

Employees who were hired before January 1, 2010

Employees who meet the retirement definition (age 55 +15 years of service or if involuntary age 50 + 20 years of service) and commence their pension are eligible to participate in our retiree health benefit program. The benefits available are medical, dental and vision coverage. The Company will subsidize part of the cost of your medical and dental premiums as follows:

- o Until you hit the annual subsidy limit, the Company will pay 3% of medical and dental premiums for each year of service to a maximum of 80% of the premium. You are responsible for paying the difference between the cost of the premium and the Company subsidy.
- o The Company’s annual subsidy for medical and dental premiums is limited to \$10,000 for each employee who retires under age 65.
- o Once you reach the annual limit on the Company’s subsidy for medical and dental insurance premiums, you will be responsible for paying the entire premium.

The Company does not subsidize the cost of the vision coverage. Therefore, if you elect vision coverage, you will be responsible for the full cost of the premium.

Below is an example of the calculation based on 2023 pre-65 rates:

Jane retires with 20 years of service and is married.

Company subsidy = 20 years x 3% = 60%

The annual maximum amount the Company will subsidize medical and dental is 60% of \$10,000 (\$6,000). Since Jane is selecting Retiree + Spouse the maximum would be \$6,000 x 2 or \$12,000

		Medical	Dental*
Total annual cost for Retiree + Spouse		\$23,991.55	\$1,106.52
Company Subsidy is the lesser of:			
60% of total cost	\$14,394.93		
Company maximum	\$12,000	\$12,000	0
Annual cost to Retiree		\$11,991.55	\$1,106.52
Monthly cost		\$999.30	\$92.21

*Company maximum subsidy was used for medical therefore no subsidy applied to dental

Please note that you can choose medical or dental only and make elections annually. However, you will not be allowed to opt in after choosing to opt out of retiree benefits.

Employees hired after December 31, 2009 and before January 1, 2018

Employees may enroll in retiree medical if they meet all of the following criteria:

- o are actively enrolled in company-sponsored health benefits
- o meet the retirement definition (age 55 +15 years of service or if involuntary age 50 + 20 years of service)
- o commence their pension

These employees are eligible to continue company-sponsored benefits and participate in the PRUSA Retiree Health Reimbursement Account (RHRA) Program, as specified in the PRUSA Health & Welfare Benefits Plan, whereby:

- A one-time company contribution equal to \$200 per month (credit is given for the month of termination) of service (excluding your first year of service), will be credited into a RHRA.
- You may use the RHRA funds to reimburse a variety of eligible healthcare-related expenses as set forth by Internal Revenue Code Section 213(d) – including the premiums, copayments, deductibles you pay towards the cost of retiree health benefits.
- Your RHRA funds will be managed through Payflex.

Below is an example of the calculation based on an employee who worked from January 1st, 2010 to June 30th, 2023:

Months of service	162
Minus first year	12
RHRA Basis	150
One-time Company contribution	29,993