

JUNIATA COLLEGE

Summary of Benefits for Eligible Retirees

Medical Insurance

The eligible retiree may continue in the Group Medical Insurance Plan with coverages remaining the same as for full-time employees until age 65 when Medicare becomes primary and the plan become a Medicare supplement plan. At age 65, the retiree and/or spouse must apply for Medicare parts A & B.

The College and the eligible retiree share the premium according to the employee's post-retirement benefit percentage. If a spouse is a dependent on the employee's medical insurance at the time of retirement, the spouse may continue the applicable medical coverage through the College's group plan under the same conditions as the retiree.

Life Insurance

The amount of life insurance for eligible retirees is \$3,000 and the College and the eligible retiree share the premium equally.

Supplemental Life Insurance

Eligible employees who are participating in the supplemental life insurance plan at the time of retirement may continue to be covered with \$3,000 supplemental life insurance during retirement. The College and the eligible retiree share the premium equally. The monthly cost is age based and will be provided upon request.

Miscellaneous Benefits

Retirees may continue to use the Library.

Courtesy cards are provided for eligible retirees to use the facilities of the Kennedy Sports & Recreation Center and for admission to most athletic events on campus.

Eligible retirees receive a 10% discount at the Juniata College Bookstore.

Retirees may take one course per semester tuition free at Juniata College.

Retirement Plan

For retirees participating in the Phased Retirement Program, the College and the retiree/employee will continue to make contributions to the retirement plan at the applicable percentage rate based on the academic year contract salary.