

# Retiree Insurance

Effective December 1, 2003, the requirements for retiree participation in the Converse University group medical insurance plan are as follows:

The individual must be a retired employee who has obtained the age of 62 or more and has a minimum of ten years of service with Converse University or whose age plus the number of years of service is equal to or greater than 85. Once the retiree becomes eligible for Medicare, the group medical plan coverage terminates for the retiree and any covered dependents. When a dependent of a retiree becomes eligible for Medicare before the retired employee does, the group health plan coverage shall terminate for that dependent. NOTE: This retiree plan is in lieu of COBRA coverage. If the employee elects the retiree coverage at the time of or before the retirement date (to include their dependents), their rights to COBRA (when their coverage ends) are null and void. Retired employees and their covered dependents are only eligible for medical benefits, not dental or vision.

Effective May 1, 2009, Special Retirees may elect to continue medical coverage under the Plan in lieu of COBRA continuation coverage until the Special Retiree reaches the age of 65. A Special Retiree is defined as an eligible employee and offered an early retirement plan or phased retirement plan option by the University and who timely accepted an early retirement plan or phased retirement plan option and timely executed an Early or Phased Retirement Incentive Agreement and Release in Full. A Dependent of the Special Retiree who was covered under the Plan as of the date of the Special Retiree's retirement is also eligible to continue medical coverage under this Plan until the Special Retiree reaches age 65 if the Dependent elects to continue medical coverage under the Plan in lieu of COBRA continuation coverage. A Special Retiree and Dependent of a Special Retiree are only eligible for medical benefits under this Plan and not dental or vision benefits. If the Special Retiree dies before attaining age 65, the Special Retiree's Dependent may continue medical coverage under the Plan until the date the Special Retiree would have attained age 65. In the event of a divorce or a legal separation, or if a Dependent child ceases to be an eligible Dependent under the Plan, the Spouse and Dependent child may continue medical coverage under the Plan until the date the Special Retiree attains age 65.

If there is any conflict between this document and the Plan Document, the Plan Document's terms shall control.