

OCU Senior Hire (hired prior to 6/19/90) Retiree Medical Insurance:

Retired prior to December 1, 2015 before age 65:

- Could purchase Cummins medical insurance
- No dental or vision insurance
- Lifetime maximum benefit \$500,000.00 per covered individual
- 80% after deductible – based on Anthem’s negotiated rate for the service
- Annual premium based on the fixed ‘cap’ amount and the group usage in the previous year – January through December
- Premium adjustment April first of each year – premium effective April 1 to April 1
- Monthly coverage charge, in addition to the monthly premium, for each covered dependent – coverage charge is based on the retiree’s age (pre-65 or post-65)

Retired after December 1, 2012 before age 65:

- Retiree High Deductible plan is the only option available
- Retiree and dependents will drop off the RHD plan insurance at age 65
- At age 65 retiree will move to the \$1,750.00 annual subsidy
- Dependents can remain on the RHD plan until age 65 and then move to the \$1,750.00 subsidy

Retired after December 1, 2015 at age 65 or older

- \$1,750.00 annually to purchase Medicare Part D and a Medicare supplement
- Annual subsidy prorated for the year if retirement is after January 1
- Annual subsidy extends to covered dependent when dependent reaches age 65

If the retiree predeceases the spouse, the \$1,750.00 annual subsidy continues for the surviving spouse for the surviving spouse’s lifetime, as long as the surviving spouse does not remarry. The exception to this rule is if a surviving spouse marries a Cummins retiree.

Life Insurance - Senior hires (hired prior to 6/19/1990) who retire before age 65 have 1 X annual salary to age 65.

Life Insurance – Senior hire (hired prior to 6/1990) retirees at age 65 have \$5,000.00 in life insurance.

Covered spouses of senior hires (regardless of spouse’s age) have \$2,000.00 in life insurance. If the retiree predeceases the spouse, the surviving spouse has to convert to private policy within 31 days for coverage to continue.