Juniata College
Overview of
Health Options in Retirement

I. 1. COBRA (typically available for 18 months of eligibility; could be 24 or 36 months depending on circumstances)

<table>
<thead>
<tr>
<th>Employee</th>
<th>$629.78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee +1</td>
<td>$1,454.78</td>
</tr>
<tr>
<td>Family</td>
<td>$1,738.16</td>
</tr>
</tbody>
</table>

2. Spousal Employer Plans


Sample Monthly Rates (Highmark PPO Community Blue)

<table>
<thead>
<tr>
<th>Age</th>
<th>PPO Blue ($500 ded. – 90/10 coinsurance)</th>
<th>PPO Blue ($1,500 ded. – 80/20 coinsurance)</th>
</tr>
</thead>
<tbody>
<tr>
<td>50</td>
<td>$713.00</td>
<td>$475.00</td>
</tr>
<tr>
<td>55</td>
<td>$891.00</td>
<td>$594.00</td>
</tr>
<tr>
<td>60+</td>
<td>$1,084.00</td>
<td>$722.00</td>
</tr>
</tbody>
</table>

II. Age 65 and above Medicare Eligible (www.medicare.gov) – Parts A & B. The 2016 Part B premium is $104.90* per month (income based formula). There is a scale of income ranges and “what ifs” located at www.socialsecurity.gov/pubs/10536/html

1. Medicare Advantage programs from Freedom Blue, Geisinger Gold, Advantra, etc.
   a. Rates/benefits: $0 premium (High deductible options) to $269.50 for comprehensive no deductible, low co-pay programs.
   b. Combines medical (Part A and B) and prescription (Part D) benefits into one package.

2. PDP Plans: stand alone prescription plans available from numerous carriers
   a. Deductibles, co-pays, coinsurance vary. The “donut hole” for 2016 is expenses from $3,310 to $4,850.
   b. Premiums from 18.40 to $149.60

**See attachment at end**
Juniata College
Overview of
Health Options in Retirement (cont.)

3. Medigap Plans – supplement original Medicare part A & B
   a. Standardized plans A, B, C, D, F, G, K, L, M, N
      (http://www.medicare.gov/Publications/Pubs/pdf/02110.pdf)

Sample Rates (Highmark Medigap Plan F)

<table>
<thead>
<tr>
<th>Age</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>65</td>
<td>$138.00</td>
</tr>
<tr>
<td>70</td>
<td>$167.60</td>
</tr>
<tr>
<td>75</td>
<td>$198.35</td>
</tr>
<tr>
<td>80</td>
<td>$226.85</td>
</tr>
</tbody>
</table>


If you have any questions after reviewing this document or would like more information about Retiree Health Options please contact the Juniata Human Resource Department.

*There are circumstances where Part B premium will be higher depending on enrollment status and income.
How Part D works for you.

You may have heard a lot of the gap in Part D prescription drug coverage. And you may wonder how that gap can cost you money. Although there will be positive changes in 2016, here’s how Part D payments work:

Your premium
You pay this every month, unless you receive Part D coverage through a Medicare Advantage plan. Then, you pay only the Medicare Advantage premium.
Deductible up to $360
If your plan has a deductible, you pay your yearly deductible until it is met. (It is important to note that many Part D plans do not have deductibles.)
Cost sharing from $360 to $3,310
Once you’ve paid your deductible, you’ll pay a share of your expenses until total medication costs reach $3,310. This cost-sharing is called a copay or co-insurance.
Your plan pays the rest.

The coverage gap
Under Medicare Part D, when your total costs reach $3,310, you’ll become responsible for all expenses until they reach $4,850. This is the coverage gap, where the discounts and coverage discussed on page 7 start to work for you.

Exceeding $4,850
When you’ve reached $4,850 in total prescription drug expenses for the year, your coverage begins again and you pay the set copayment of $2.50 for generic and $6.30 for brand name prescription drugs. Your plan pays the rest.

More good news about Part D.
The Part D “Donut Hole” Will Eventually Be Filled

Starting with the new discounts, the health care legislation will eliminate the Part D Coverage gap over the next 5 years. Between now and 2020, the coverage gap will gradually be eliminated. While this may sound like a long time, the savings will start now and continue to grow. The average savings while in the coverage gap is estimated to grow annually to $3,000 by 2020.