



Your Benefits

2019 Benefits Guide

Pre-65 Retirees

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Benefits and WorkLife Department Office Hours:

Monday, Tuesday, Thursday and Friday:
8:00 am to 5:00 pm

Wednesday: 8:00 am to 3:00 pm

Benefits and WorkLife Department
1599 Clifton Road, 1st Floor
404-727-7613

2019 Annual Benefits Enrollment

Ends Friday, October 26, 2018

This guide is meant to provide basic benefit plan information. For additional details and specific information, please contact the vendor or review the Summary Plan Description (SPD) for each plan. SPDs are available online at www.hr.emory.edu/benefits or by contacting the Benefits and WorkLife Department at 404-727-7613 for a printed version.

DISCLAIMER: Emory reserves the right to terminate, suspend, withdraw, amend or modify the plan in whole or in part at any time. Further, Emory reserves the right to terminate or modify coverage for any group of employees, active or retired and their dependents or a class of dependents at any time.

Emory continues to support your efforts to stay healthy and live well by sponsoring programs that encourage you to seek and receive preventive care that can help you live a healthy – or healthier – life.

As a part of the Emory family you have medical, dental and vision benefits available to you. Our benefit programs are just one of the many ways Emory helps you take care of yourself and your family.

Do your part to stay healthy! Be sure you and your family members take the time to schedule your appointments and visit your doctor and dentist. And don't forget to get your flu vaccine. Flu shots are considered "preventive care" which means it's free at your doctor's office. Be sure to take your Aetna medical card with you. You can also get a free flu shot at any participating local pharmacy.

Retiree Annual Benefits Enrollment Session

**October 16, 2018
10:00 am to 11:00 am**

Location: Governors Hall, Miller-Ward Alumni House, located on Houston Mill Road.

You are cordially invited to learn more about your benefits options and the changes for 2019 by attending the Retiree Annual Benefits Enrollment Session on October 16, 2018.

RSVP BY OCTOBER 11

Space is limited. If you wish to attend, please RSVP by returning the postcard that is enclosed with this package.

What's New for 2019?

Emory's Annual Benefits Enrollment is your opportunity to review your current benefits and make selections for the upcoming year. Your new benefit selections will be effective on January 1, 2019. Changes for 2019 are summarized below.

Network Name Change

With the addition of DeKalb Medical, Emory's provider network has grown. Emory's three provider networks are now referred to as:

- **Tier 1:** The Tier 1 Network includes the Emory Healthcare Network (EHN) along with new Emory facilities: Emory Decatur, Emory Hillandale and Emory Long Term Acute Care facilities. Tier 1 also includes all EHN and DeKalb Physician Hospital Organization (DPHO) providers. This network's facilities and providers offer the lowest copays, coinsurance and deductibles.
- **Tier 2:** Formerly known as the Aetna In-Network, the Tier 2 Network includes providers and facilities contracted through Aetna's national network. Copays, coinsurance and deductibles are higher than Tier 1 providers.
- **Tier 3:** Formerly known as Out-of-Network, this network includes providers and facilities not participating in Aetna and has the highest costs associated with it.

Retiree Medical Plan Cost Increases

For 2019, the overall cost of the medical plan will increase to reflect the continued escalation in the cost of health care to Emory University.

Premiums for Pre-65 retiree medical will increase. For single coverage, the monthly rate will increase from \$618.38 to \$640.92; for retiree plus spouse, the monthly rate will increase from \$1,236.75 to \$1,281.81. Refer to page 12 for a listing of all 2019 medical plan rates and coverage levels. There will be no plan changes or changes in co-pays, deductibles, co-insurance, or out-of-pocket maximums for 2019.

Vision Plan/Dental Plan

Retiree dental rates will increase slightly for 2019 (see page 12 for the Dental Plan rates). There are no rate changes for the Vision Plan.

HRA Contribution Increase

Effective January 1, 2019, the Health Reimbursement Arrangement (HRA) contribution will increase to **\$117.00** per month. The HRA applies to eligible retirees (hired prior to January 1, 2003) and/or their covered spouses who will transition to a Post-65 Medicare Supplemental Medical Plan in 2019.

Incentives

Incentives will be offered again in 2019 to reward healthy living. See page 9 for information about the 2019 Incentives.

Summary of Benefits and Coverage

As part of health care reform, all employers are required to provide an eight-page Summary of Benefits and Coverage (SBC) for all the health plans available to their employees and retirees. Access this information online at www.hr.emory.edu/retiree-enrollment.

Annual Benefits Enrollment

As an eligible pre-65 Emory retiree or spouse, you can choose medical, dental and/or vision coverage for you and your eligible dependents.

Each year, you will be offered an opportunity to decide if Emory's medical, dental and vision plans are right for you and your family during the Annual Benefits Enrollment period. This year's Annual Benefits Enrollment period ends on **October 26, 2018** for the 2019 calendar year. The plan choices you make during this time will be effective January 1, 2019. If you do not make a change, your current coverage will continue with the exception of vision coverage. **Return the enclosed enrollment forms(s) if you need to make a change or wish to enroll in or continue retiree vision.**

Current retiree medical coverage through Aetna will not be available when you reach age 65. You will be notified to elect a new Medicare Supplemental plan. If you were hired prior to January 1, 2003, Emory will provide you with a subsidy to help offset the cost of your new plan. For more detailed information about what happens when you turn 65, see page 13.

IMPORTANT NOTE: If you ever decide to cancel or decline to participate in the retiree medical plan, you will not be permitted to re-enroll at a later date. You will also not receive the Emory subsidy that is provided to eligible retirees at age 65.

How to Enroll

Step 1

Read this guide to determine if Emory's medical, dental or vision coverage will meet your needs for the upcoming year.

Step 2

If you need to make changes to your coverage, or if you wish to re-enroll in the vision plan for 2019, complete the enclosed enrollment forms and return them to the following:

If you are an Emory University retiree, send to:

Emory University Human Resources
Benefits and WorkLife Department
1st Floor
1599 Clifton Road
Atlanta, GA 30322
Fax: 404-727-7415
Email: hrrbenef@emory.edu

If you are an Emory Healthcare retiree, send to:

Emory Healthcare Employee Resource Center
550 Peachtree Street
Atlanta, GA 30308
Fax: 404-686-4750
Email: ehc.hr/benefits@emoryhealthcare.org

These must be postmarked by October 26, 2018

If you do not submit the enrollment form(s), your current medical and dental coverage will automatically roll over, however vision coverage will not automatically roll over. If you are currently enrolled in the vision plan and wish to continue coverage, you must submit your enrollment form and a check made payable to Emory University for the annual premium amount.

How to pay for coverage

Emory offers the convenience of automatically drafting your checking account through ACH for the payment of your medical and dental plan coverage. If you choose to enroll for or continue vision coverage, payment by check or money order for the entire year will be required at the time of enrollment.

Network Definitions

Tier 1 Network

Providers and facilities in the Tier 1 Network give you the maximum benefit available under the plan, with lower co-pays, co-insurance and deductibles. For more information about Tier 1, see page 16.

Tier 2 Network

Tier 2 Network providers are part of the Aetna National network. Services obtained from Tier 2 providers may have higher co-pays, co-insurance and deductibles than in the Tier 1 Network, but lower than Tier 3 (out-of-network) providers.

Within the U.S. — If you or your covered dependents live outside of the State of Georgia, you may use any providers in the Tier 2 Network available at www.aetna.com/docfind/custom/emory.

International — If you live or travel extensively outside the U.S., only coverage for emergency care is provided at the Tier 2 level. Routine care will be covered at the Tier 3 level.

Retiree Out-of-Area Network

Out-of-State — Retirees who are covered under Emory's medical plan and who live within the U.S., but outside of the State of Georgia, will receive the highest level of plan coverage when Tier 2 providers and facilities are used. These services will be paid at the Tier 1 Network level.

Outside Metro Atlanta — Retirees who are covered under Emory's medical plan and live within the State of Georgia but outside the metro Atlanta area (zip code is 50 miles or more from Emory) will receive the highest level of plan coverage when Tier 2 providers and facilities are used. These services will be paid at the Tier 1 level.

Inside Metro Atlanta — Retirees who are covered under

Emory's medical plan and are considered by the plan to live within the metro Atlanta area (zip code is within 50 miles of the Emory main campus) must seek care from Tier 1 providers and facilities to receive the highest level of coverage under the plan. To locate a Tier 1 physician or facility, contact Aetna at www.aetna.com/docfind/custom/emory or call 800-847-9026.

Tier 3

Tier 3 providers do not participate in contracts with Aetna. The co-insurance and deductibles are the highest as they are not negotiated; therefore, the costs of services can be higher than Tier 2 Network costs.

Emergency Services

Emergency services are covered at the Tier 2 level and the plan's co-pay, deductible and co-insurance apply.

Pre-65 Medical Coverage

POS Plan

The POS Plan is a conventional medical plan where members pay co-pays for some services (co-pays are fixed fee amounts that you pay at the time you receive services). The POS Plan also uses co-insurance for some services (co-insurance is the portion of expense you must pay for care, in most cases, after meeting your deductible). The deductible is a set amount that typically you must pay before co-insurance starts. See page 7 for deductible amounts.

The POS Plan allows members to receive services from a national network of providers and facilities. It is an open access plan that:

- Provides the flexibility to choose any provider
- Does not require that a Primary Care Physician (PCP) be identified or selected
- Does not require a PCP referral to see a specialist

Tier 1 and Tier 2 Network preventive care is covered at 100% and is not subject to the deductible. For all other medical services, the plan pays a portion of your covered expenses: 85% for Tier 1, 75% for Tier 2 and 50% percent for Tier 3 after you pay the annual deductible. Office visits are covered with a co-payment. Prescription drugs are covered through co-insurance.

The POS Plan also has an out-of-pocket maximum to protect you in the event you have significant medical expenses during the year.

Interested in Volunteering at Emory?

Volunteer Emory, founded in 1980, facilitates service opportunities and social justice work for Emory students, faculty, staff and alumni. Learn more at www.volunteer.emory.edu.

Considering Returning to Work?

If you are an Emory University retiree, there are several important factors to consider if you return to active employment with Emory. Be sure to contact the Benefits Department before you return to work: 404-727-7613.

Interested in being a life coach for Emory's Diabetes Prevention Program?

Are you interested in becoming a Diabetes Prevention Program (DPP) lifestyle coach? If so, you will have the opportunity to attend a two-day this fall at the Rollins School of Public Health. In 2019 you will have the opportunity to facilitate DPP classes for Emory employees. For more information, contact Healthy Emory at healthyemory@emory.edu or 404.712.3775.

Pre-65 Medical Plan Quick Guide

	POS PLAN		
	TIER 1	TIER 2	TIER 3 ¹
Annual Deductible - Single	\$850	\$1,000	\$2,000
Annual Deductible - Family	\$2,550	\$3,000	\$6,000
Out-of-Pocket Maximum ² - Single	\$2,750	\$4,000	\$10,000
Out-of-Pocket Maximum ² - Family	\$5,500	\$8,000	\$20,000
Out-of-Pocket Maximum ² - Aggregate	Yes	Yes	Yes
Primary Care Office Visits ³	\$25 co-pay	\$35 co-pay	50% after deductible
Pediatrician or Mental Health Physician Visit	\$25 co-pay	\$25 co-pay	50% after deductible
Specialist Office Visits	\$35 co-pay	\$50 co-pay	50% after deductible
Diagnostic Labs & X-Ray	15% after deductible	25% after deductible	50% after deductible
Durable Medical Equipment (DME)	15% co-insurance	25% co-insurance	50% after deductible
Routine Preventive Care ⁴ (Eye Exam, Annual Physical, Flu Shots, GYN Annual)	\$0 co-pay	\$0 co-pay	50% after deductible
Emergency Room Visits ⁵	\$250 co-pay ⁵	\$250 co-pay ⁵	\$250 co-pay ⁵
Hospitalizations: Inpatient/Outpatient Coverage	15% after deductible	25% after deductible	50% after deductible
Behavioral Health/Inpatient Treatment	15% after deductible	25% after deductible	50% after deductible
Behavioral Health/Outpatient Treatment	\$25 co-pay	\$25 co-pay	50% after deductible
¹ Amounts applied to deductible and out-of-pocket maximums are limited to the Reasonable and Customary charges. ² Includes co-pays, deductibles and co-insurance. ³ Includes services of an internist, general physician, family practitioner, dermatologist, and/or allergist. ⁴ Routine Preventive Care services ONLY are covered at 100% under the plan. Diagnostic services are subject to the deductible and co-insurance. ⁵ Co-pay waived if admitted.			
DISCLAIMER: Every attempt has been made to ensure the chart and information above accurately reflects the details of the plan. Should there be any errors, the terms and conditions of the Summary Plan Description (SPD) prevail.			

Prescription Drugs

Prescription Drug Coverage

Prescription drug coverage is part of your medical plan and you pay a percentage of the cost through co-insurance. There is also a retail or mail minimum and maximum within a five-tier structure (see chart below). You will pay the co-insurance amount subject to the minimum and maximum cost. You do not have to meet your deductible first.

Emory's prescription drug administrator, CVS/caremark provides you with convenient access to CVS retail pharmacies throughout metro Atlanta. To determine your coverage tier or cost, contact CVS/caremark at 866-601-6935.

Maintenance Drugs

Maintenance Drugs: If you take any maintenance prescription medications to treat certain ongoing medical conditions, you will need to fill your 90-day prescriptions in one of three ways:

1. Through CVS/caremark's mail order service;
2. at a CVS retail pharmacy location; or
3. at an Emory pharmacy.

If you attempt to fill a maintenance drug at a pharmacy other than CVS or Emory, you will be charged the full retail cost.

Tier Zero

Emory pays 100% and plan participants will pay \$0 for a 90-day supply of those medications associated with the prevention and treatment of congestive heart failure (CHF), diabetes, high blood pressure, high cholesterol, smoking cessation and contraceptives. Tier Zero helps members afford the prescription drugs they need to improve or maintain their health. The 2019 list of Tier Zero drugs is on page 21.

Save Money on Your Prescriptions

One great way to save on costs is to buy generic drugs. Always ask your doctor and/or pharmacist if a generic version is available.

CVS/caremark™

DRUG TIER	CO-INSURANCE	30-DAY RETAIL MINIMUM	30-DAY RETAIL MAXIMUM
Zero	0%	\$0	\$0
1	10%	\$10	\$25
2	20%	\$20	\$75
3	30%	\$60	\$120
4	40%	\$90	\$150

90-day supply is 2½ x the retail amount

Incentives

Save money on your medical expenses by doing things that help you live a healthier lifestyle.

To encourage you to take an active role in your health and well-being, Emory provides financial incentives for your participation in healthy activities. That's right -- you can actually save money on your medical expenses by doing things that help you live a healthier lifestyle!

Many incentives are earned through Healthy Emory Connect, Emory's web platform and mobile app. If you have not already joined, this is your first step to earning your incentives. Plus, you receive a \$25 incentive just for signing up! Next, you can take your health risk assessment (HRA) to earn another \$25. Then, throughout the year, you can earn points on Healthy Emory Connect by participating in various activities such as walking, tracking your healthy habits and participating in challenges.

In addition to the incentives offered through Healthy Emory Connect, you can also earn incentives for participating in the following activities: 2019 Know Your Numbers onsite screenings, getting a colonoscopy or Cologuard test, and the Diabetes Prevention Program, if eligible.

Incentives earned are applied to your medical plan. As POS Plan members, you will get a credit toward your deductible or co-insurance.

Activities must be completed January 1, 2019 through November 15, 2019 in order to receive the incentives.



2019 INCENTIVES

Healthy Emory Connect Registration: Get started earning your incentives by first registering on the Healthy Emory Connect platform. **Earn \$25 (incentive only for new registrants).**

Health Risk Assessment (HRA): Complete a simple health questionnaire on Healthy Emory Connect and get instant feedback on your current health status. **Earn \$25.**

Healthy Emory Connect points: Earn points by tracking your healthy habits, competing in challenges and participating in other activities offered. **Earn up to \$350.**

Know Your Numbers biometric screenings: Get a free health screening that measures your key numbers such as blood pressure, cholesterol, height/weight and more. Your spouse can also earn this incentive. **Earn \$75.**

Diabetes Prevention Program (DPP): Specifically, for those who are at high risk of developing diabetes, DPP is a one-year, small group program that teaches you how to eat healthy, increase your physical activity and manage your stress to prevent or delay type 2 diabetes. **Earn up to \$200.**

Colonoscopy/Cologuard test: If you are age 50 or older and haven't yet been screened for colon cancer, talk with your doctor about getting a screening. Your spouse can also earn this incentive. **Earn \$100.**

Dental Coverage

Aetna Traditional Dental (PPO) Plan

The Aetna Traditional Dental (PPO) Plan is a conventional dental plan that allows you to see any dental provider. Some services require you to pay the deductible and applicable co-insurance. The deductible is a set amount that typically you pay before co-insurance starts. Co-insurance is the portion you must pay for services, in most cases, after meeting your deductible. For more information, review the Dental Plan Comparison below.

Features of the dental plan include:

- Flexibility to choose any provider. This plan has a large number of In-Network providers.
- Reimbursement for most Out-of-Network claims (subject to reasonable and customary limits).
- Preventive services received by either In-Network or Out-of-Network providers are covered at 100% up to reasonable and customary levels. Some examples include:
 - Oral examinations
 - Routine and deep cleanings (Deep cleanings, or full mouth debridement, CPT 4355, are covered under preventive services as a replacement for one of your routine cleanings once in a 24 month period of time)
 - Fluoride
 - Sealants (permanent molars only)
 - Bitewing X-rays
 - Full Mouth Series X-Rays
 - Space Maintainers

2019 Dental Plan Comparison

Aetna PPO Plan		
	IN-NETWORK	OUT OF NETWORK ¹
Preventive Services (routine & deep cleanings, X-rays, etc.)	\$0	\$0
Basic Services (filling, root canal, etc.)	10% ²	20% ²
Major Restorative (crown, bridge, etc.)	50% ²	50% ²
Calendar Year Deductible³	\$50/person \$150/family	\$50/person \$150/family
Annual Plan Payment Maximums	\$1,500/person	\$1,500/person
Orthodontia:		
- Deductible	None	None
- Co-insurance	50%	50%
- Lifetime Maximum	\$1,500	\$1,500

¹ Amounts applied to deductible are limited to the Reasonable and Customary charges

² After deductible

³ Waived for preventive services

DISCLAIMER: Every attempt has been made to ensure the chart and information above accurately reflect the details of the plan. Should there be any errors, the terms and conditions of the Summary Plan Description (SPD) prevail.

Reasonable & Customary Charges (R&C) for Dental and Medical Plans

Reasonable & Customary (R&C) charges are the prevailing charges made by physicians of similar expertise for a similar procedure in a particular geographic area. When you receive services Out-of-Network, your coverage and costs are based on these R&C charges. If the cost of your services exceeds what is determined to be reasonable and customary, the provider can charge you the additional amount.

Vision Coverage

EyeMed Vision Care

Emory offers retirees the opportunity to enroll in vision coverage through EyeMed Vision Care. EyeMed Vision Care offers a large network of providers including the Emory Eye Center, LensCrafters, Pearle Vision and more. For a complete list of providers, call 855-270-2343 or go to www.eyemedvisioncare.com: Select *Find a Provider* (top menu), enter your zip code, click on *Choose Network* and click *Select*, then click on *Get Results*.

Some features of this plan include:

- Routine annual eye exam: \$0 co-pay.
- Single, bifocal, trifocal, lenticular lenses: \$0 co-pay.
- Progressive lenses: \$65 co-pay.
- Frames: Up to \$150 allowance, 20% off balance over \$150.
- Contact lenses (conventional and disposable): \$0 co-pay up to \$200 allowance. 15% off balance over \$200 on conventional lenses.
- Benefits provided once every 12 months for lenses or contact lenses.
- Contact lens and frame allowance are a one-time use benefit. Members are encouraged to use their full allowance at the time of initial service. Unused balances are not available for future visits during the same plan year in which the initial service was utilized.
- 40% off unlimited additional prescription eyewear purchases.
- 20% off nonprescription sunglasses.

For a complete list of the plan details, visit EyeMed Vision Care at: www.eyemedvisioncare.com.

Enrollment and Payment

If you would like to enroll (or re-enroll) in vision coverage, please complete the enclosed *Election Form*. The entire annual premium must be paid at the time of your enrollment. The payment can be made by check or money order made payable to Emory University. Annual premium rates are on page 12.

Current enrollees in the vision plan must submit a new enrollment form each year to avoid termination of coverage at the end of December 2018.

If you have any questions about the enrollment process, please contact the Benefits Department at 404-727-7613.

2019 Rates

2019 Medical Plan Contributions

	Hired prior to January 1, 2003		Hired on/after January 1, 2003*	
Coverage Level	NON-MEDICARE ELIGIBLE WITH SUBSIDY	MEDICARE ELIGIBLE WITH SUBSIDY	NON-MEDICARE ELIGIBLE WITHOUT SUBSIDY	MEDICARE ELIGIBLE WITHOUT SUBSIDY
Retiree Only	\$640.92	\$315.59	\$1,191.11	\$569.30
Retiree + Spouse	\$1,281.81	\$631.19	\$2,382.22	\$1,138.61
Retiree + Child(ren)	\$833.76	\$506.61	\$1,548.44	\$913.72
Family	\$1,474.67	\$822.13	\$2,739.55	\$1,482.94
Child(ren) Only	\$190.92	\$190.92	\$344.34	\$344.34

* This applies to Emory University retirees only.

2019 Dental Plan Contributions

Coverage Level	MONTHLY RATE
Retiree Only	\$47.50
2-Person	\$95.00
Family	\$157.00

2019 Vision Plan Contributions

Coverage Level	ANNUAL RATE
Retiree Only	\$134.16
Retiree + Spouse	\$254.40
Retiree + Child(ren)	\$267.84
Family	\$394.32

If you or your spouse/dependent are eligible for Medicare because of a disability, your medical plan rates may be different. If you are in this situation, contact the Benefits Department for more information: 404-727-7613.

Turning 65

Post-65 Medicare-Eligible Retiree Medical Coverage

Eligible retirees of Emory University and Emory Healthcare will transition from Emory's medical plan with Aetna to a Medicare supplemental plan at age 65.

Post-65 retirees will shop for and purchase an individual plan that works with their Medicare coverage. Emory has partnered with Via Benefits (formerly, OneExchange), a company that is experienced in helping retirees evaluate and enroll in Medicare supplemental insurance. This new program offers:

- More plan choices.
- A monthly contribution from Emory to a Health Reimbursement Arrangement (HRA), for eligible retirees/spouses, to help pay for the plan (**\$117.00 per month**). To be eligible for the subsidy from Emory, you must be covered in the Pre-65 medical plan and have been **hired prior to January 1, 2003**.
- Expert help choosing and enrolling in the plan.
- Ongoing support, including help with questions about coverage.

In preparation for transitioning from your Emory pre-65 retiree medical plan, please contact the Social Security Administration to enroll for Medicare Parts A & B about **three months prior to your 65th birthday**. Around this same time frame, **if you were hired prior to January 1, 2003**, you will also receive an Enrollment Guide from Via Benefits with information on choosing either a Medicare Supplement Plan (Medigap) and a Medicare Part D Prescription Plan or a Medicare Advantage Plan. Your eligible spouse will follow the same process as they approach age 65.

You will find information about available plans at <https://my.viabenefits.com/emory>. Please contact Via Benefits at 1-855-241-5720 to enroll no later than 30-45 days prior to your 65th birthday to ensure a seamless transition with no gaps in coverage. You must have your Medicare card showing the effective date for Medicare Part A and B.

You may also enroll in a plan on your own without using the services of Via Benefits. However, please contact Via Benefits at 1-855-241-5720 to inform them of your enrollment and ask about reimbursement for eligible expenses.

If you were hired on/after January 1, 2003, you will not receive an Enrollment Guide from Via Benefits. However, you may contact Via Benefits at 1-855-241-5720 to secure more detailed information, and/or to initiate the enrollment process.

Important Note: Retirees hired on/after January 1, 2003 are not eligible to receive the subsidy from Emory.

If you have questions about the transition process, please contact your designated Benefits Specialist at (404) 727-7613 if you are an Emory University retiree:

LAST NAME BEGINS WITH	BENEFITS SPECIALIST
A-I	Raciquel Edwards
J-Q	Rita Calderon
R-Z	Currently Vacant (please call Benefits at 404-727-7613 for assistance)

If you are an Emory Healthcare retiree, please contact the Employee Resource Center at (404) 686-6044.



You & Social Security

The Social Security Act of 1935 provides for general welfare by establishing a system of federal old-age benefits for workers. From this system, every qualified individual shall be entitled to receive an old-age benefit payment in equal monthly installments ending on the date of death. The amount of the benefit is determined based on your average income earned during your working years. The information included below is meant to be a brief overview — for complete details visit the Social Security web site at www.ssa.gov or call 800-772-1213.

Who is eligible to receive Social Security benefits?

In order to qualify for Social Security retirement benefits, you must have paid Social Security taxes and earned enough Social Security credits during your working life. Workers can earn a maximum of four credits per year, with 40 credits needed to qualify for benefits.

When can I begin receiving Social Security benefits?

If you are at least 62 years of age, you can apply for and begin receiving your Social Security benefits. However, keep in mind that if you apply to receive retirement benefits before reaching full retirement age, you will receive reduced benefits for the rest of your life. Likewise, if you decide to delay the receipt of your benefits until after your full retirement age, your benefit amount will increase by a certain percentage based on the year of your birth.

What is full retirement age?

If you were born before 1938, your full retirement age is 65. Individuals born after 1938 have a full retirement age based on their year of birth. The maximum full retirement age for individuals born after 1959 is 67 years of age. Check www.ssa.gov to determine your full retirement age.

Can I continue to work and still receive my Social Security retirement benefits?

Yes. Starting in the month you reach full retirement age, there is no limit on the amount you can earn while you collect Social Security benefits. However, if you have not reached full retirement age, your Social Security retirement benefits may be reduced for every dollar you earn, up to an annual limit, as determined by the Social Security Administration.

How do I apply for Social Security retirement benefits?

You should apply for benefits about three months prior to retiring. Applications can be submitted via the web, phone, by mail or in person. You will need to have certain documents to apply such as a birth certificate or proof of birth, naturalization papers, U.S. military discharge papers, W-2 forms or self-employment tax returns for the previous year. In addition, other information or documentation may be required to complete your application.

What are survivors' benefits?

After your death, your family may be eligible to continue receiving benefits. Eligible family members may include your spouse or ex-spouse, unmarried or disabled children and your parents. In addition, a one-time lump sum payment of \$255 may be paid to your family if you have enough credits to qualify.

You & Medicare

Medicare is our country's basic health insurance program for people age 65 or older. Medicare is often confused with Medicaid. Medicaid is a health care program for individuals with limited resources and low income. Again, this information is meant to be a brief overview of Medicare coverage — for complete details, log on to www.medicare.gov or call 800-MEDICARE.

When can I begin receiving Medicare benefits?

If you are not currently receiving Social Security retirement benefits, you should sign up for Medicare close to your 65th birthday.

- You **must be enrolled in Parts A and B to be eligible to enroll** in a Medicare Advantage or Medigap Plan.
- If you are getting Social Security benefits when you turn 65, you are already qualified, and **Part A (Hospital Insurance)** starts automatically.
- **Part B (Medical Insurance)** is an optional program with a monthly cost. Almost anyone who is eligible for Part A can sign up for Part B. If you don't enroll in Part B when you are first eligible, you may pay a penalty to enroll at a later date.
- **Part C (Medicare Advantage Plans)** is another optional program that requires your enrollment in both Parts A and B. You might have to pay a monthly premium for Part C because of the extra benefits the Medicare Advantage plan offers.

- **Part D (Prescription Drug Plan)** is available to anyone who has Parts A and B, or Part C. This prescription insurance is also optional, and an additional monthly premium is required for the coverage. If you don't enroll in Part D when you are first eligible, you may pay a penalty to enroll at a later date, unless you are enrolled in an employer based plan that provides "creditable coverage" like Emory does.

How do I make Medicare payments?

If you are already receiving Social Security retirement benefits, Medicare payments are automatically withheld from your Social Security payments.

Additional Medical Resources

Tier 1 Network

Providers and facilities in the Tier 1 Network give you the maximum benefit available under the plans, with lower co-pays, co-insurance and deductibles.

Tier 1 facilities include:

- Emory University Hospital
- Emory University Hospital Midtown
- Emory Decatur Hospital
- Emory Long Term Acute Care
- Emory Hillandale Hospital
- Emory University Orthopaedics & Spine Hospital
- Emory Johns Creek Hospital
- Emory Rehabilitation Hospital, in partnership with Select Medical
- Children's Healthcare of Atlanta (including Egleston and Scottish Rite)
- Grady Memorial Hospital (including Hughes Spalding)
- Emory Saint Joseph's Hospital
- Wesley Woods Geriatric Hospital

Tier 1 physicians include:

- Emory physicians
- DeKalb Physician Hospital Organization (DPHO)
- Community physicians

To locate a participating Tier 1 physician or facility, go to www.aetna.com/docfind/custom/emory or call Aetna at 800-847-9026.

Emory Employees Appointment Line (EVIP)

Emory Healthcare is committed to the health care needs of Emory's employees and retirees and to meet this commitment, will facilitate and expedite employee and retiree access to Emory providers. The EVIP Appointment Line was developed for this purpose. Emory retirees and family members can call **404-778-EVIP** for expedited access to Emory physicians.

Features include:

- Senior level call agents answering from 8:00 am to 5:00 pm, M-F, who can assist you in making appointments with Emory Clinic providers.
- Assurance that non-urgent appointments will be scheduled within 14 days with the first available provider. If your preferred provider is not available, we will connect you with another well-qualified Emory Clinic provider or Emory-affiliated practice.
- Assurance that urgent appointments will be clinically reviewed to secure an appointment within a medically appropriate time frame.

Emory HealthConnection

Emory HealthConnection is available to assist you in selecting the right Emory provider to meet your needs. Emory HealthConnection can be reached online at www.emoryhealthcare.org or by calling 404-778-7777.

Emory Healthcare Patient Portal

If you receive care from an Emory Healthcare physician, you are encouraged to sign up for the Emory Healthcare Patient Portal Technology – a convenient and secure health-management tool. Patient portal technology provides you with increased access to your care team, resources and empowerment to manage your health.

To request an invitation, contact your provider's office, complete online registration at www.emoryhealthcare.org/patientportal, or call 404-727-8820. Note: If you see an outpatient private practice provider, that provider may have a separate portal in place. Please contact your provider directly.

The Pharmacy at Emory

The Pharmacy at Emory is a full-service pharmacy with a convenient, on-campus location. Hours are: 9:00 am to 6:00 pm, M-F. Call 404-778-2022 or visit: www.emoryhealthcare.org/pharmacy.

Frequently Asked Questions

Do I need to continue the medical plan coverage I have with Emory during my retirement?

The choice is yours and you should consider all of the options that are available to you very carefully. If you are married, you may be eligible for your spouse's employer plan or you may consider coverage through the federal Healthcare Exchange/Health Insurance Marketplace (go to: www.healthcare.gov for more information). If you elect to discontinue your medical plan coverage through Emory, you will not be able to re-enroll at a later date.

Am I guaranteed medical plan coverage as long as I continue to pay the cost for coverage?

Currently retirees will be able to continue enrollment in the Emory Retiree medical plan until age 65 as long as premiums are paid in a timely manner. At age 65, eligible retirees and spouses will transition from the Emory medical plan to a Medicare supplemental plan that will work with their Medicare coverage. Retirees who were hired before January 1, 2003 will also receive a monthly contribution from Emory to a Health Reimbursement Arrangement (HRA) to help pay for the plan.

Premiums for the supplemental Medicare plan must be paid as required by the provider. However, the health care benefits continued at retirement are not guaranteed to be the benefits for retired employees and their dependents in the future. Emory has the right to terminate the plan and to terminate any class of employees, including retired employees and their dependents, as eligible persons for plan benefits.

When I turn age 65, will I be able to keep my current retiree medical plan?

No. All eligible post-65 retirees and spouses will transition to a Medicare supplemental plan. If you are an Emory University retiree, contact your Benefits Specialist about the transition process:

LAST NAME BEGINS WITH	BENEFITS SPECIALIST
A-I	Raciquel Edwards
J-Q	Rita Calderon
R-Z	Currently Vacant (please call Benefits at 404-727-7613 for assistance)

If you are an Emory Healthcare retiree, contact the Employee Resource Center at (404) 686-6044.

As a retiree, I will continue medical coverage for myself and my spouse. If I die before my spouse, will my spouse be able to continue the coverage?

Yes. A surviving spouse may continue enrollment in the existing medical plan until age 65 as long as the required cost is paid. At age 65, your spouse will be able to choose an individual plan through a Medicare Healthcare Exchange or on their own. However, the health care benefits continued at retirement are not guaranteed to be the benefits for retired employees and their dependents in the future. Emory has the right to terminate the plan and to terminate any class of employees, including retired employees and their dependents, as eligible persons for plan benefits.

Frequently Asked Questions

I plan to continue my medical plan coverage during my retirement. What happens if I move outside of Georgia?

If you or a dependent reside or relocate temporarily outside of Georgia, please call Aetna Member Services at 800-847-9026 in order to confirm access to services through your plan's Tier 2 network. If you reside or relocate where there are no providers, Tier 3 coverage would apply. If you reside or relocate outside of Georgia where there are national Aetna providers from whom you receive services, then Tier 1 coverage would apply.

Will the cost of medical plan coverage be subject to increases? If so, how will I know?

Changes in premiums will only occur once a year. However, the cost of your coverage is always subject to change depending on the claims of the group. If there is a change in the cost or coverage, you will be notified by mail. Therefore, it is very important that Human Resources always has your correct and current mailing address.

How do I get Aetna claim forms?

Contact Aetna directly to request claim forms. Call 800-847-9026 or visit them on the web at www.aetna.com/docfind/custom/emory.

Where do I send my claims?

Claims should be sent to: Aetna, P.O. Box 14079, Lexington, KY 40512-4079.

I plan to marry a few months after I retire. Can I add my new spouse to my health care coverage?

No. The plan does not allow for retirees to add new dependents.

If I do not enroll in the retiree dental plan and/or the vision plan offering for 2019, can I enroll at a later date?

Yes. Retirees have the opportunity to select this coverage during each year's annual enrollment period.

If I am currently enrolled for the vision plan, do I have to re-enroll each year?

Yes. You must re-enroll each year. When you re-enroll, you must also submit your payment for the entire year.

Additional Benefits for Emory University Retirees



In addition to medical, dental and vision coverage, Emory University provides the following additional benefits.

Life Insurance: Basic Term Life Insurance coverage (full-time or part-time at retirement) is available at no cost to you. Keeping your beneficiaries up-to-date is very important. You should review your beneficiary information and make corrections as needed. A beneficiary change form has been included with your enrollment packet for your convenience. If you need to make a change, please send your change of beneficiary form to: Emory University Human Resources, Benefits Department, 1st Floor, 1599 Clifton Road, Atlanta, GA 30322. Fax: 404-727-7145.

403(b) Retirement Plan: If you have not already begun receiving your retirement income, federal income tax laws require that you start receiving payments no later than the April 1 following the calendar year in which you reach age 70 1/2, or the calendar year in which you retired, whichever is later.

EmoryCard: Your EmoryCard will serve as your I.D. Card during retirement. Please contact the EmoryCard office at 404-727-6095 for information on obtaining your card.

Courtesy Scholarship: Courtesy Scholarship eligibility continues for retirees for undergraduate and graduate courses; spouse and eligible children are eligible for undergraduate courses. Call 404-727-1202 for more information.

Parking: Retirees will receive a yearly parking permit at no cost, unless you are rehired full-time. Call 404-727-6106.

Email Access: Emory email address access is available via email.emory.edu. For assistance, contact the Libraries and Information Technology help desk at 404-727-7777.

Library Access: Retired Emory faculty and staff may continue to view library websites and the library catalog

(discoverE). Contact individual libraries for borrowing privileges. Remote access to electronic resources and databases is not a benefit, but retired Emory faculty and staff are welcome to come into the Emory Libraries to use designated workstations to access electronic library resources.

Special Events: Retirees can receive continued discounts on cultural and special event admission tickets. Call 404-727-8425 for more information.

Fitness Centers: Continued membership in Blomeyer Health Fitness Center and/or Woodruff Physical Education Center is available. Contact Blomeyer Health Fitness Center at 404-727-4600 or Woodruff PEC at 404-727-6547.

Sparkfly Discount Program: Emory and Sparkfly have partnered to offer you a unique discount program. The Sparkfly website provides you with access to hundreds of discount offers, both locally and nationally. Through Sparkfly you can save money and time on things like travel, restaurants, electronics, movie and event tickets, shopping and more. To access the Emory-Sparkfly discount website, send an email to customercare@sparkfly.com with your name and "Emory Retiree Login Request" in the subject line. A Sparkfly Customer Care representative will verify your retiree status and send you an email with access instructions to the Emory-Sparkfly discount website. If you need additional assistance with registering or using the Sparkfly site, please contact Sparkfly Customer Care at 800-687-2359, M - F, 9:00 am to 5:00 pm.

Continuing Education for Seniors age 50+: The Osher Lifelong Learning Institute (OLLI) at Emory is a lifelong learning program for seasoned adults who enjoy learning for fun. Courses start at \$49+ and discounts are available if you enroll for multiple courses. Call 404-727-6000 for information.

Additional Benefits for Emory Healthcare Retirees



In addition to medical, dental and vision coverage, Emory Healthcare provides the following additional benefits.

403(b) Savings Plan

If you have not already begun receiving your retirement income, federal income tax laws require that you start receiving payments no later than the April 1 following the calendar year in which you reach age 70 1/2, or the calendar year in which you retired, whichever is later.

Special Events

Retirees can receive continued discounts on cultural and special event admission tickets. Call 404-727-8425 for more information.

Fitness Centers

Continued membership in Blomeyer Health Fitness Center and/or Woodruff Physical Education Center is available. Contact Blomeyer Health Fitness Center at 404-727-4600 or Woodruff PEC at 404-727-6547.

Sparkfly Discount Program

Emory and Sparkfly have partnered to offer you a unique discount program. The Sparkfly website provides you with access to hundreds of discount offers, both locally and nationally. Through Sparkfly you can save money and time on things like travel, restaurants, electronics, movie and event tickets, shopping and more. To access the Emory-Sparkfly discount website, you will need to send an email to customercare@sparkfly.com with your name and "Emory Retiree Login Request" in the subject line. A Sparkfly Customer Care representative will verify your retiree status and send you an email with access instructions to the Emory-Sparkfly discount website. If you need additional assistance with registering or using the Sparkfly site, please contact Sparkfly Customer Care at 800-687-2359, M - F, 9:00 am to 5:00 pm.

Continuing Education for Seniors age 50+: The Osher Lifelong Learning Institute (OLLI) at Emory is a lifelong learning program for seasoned adults who enjoy learning for fun. Courses start at \$49+ and discounts are available if you enroll for multiple courses. Please call 404-727-6000 for information.

Tier Zero Drug List

BLOOD PRESSURE & HEART FAILURE

- Acebutolol HCL
- Amiodarone HCL
- Amlodipine Besylate
- Amlodipine/Olmesartan
- Amlodipine/Olmesartan/HCT
- Amlodipine/Valsartan
- Amlodipine/Telmisartan
- Atenolol
- Atenolol/Chlorthalidone
- Benazepril HCL
- Benazepril/Hydrochlorothiazide
- Betaxolol HCL
- Bisoprol/Hydrochlorothiazide
- Bisoprolol Fumarate
- Captopril
- Captopril/Hydrochlorothiazide
- Candesartan Cilexetil
- Candesartan Cilexetil/Hydrochlorothiazide
- Carvedilol
- Clonidine HCL
- Digoxin
- Diltiazem HCL
- Doxazosin Mesylate
- Enalapril Maleate
- Enalapril/Hydrochlorothiazide
- Eplerenone
- Esmolol HCL
- Felodipine
- Fosinopril Sodium
- Fosinopril/Hydrochlorothiazide
- Furosemide
- Guanabenz Acetate
- Guanfacine HCL
- Hydralazine HCL
- Hydralazine/Hydrochlorothiazide
- Hydralazine/Reserpin/Hctz
- Hydrochlorothiazide
- Irbesartan
- Irbesartan/Hydrochlorothiazide
- Isosorbide Dinitrate
- Isosorbide Mononitrate
- Isradipine
- Labetalol HCL
- Lisinopril
- Lisinopril/Hydrochlorothiazide
- Losartan Potassium
- Losartan Potassium/Hydrochlorothiazide

- Methyldopa
- Metolazone
- Metoprol/Hydrochlorothiazide
- Metoprolol Succinate
- Metoprolol Tartrate
- Minoxidil
- Moexipril HCL
- Moexipril/Hydrochlorothiazide
- Nadolol
- Nicardipine HCL
- Nifedipine
- Nimodipine
- Nisoldipine
- Nitroglycerin
- Olmesartan
- Olmesartan/Hydrochlorothiazide
- Papaverine HCL
- Pindolol
- Prazosin HCL
- Propranolol HCL
- Propranolol/Hydrochlorothiazide
- Quinapril HCL
- Quinapril/Hydrochlorothiazide
- Ramipril
- Reserpine
- Sotalol
- Spironolact/Hydrochlorothiazide
- Telmisartan
- Telmisartan/Hydrochlorothiazide
- Terazosin HCL
- Timolol Maleate
- Torsemide
- Trandolapril
- Trandolapril/Verapamil
- Triamterene/Hydrochlorothiazide
- Valsartan
- Valsartan/Hydrochlorothiazide
- Verapamil HCL

CHOLESTEROL LOWERING

- Amlodipine Besylate/Atorvastatin
- Calcium
- Atorvastatin Calcium
- Cholestyramine
- Colestipol HCL
- Ezetimbe
- Fenofibrate
- Fenofibric acid
- Fluvastatin

- Gemfibrozil
- Lovastatin
- Niacin
- Omega-3 Polyunsaturated FA
- Pravastatin Sodium
- Simvastatin
- Rosuvastatin

CONTRACEPTIVES

- Oral Contraceptives: Monophasic/Biphasic/Triphasic Generic Agents
- Non-Oral Contraceptive: NuvaRing
- Non-Oral Contraceptive: Ortho Evra

DIABETES

- Acarbose
- Acetohexamide
- Alogliptin
- Alogliptin/Metformin
- Alogliptin/Pioglitazone
- Chlorpropamide
- Glimepiride
- Glipizide
- Glyburide, ext-rel
- Glyburide/Metformin HCL
- Metformin HCL
- Metformin ext-rel
- Metformin/Repaglinide
- Miglitol
- Nateglinide
- Pioglitazone
- Pioglitazone HCL/Metformin HCL
- Repaglinide
- Tolazamide
- Tolbutamide

SMOKING CESSATION

- Nicotrol NS
- Nicotrol Inhaler
- Bupropion HCl (smoking deterrent) SR 12 hr 150mg
- Zyban
- Chantix

As prescription drugs come off patent protection (lose brand status), become available as generics, or over-the-counter, this list will change. For the most up-to-date list, contact CVS/caremark at 866-601-6935; www.caremark.com.

Numbers & Websites

VENDOR/ORGANIZATION	PHONE NUMBER	WEBSITE(S)
Emory University Benefits and WorkLife Department (Office closes at 3:00 p.m. on Wednesdays)	404-727-7613	www.hr.emory.edu/benefits
Emory Healthcare Employee Resource Center	404-686-6044	Retiree Annual Enrollment site: www.hr.emory.edu/retiree-enrollment
Aetna Medical (Medical, Behavioral Mental Health, & Incentives)	800-847-9026	www.aetna.com www.aetna.com/docfind/custom/emory
Aetna Traditional Dental	877-238-6200	www.aetna.com/docfind/custom/emory
CVS/caremark (Pharmacy Manager)	866-601-6935	www.caremark.com
Administration for Community Living Region III	404-562-7600	www.acl.gov
Emory Employees/Retirees Appointment Line (EVIP)	404-778-EVIP	N/A
EyeMed Vision Care (Vision Plan)	855-270-2343	www.eyemedvisioncare.com
Fidelity Investments (Retirement Plans)	800-343-0860	www.netbenefits.com
Government Resources	800-333-4636	www.usa.gov
Internal Revenue Service	404-338-7962	www.irs.gov
McGriff Insurance Services	678-367-3107	www.McGriffinsurance.com
Medicare	800-633-4227	www.medicare.gov
National Council on Aging - BENEFITSCheckUp	571-527-3900	www.benefitscheckup.org
Pharmacy at Emory	404-778-2022	www.emoryhealthcare.org/pharmacy
Social Security Administration	800-772-1213	www.ssa.gov
TIAA (Retirement Plans)	800-842-2252	www.tiaa.org
The Standard (Life Insurance)	866-756-8118	www.standard.com
UNUM (Long Term Care)	800-227-4165	www.unum.com
Vanguard (Retirement Plans)	800-523-1188	www.vanguard.com/retirementplans
Via Benefits (formerly OneExchange)	855-241-5720	https://my.viabenefits.com/emory
Volunteer Emory	404-727-6269	www.volunteer.emory.edu

Easy preventive care

Most preventive care services are free to you under your medical plan coverage when you use a Tier 1 or Tier 2 Network health care provider.

You take your car to the shop for routine maintenance, so why wouldn't you do the same for yourself? Staying healthy is easy if you take advantage of FREE preventive care!

That's right — most preventive care services are free to you under your medical plan when you use a Tier 1 or Tier 2 Network health care provider! Here's a partial list of preventive care services covered at 100% when you use Tier 1 or Tier 2 providers:

- Annual physical
- Well-woman visit, including pap
- Mammogram
- Well baby exam
- Immunizations
- Colonoscopy/Cologuard
- Screenings for blood pressure, cancer, cholesterol, depression, obesity and Type 2 diabetes

There are other low-cost screenings available to you as well. Review the entire list of preventive care on the annual enrollment website or contact Aetna prior to your doctor's visit to confirm what is covered.

TIP! Make sure your doctor's visit is coded correctly, as preventive care only, so it's free or low-cost for you.



