

WHAT HAPPENS to your benefits



HARVARD
Human Resources

WHEN you retire from Harvard?

Post-retirement Benefit Eligibility

Your eligibility and cost for Harvard's post-retirement health coverage depends on your hire date, your employee group, the length of your University service, and your date of retirement. For details, go to hr.harvard.edu/retiree-health.

Post-retirement Medical Coverage

Retirees, their eligible children and spouse/domestic partner at the time of retirement, are eligible for post-retirement medical coverage.

- If you (and your eligible dependents) are under age 65 at the time of retirement, you will remain eligible for the same medical plans as active employees.
- If you (and your eligible dependents) are age 65 or older at the time of retirement, you will be eligible for a Harvard-sponsored Medicare supplemental plan. You must be enrolled in Medicare Parts A & B to enroll in one of the supplemental plans.

Post-retirement Dental Coverage

You have two opportunities to enroll in post-retirement dental coverage:

- If you enroll in medical coverage at the time of your retirement, or
- If you defer your medical plan enrollment at the time of your retirement, you may defer enrollment in the dental plan. You can then enroll in the dental plan when you enroll in the medical plan for the first time.

If you do not enroll during one of these two opportunities, you will not be able to enroll later.

Vision Coverage

- You will be eligible for up to 18 months of COBRA continuation coverage. A COBRA packet will be mailed by Benefit Strategies, LLC (BSL) to your home within one to two weeks of your retirement date.

Life insurance Coverage (Basic, Supplemental, and Dependent)

- If you are under age 70 at the time of your retirement:
 - Continuation of your basic life insurance is free. However, the cost of coverage in excess of \$50k is considered taxable income and will be reported on a form W-2.
 - You can continue your supplemental coverage. You will be billed for the premiums.
 - Dependent life insurance coverage will terminate on your last day of employment. You will have the option to port or convert to individual coverage with MetLife.
 - Your retiree basic and supplemental life insurance reduces by 35% on June 30th following your 65th birthday for hourly employees, and 66th birthday for all other employees, and ends as of the June 30th following your 70th birthday.
- If you are age 70 or older at the time of retirement, your coverage will end as of your retirement date. You will have the option to port or convert your coverage with MetLife.

Long Term Disability (LTD) Coverage

- Your LTD insurance coverage ends on your last day of employment. There is no option to port or convert.

Flexible Spending Accounts (FSA)

Health and Limited Purpose FSA

- Your contributions will stop on your retirement date, but you may submit claims until March 31st of the following year for reimbursement of eligible expenses incurred up to your retirement date.

Continued on back

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FSA (Continued)

- You can elect COBRA continuation coverage to extend your health FSA coverage. If you elect COBRA, you will contribute to your health FSA on an after-tax basis, but you may submit claims until March 31st of the following year for eligible expenses incurred through your final contribution date.

Dependent Care FSA

- Your contributions will stop on your retirement date, but you may submit claims for reimbursement of eligible expenses incurred through the end of the calendar year in which you retire, provided both parents are working or actively looking for work.

Health Savings Account (HSA)

- The HSA balance is yours to keep. You can continue to use HSA funds to pay for qualified health expenses for you and your tax dependents. Contact Benefits Strategies at 1-855-483-3539 for more details.

Hyatt Legal Plan

- Your benefit ends on your retirement date. You have the option to port your coverage *within 30 days* of your retirement date. You will need to contact Hyatt's Client Service Center at 1-800-821-6400.

InfoArmor Identity Theft Protection

- Your benefit ends on your retirement date. You have the option to port your coverage *within 90 days* of your retirement date. You will need to contact InfoArmor's customer care team at 1-800-789-2720.

Retirement Benefits and Beneficiaries

Call the Harvard University Retirement Center (HURC) at 1-800-527-1398 and your specific investment vendor for information. Vendor contact information is located at: <https://hr.harvard.edu/retirement>

Next Steps

- If you were hired before July 1, 2001 (or July 1, 2002 if you are an HUCTW member), call the Harvard University Retirement Center (HURC) and ask for a retirement benefit estimate.
- Schedule a pre-retirement planning meeting with a Benefits Consultant by calling 617-496-4001.
- If you and/or your spouse will be age 65 or older as of your retirement date, contact the Social Security Administration at least 90 days before your retirement date to enroll for in Medicare benefits and review Social Security retirement income benefits
- Review the Retirement Checklist on HARVie: <http://hr.harvard.edu/retirement-education-planning-resources>

Questions?

If you have questions about "What Happens When..." contact:

Harvard University Benefits
114 Mt. Auburn Street 4th Floor Cambridge, MA 02138
Phone: 617-496-4001 Fax: 617-496-3000 Email: benefits@harvard.edu

Hours of Operation:

Phone: M-T-Th-F 9:00am to 5:00pm W: 10:00am to 5:00pm Walk-in: M-Th 11:00am to 3:00pm