a benefits-eligible position immediately prior to retirement.

Note: When an employee has one or more breaks in benefit-eligible service and each break is one year or less, the break(s) will not prevent eligibility for retiree benefits. The breaks will be ignored when determining “consecutive” years of service, but the length of each break will not be counted as service. An interruption in benefit-eligible service lasting more than one year will break an employee’s years of consecutive service.

Retiree Medical and Prescription Benefits

For retirees between the ages of 55 and 64, the available medical plans and prescription coverage are those offered to active employees: Medical plans through Cigna include:

- High Deductible Health Plan (HDHP)
- Open Access Plan (OAP)
- Cigna Choice Plan with HRA

Express Scripts is the Pharmacy Benefit Manager for members enrolled in the Dartmouth College retiree medical plans, purchasing prescriptions at a participating retail pharmacy. Coverage tiers include:

Open Access Plan
- $5 for generic prescriptions
- $25 for preferred brand-name
- $40 for Non-preferred brand-name prescriptions

Cigna Plus with HRA plan
- $5 for generic prescriptions
- $30 for preferred brand-name
- $50 for Non-preferred brand-name prescriptions

The retail pharmacy copayment for the HDHP is $0 for all three coverage tiers, once the deductible and coinsurance have been met.

At age 65, retirees are eligible to enroll in the Dartmouth College Medicare Supplemental (DCMS) Plan. The DCMS Plan covers most medical expenses after Medicare pays, and also pays for some services not covered by Medicare. The DCMS Plan also includes a Medicare Part D prescription drug plan through Express Scripts, with a supplemental wrap component.

Questions about medical benefit claims (e.g. coverage for a particular procedure or advance authorization for treatment) should be directed to Cigna at 1-855-869-8619. Prescription drug questions should be directed to Express Scripts at (877)788-5766.
SUMMARY INFORMATION

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Dependent Medical Coverage
Retirees who elect coverage under a Dartmouth medical plan may also elect coverage for a spouse, civil union partner or same sex domestic partner, and/or dependent children. The eligibility criteria for covering a spouse, civil union partner or same-sex domestic partner, or children under the retiree medical plans are the same as the eligibility criteria for coverage under the active employee medical plans. Dependents must be eligible at the time of the employees retirement date in order to be eligible for future coverage. Plan coverage will depend on the age of the member. Ex: spouse, civil union partner or same sex domestic partner age 65 or over will have access to the DCMS plan, even if the retired employee is not Medicare eligible.

Cost of Medical Coverage
Eligible individuals may receive a Dartmouth College subsidy toward his or her individual medical premiums. The current subsidy is calculated based on the single coverage cost of the Open Access Plan for retirees under age 65, or the DCMS Plan for Medicare eligible retirees. Retirees are billed monthly by the Dartmouth College Accounts Receivable Office for any difference between their total household monthly medical premium(s) and the Dartmouth College subsidy.

Failure to pay medical premiums when due may result in loss of coverage.

When to Elect Medical Coverage
Prior to retirement, an employee who is eligible for retiree medical benefits must complete a Retiree Health Election Form, electing or declining coverage. If the employee elects coverage elsewhere and therefore declines Dartmouth retiree coverage, he/she retains the option to rejoin the Dartmouth plan either within 30 days of the loss of the other coverage or during Dartmouth's annual Open Enrollment period. Medicare eligible members would be required to contact Medicare three months prior to retirement to set up their Medicare Part A & Part B plans. Once the Medicare card is received, a copy will need to be sent to the Benefits Office, to coordinate coverage. DCMS plan coverage should coincide with the Medicare Part B plan. Contact the Dartmouth Benefits Office at that time to confirm enrollment in the DCMS plan.

Retired Employee Death Benefit
Individuals who retired from Dartmouth on or before December 31, 2010 are entitled to a $5,000 Retired Employee Death Benefit from the College. Employees name a beneficiary for this benefit at retirement and can change that beneficiary at any time.

Life Insurance
Current participants in the life insurance plan may obtain an individual life insurance policy from the insurer (MetLife) for a benefit amount up to that of their group life insurance coverage at the time of retirement. Premiums will be based on age at the time of application.

Dental Insurance
Individuals enrolled in a dental plan, at the time of retirement, will be offered continuation of coverage through either Delta Dental and/or COBRA for up to 18 months. Participants may also choose to elect an individual plan with Delta Dental directly. Premiums for an individual plan are determined by Delta Dental.

Plan Changes
Dartmouth retains the right to change all retiree benefits at its discretion.

Assistance
If you have questions about these retiree benefits or any other Dartmouth College benefits, please call the Benefits Office at 603-646-3588.

Please visit dartgo.org/Retirees for additional benefit information.

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