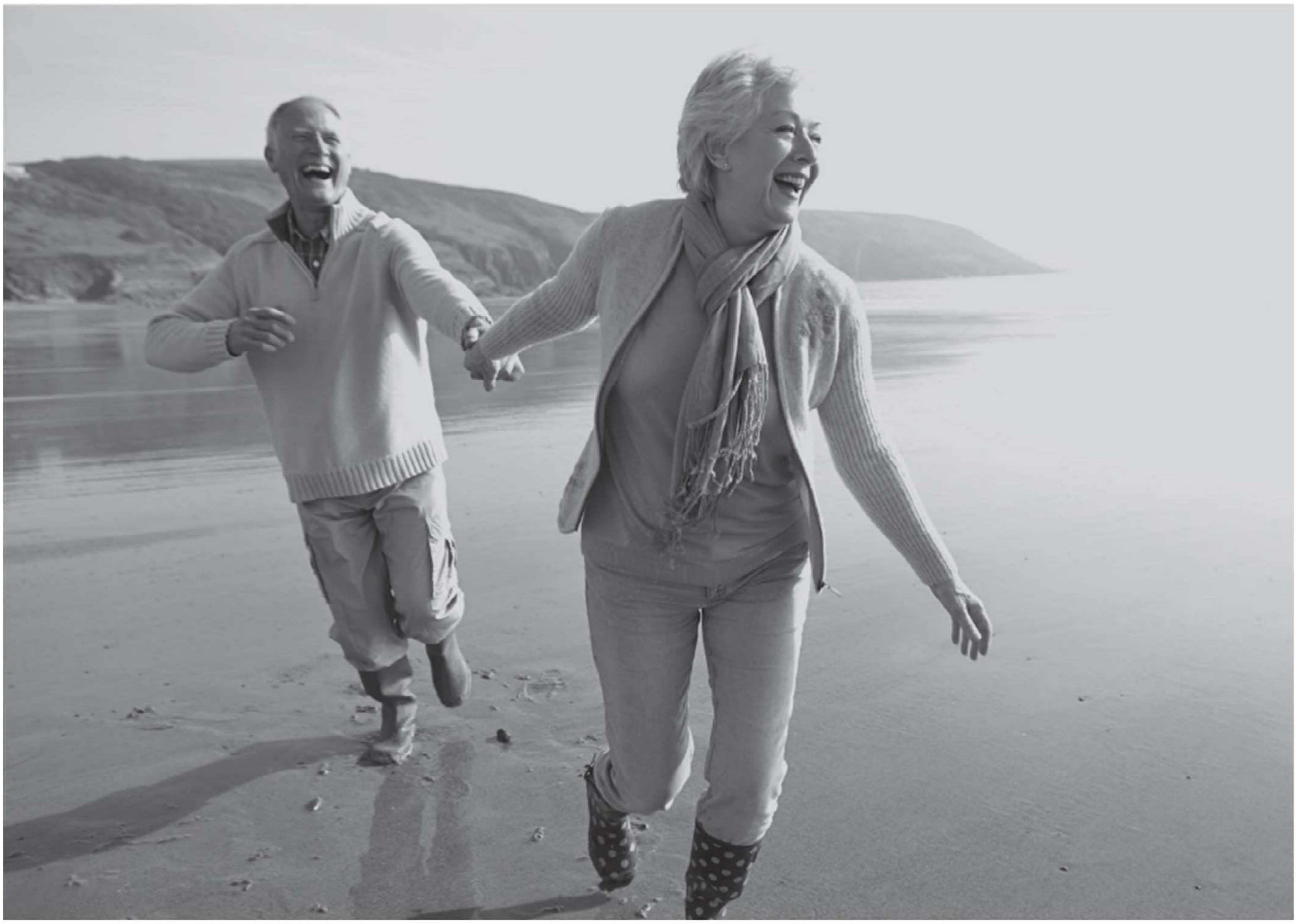


FINANCIALLY SOUND

ROAD TO RETIREMENT

Table of Contents

Congratulations on your upcoming retirement! This Retirement Packet should answer many of your questions regarding the GROWMARK System benefits and retirement accounts as you enter this new, exciting phase of your life.


Your Guide to
Retiree Healthcare

Employee Insurance Options

Medical/Voluntary Plans

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Health Savings Account (HSA)

Welfare Plans

- Life Insurance
- Disability Insurance
- Critical Illness
- Accident
- Hospital Indemnity
- Identity Protection

Retiree Medical Continuation

Pre-65 Retiree Medical

Active coverage continues until end of the month you retire in

↓

Eligibility:

Retire age 55-64	Requires 10 years of coverage prior to retirement

Pre-65 Retiree Medical

Continuation of Coverage

Balanced Plan Only

Open Enrollment Each Year

Premium Payments

MC: Inquire with HR

What if I don't qualify for pre-65 retiree medical?

COBRA	• Up to 18 months
After 18 months	• Individual coverage

Pre-65 Retiree Medical Rates

Rates determined by the company you retire from

SPOUSAL MEDICAL COVERAGE

You and your spouse are <65

- Employee and spouse offered retiree continuation

You are <65, Spouse is 65+

- Employee is offered retiree continuation; spouse must enroll in Medicare

You are 65+, Spouse is <65

- Spouse is offered retiree medical continuation; spouse will become the subscriber of their own policy; employee must enroll in Medicare

Post-65 Retiree Medicare

Eligibility

- Pre-65 retiree/spouse turning age 65
- Retiree/spouse age 65+ at retirement

Sign up for Medicare Part A and Part B through SSA 12 weeks in advance

Via Benefits postcard sent 3 months prior to age 65 to set up phone appointment

Via Benefits will assist with Medicare Supplemental and Part D Prescription Plan enrollment

Post-65 Retiree Medicare

Medicare Advisor Consultation

- 60-90 minutes to review
  - Medical Needs
  - Current Provider
  - Prescriptions
- Recommendation
- Enrollment

VIA BENEFITS™

Communications

- Newsletters in the Spring via email, postal mail, and emails in the Fall

Post-65 Retiree Medicare

Medicare Part A	• Hospitalization • No premium
Medicare Part B	• Physician Services • 2024 $174.70/month
Medicare Advantage	• Bundles Part A & B, supplemental medical, and Part D Rx
Medigap	• Individual supplemental medical
Part D	• Individual Prescription Plan

Post-65 Retiree Medicare

Enrollment		
Initial Enrollment Period 3 months prior to 65th birthday through 3 months after that birthday	**Special Enrollment Period** Age 65+, covered under group medical plan	**General Enrollment Period** Jan 1 – Mar 31

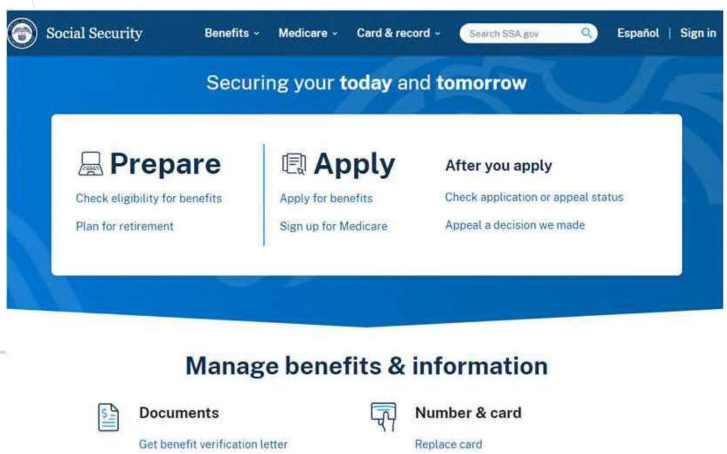
Applying for Benefits

3 options available to apply:

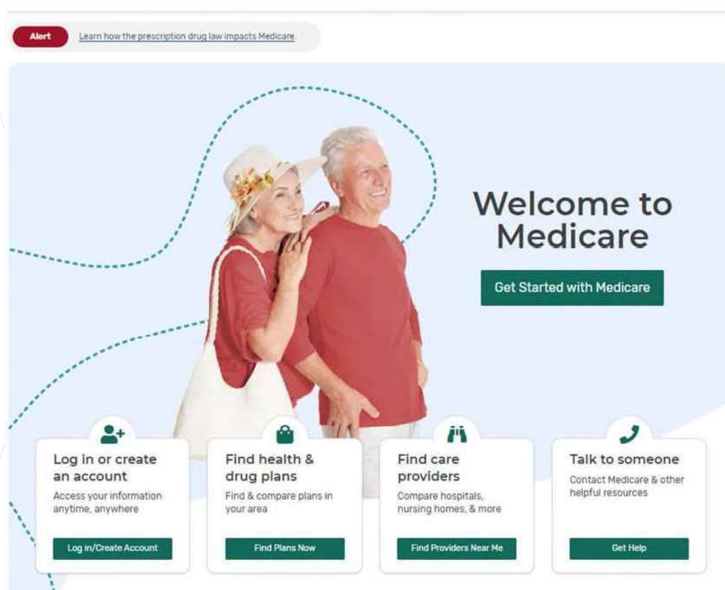
- Online
- By phone 1-800-772-1213
- At our office

Apply at least 6 weeks in advance.

SSA.gov


Social Security
Benefits
Medicare
Card & record
Search SSA.gov
Español | Sign in
Securing your today and tomorrow
Prepare
Check eligibility for benefits
Plan for retirement
Apply
Apply for benefits
Sign up for Medicare
After you apply
Check application or appeal status
Appeal a decision we made
Manage benefits & information
Documents
Get benefit verification letter
Number & card
Replace card

Medicare.gov



ADDITIONAL MEDICARE RESOURCES

- State Health Insurance Program (SHIP)
- Local volunteer counselors offer one-on-one assistance, counseling, and education to Medicare beneficiaries and their families.
- Illinois Senior Health Insurance Program– list by county on Department of Aging website
- Iowa Senior Health Insurance Information Program – list by county on State of Iowa website
- Wisconsin State Health Insurance Assistance Program – list by county on Wisconsin Department of Health Service website

Retiree Medical FAQ

Am I eligible for retiree medical continuation?	Can I stay on my current UMR plan in retirement?
Can I enroll at a later date?	What happens when my spouse or I turn age 65 first?

Health Savings Accounts
Contributions

Pre-65	Enrolled Medicare
• Must be enrolled in HDHP • Pre-tax payroll contributions stop • Post-tax contributions in retirement directly from bank to HSA and receive after-tax credit on income taxes	• Stop contributing when enrolled in Medicare • Contribution limit is prorated based on months eligible to contribute

Health Savings Accounts

Utilization of Funds

Pre-65	Enrolled Medicare
• All HSA-eligible purchases such as: prescriptions, OTC medication, doctor fees, hearing aids, eyeglasses, contacts, and hundreds more • Can NOT be use for pre-65 employer retiree coverage	• Age 65+, use for any purchase; pay taxes, no penalty • All HSA-eligible purchases • Medicare Part A, B, & D premiums • Medicare out-of-pocket expenses

Health Savings Accounts

Options

All Retirees

- **Leave HSA with Fidelity**
- **Rollover to local bank**
- **Investment opportunities**

Life Insurance

Continuation Options		
Port (continue) coverage under group policy with group rates until age 65	Convert all or portion to whole life policy at individual rates	Conversion options available for spousal/dependent coverage

Voluntary Benefits

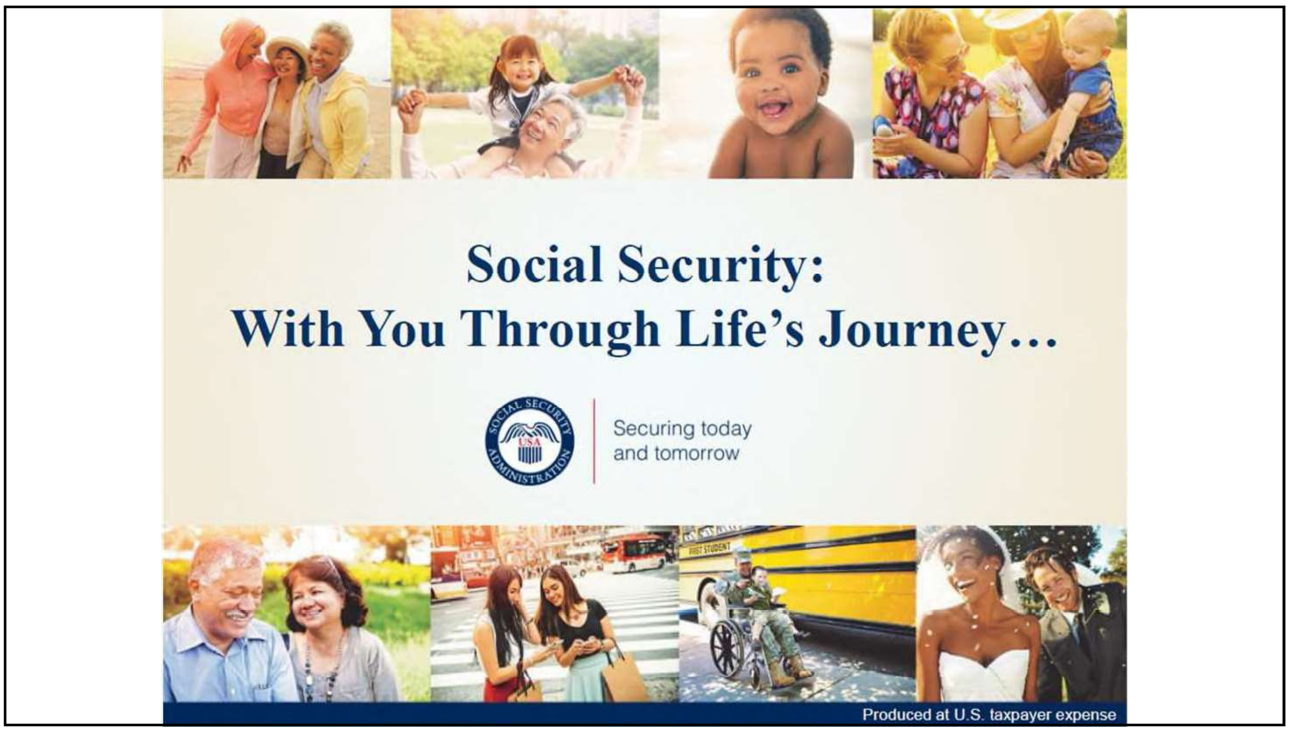
Dental /Vision	Disability
Can continue through Cobra for 18 months. If over age 65, options available through Via Benefits.	Coverage ends with employment.

Voluntary Benefits

Critical Illness & Accident	Hospital Indemnity	Identity Theft
Portability offered for the greater of age 70 or 12 months Billed directly from Lincoln Financial	Continuation available for up to 36 months Billed directly by Lincoln Financial	Continuation options available Billed directly by Allstate Identity Protection


Decoding Social
Security & Medicare


"Participation in this presentation does not constitute an endorsement by the Social Security Administration (SSA) or its employees of the organizations and information and products not provided by SSA."
Securing today and tomorrow
Produced at U.S. taxpayer expense


Social Security:
With You Through Life's Journey…
Securing today
and tomorrow
Produced at U.S. taxpayer expense


We Wouldn't Miss Your Retirement Party
Securing today
and tomorrow
SSA.gov

How Do You Qualify for Retirement Benefits?

- By earning "credits" when you work and pay Social Security taxes
- You need 40 credits (10 years of work) and you must be 62 or older
- Each $1,730 in earnings gives you one credit
- You can earn a maximum of 4 credits per year

Note: To earn 4 credits in 2024, you must earn at least $6,920.

ssa.gov/planners/credits.html

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How Social Security Determines Your Benefit

Benefits are based on earnings

Step 1 - Your wages are adjusted for changes in wage levels over time

Step 2 - Find the monthly average of your 35 highest earnings years

Step 3 - Result is “average indexed monthly earnings”

ssa.gov/OACT/COLA/Benefits.html

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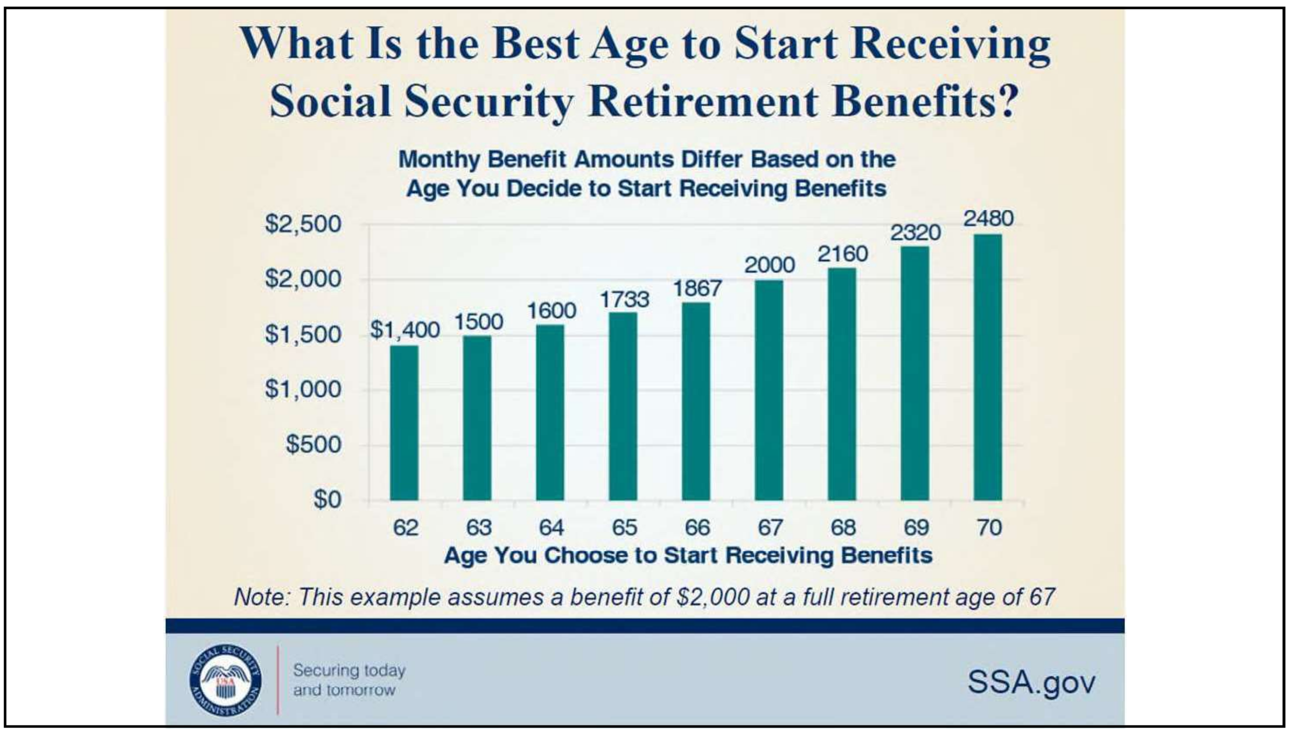
What Is the Best Age to Start Receiving
Social Security Retirement Benefits?
Monthy Benefit Amounts Differ Based on the
Age You Decide to Start Receiving Benefits
$2,500
$2,000
$1,500
$1,000
$500
$0
$1,400
1500
1600
1733
1867
2000
2160
2320
2480
62
63
64
65
66
67
68
69
70
Age You Choose to Start Receiving Benefits
Note: This example assumes a benefit of $2,000 at a full retirement age of 67
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Benefits Chart by Age

Year of Birth	Full Retirement Age	A $1000 retirement benefit taken at age 62 would be reduced by	A $500 spouse benefit taken at age 62 would be reduced by
1943-1954	66	25%	30%
1955	66 and 2 months	25.83%	30.83%
1956	66 and 4 months	26.67%	31.67%
1957	66 and 6 months	27.5%	32.5%
1958	66 and 8 months	28.33%	33.33%
1959	66 and 10 months	29.17%	34.17%
1960 +	67	30%	35%

ssa.gov/oact/quickcalc/earlyretire.html

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Working While Receiving Benefits

If you are	You can make up to	If you earn more, some benefits will be withheld
Under Full Retirement Age	$22,320/yr.	$1 for every $2
The Year Full Retirement Age is Reached	$59,520/yr. before month of full retirement age	$1 for every $3
Month of Full Retirement Age and Above	No Limit	No Limit

Retirement Earnings Test Calculator:
ssa.gov/OACT/COLA/RTeffect.html

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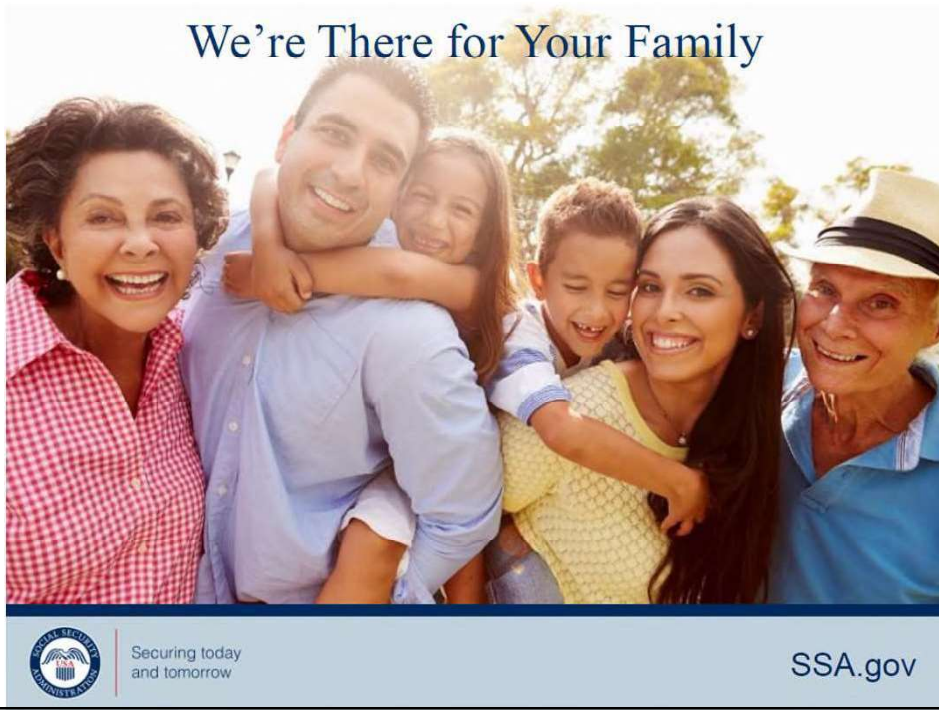
We're There for Your Family
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Auxiliary Benefits for Children

A child must have:

- A parent entitled to benefits due to disability or retirement; or
- A parent who died after having worked long enough in a job where they paid Social Security taxes.

The child must also be:

- Unmarried;
- Younger than age 18;
- 18-19 years old and a full-time student (no higher than grade 12);
- 18 or older and have a disability that started before age 22.

ssa.gov/planners/retire/applying7.html

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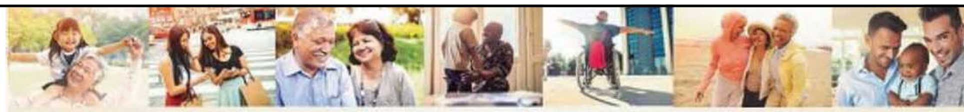

Benefits for a Spouse

- Maximum benefit = 50% of worker's unreduced benefit
- Reduction for early retirement
- If spouse's own benefit is less than 50% of the worker's, they will be combined to equal to 50% of the worker's
- Does not reduce payment to the worker
- Benefit is unreduced if claiming spouse is caring for a child who is under age 16 or who has a disability
- Spouse benefits are not payable until worker collects

ssa.gov/planners/retire/yourspouse.html

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Benefits for Divorced Spouses

You may receive benefits on your former spouse's record (even if he or she has remarried) if:

- Marriage lasted at least 10 years
- You are unmarried
- You are age 62 or older
- Your ex-spouse is at least 62 and eligible for Social Security retirement or disability benefits, even if not collecting
- Benefit you would receive based on your own work is less than benefit you would receive based on ex-spouse's work

ssa.gov/benefits/retirement/planner/applying7.html#h4

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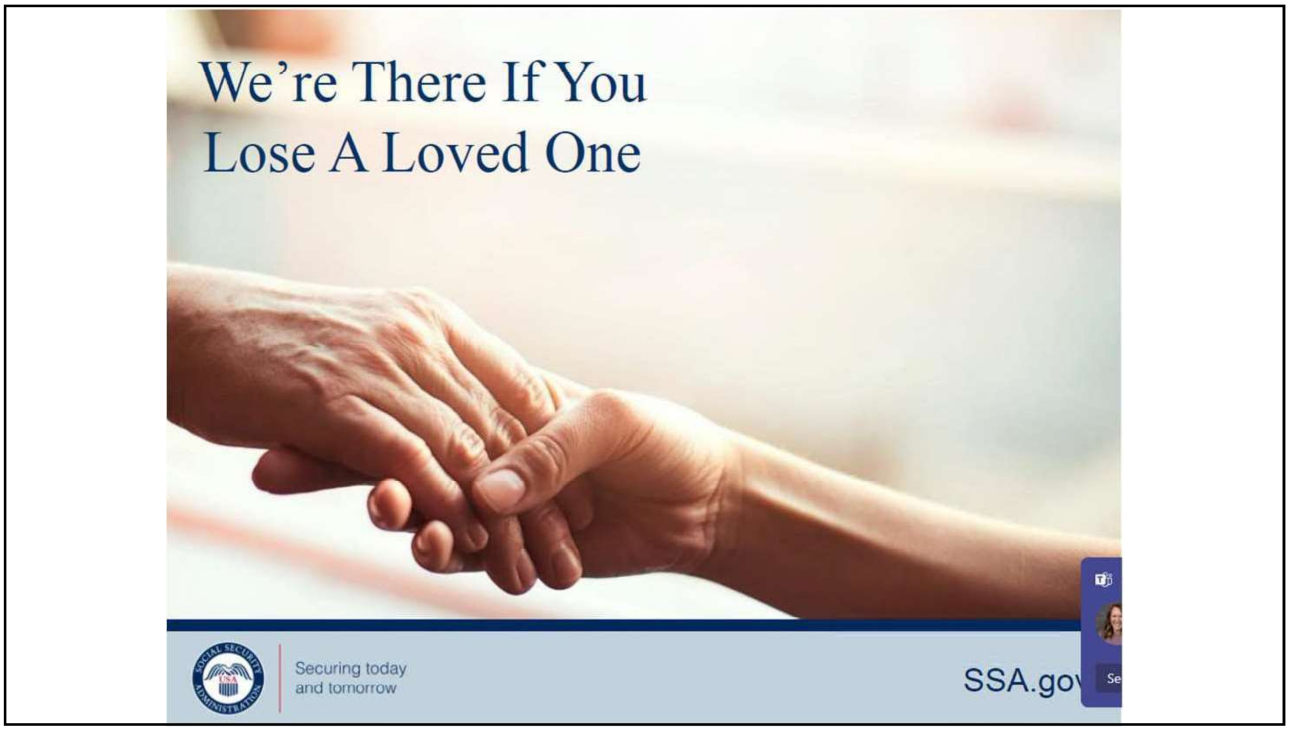
We're There If You
Lose A Loved One
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Survivor Benefits

Child	May receive benefits if unmarried and younger than age 18, or between ages 18 and 19 and a full-time student (no higher than grade 12)
Disabled Child	May receive benefits after age 18 if unmarried and has a disability that started before age 22
Widow/er or Divorced Widow/er (Remarriage after age 60 will not affect benefits)	May receive full benefits at full retirement age or reduced benefits: • as early as age 60 • as early as 50 and has a disability • at any age if caring for a child of a deceased worker who is under age 16, has a disability, and receives child's benefits

ssa.gov/planners/survivors

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Survivor Benefits

When you pass away, your surviving spouse may:

- Claim survivor benefits at age 50 or older if they have a disability, otherwise any age between 60 and full retirement age;
- At age 60, receive 71.5% of your full benefit and increases each month they wait up to 100% if they start at full retirement age; or
- At full retirement age, receive 100% of your unreduced benefit.

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Spouse vs. Surviving Spouse Benefits

Spouse (living)	Surviving Spouse (deceased)
May start as early as age 62	May start as early as age 60 or as early as 50 if disabled
50% if you wait until FRA or later	71.5% at age 60, increases each month you wait
Less than 50% if you start before FRA (reduction for each month you take benefit early)	100% if you start at FRA or later

Certain conditions must be met.

ssa.gov/benefits/survivors/ifyou.html

You can take survivor benefits as early as age 60, then switch to retirement on your own record as early as age 62 and as late as age 70 if that benefit rate is higher than your survivor benefit rate.

OR

You can take retirement benefits as early as age 62, then switch to survivor benefits at a later date if the benefit rate is higher. The maximum survivor benefit rate is payable somewhere between your 62nd birthday and full retirement age.

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Other Survivor Benefits

- Lump Sum Death Payment of $255 is a one-time payment to surviving spouse or child(ren) who meet certain requirements.
- Parents' Benefits are for a parent age 62 or older who was receiving at least one-half support from their child.

ssa.gov/planners/survivors/ifyou.html

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Medicare

Original Medicare	Medicare Advantage (aka Part C)
Part A (Hospital Insurance) Part B (Medical Insurance)	Part A (Hospital Insurance) Part B (Medical Insurance)
You can add: Part D (Prescription Drug Plan)	**Most plans include:** Part D (Prescription Drug Plan) Extra Benefits (e.g. vision, hearing, dental, and more)
You can also add: Supplemental insurance coverage (Medigap)	**Some plans also include:** Lower out-of-pocket costs

Medicare.gov

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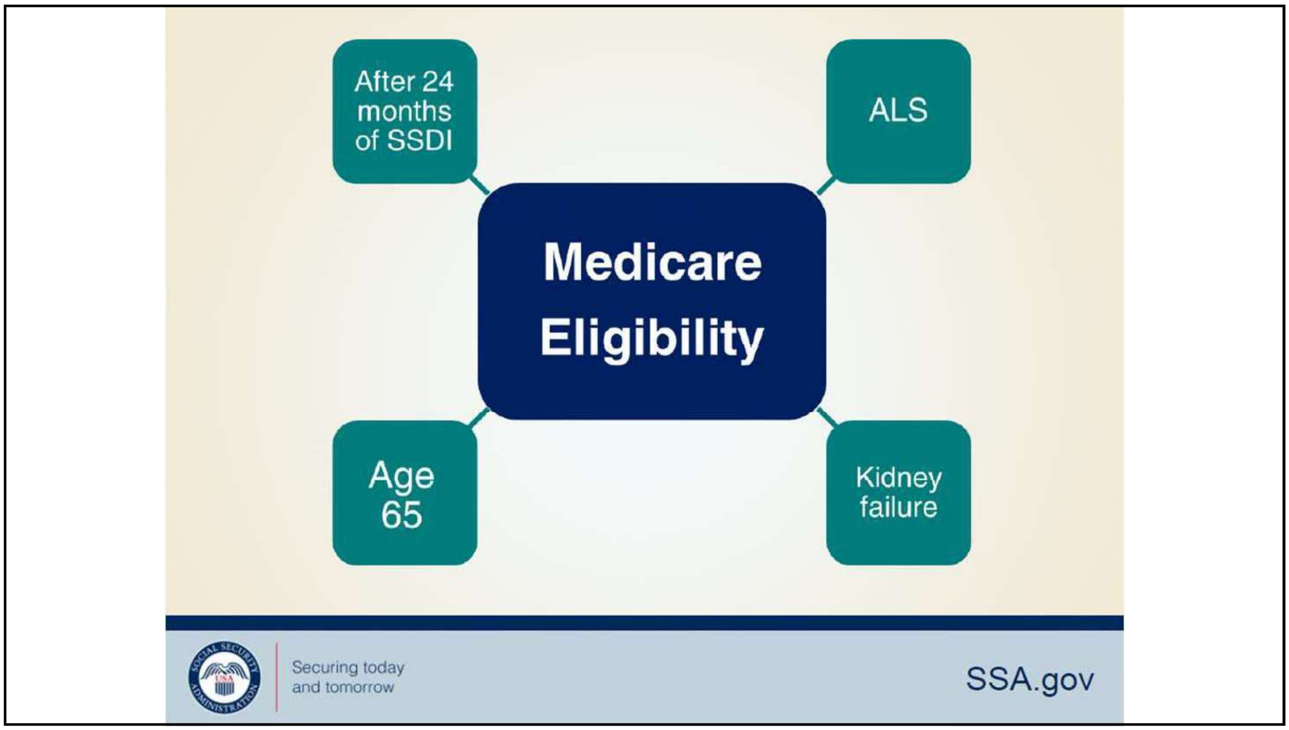
After 24 months of SSDI
ALS
Medicare Eligibility
Age 65
Kidney failure
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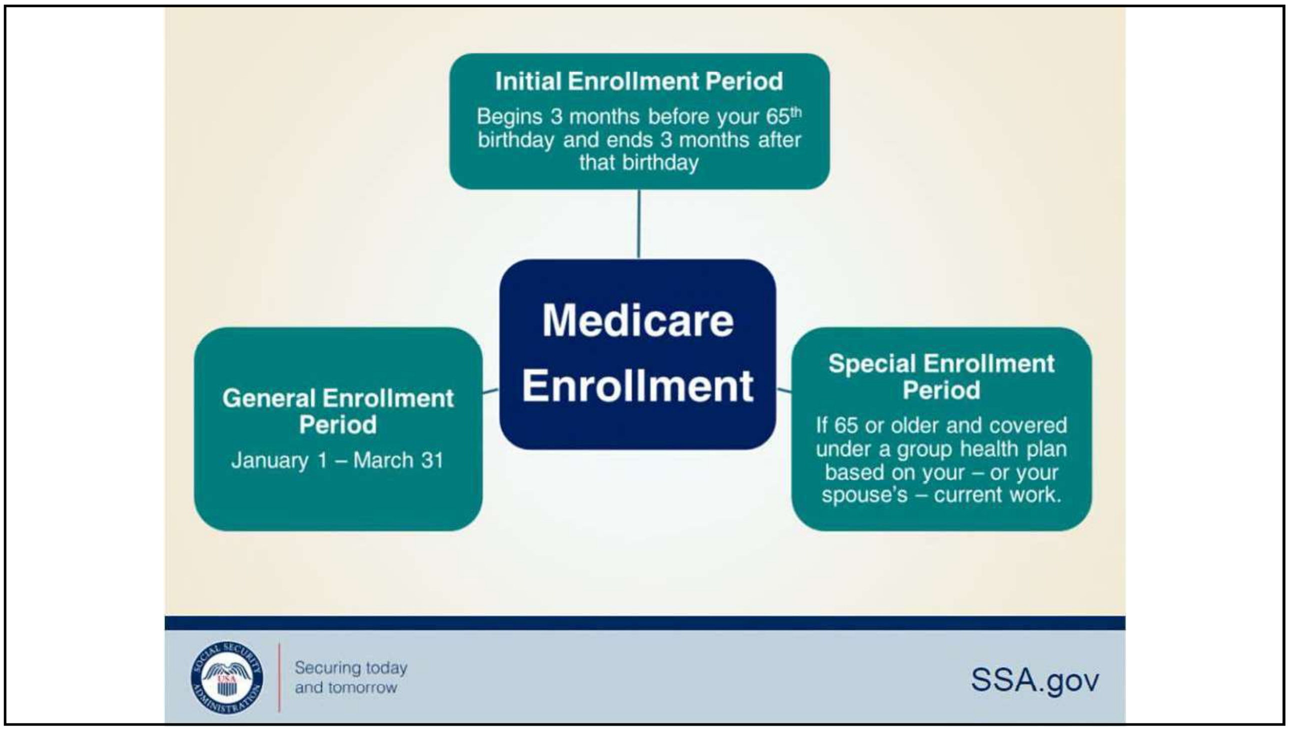
Initial Enrollment Period
Begins 3 months before your 65th birthday and ends 3 months after that birthday
Medicare Enrollment
General Enrollment Period
January 1 – March 31
Special Enrollment Period
If 65 or older and covered under a group health plan based on your – or your spouse's – current work.
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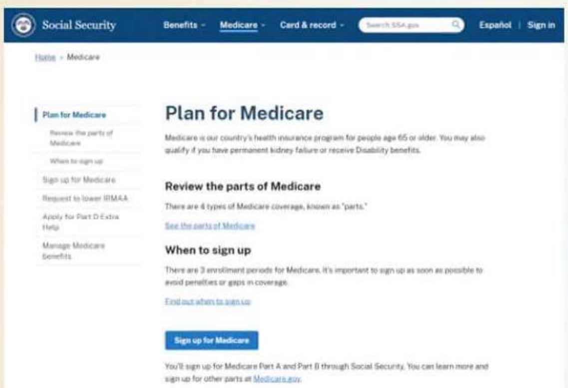
Medicare Applications



If you already have Medicare Part A and wish to add Medicare Part B, complete the online application, or fax or mail completed forms CMS-40B and CMS-L564 to your local Social Security office.

ssa.gov/Medicare

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Medicare Part B Coverage - SEP

If you enroll in the month of your Special Enrollment Period:	Your Part B Medicare coverage starts:
Any time while you or your spouse have a group health plan based on current employment, or during the first full month you are no longer covered or employed	• On the first day of the month you enroll, or • By your choice, on the first day of any of the following 3 months
During any of the remaining 7 months of the SEP	The first day of the month after you sign up.

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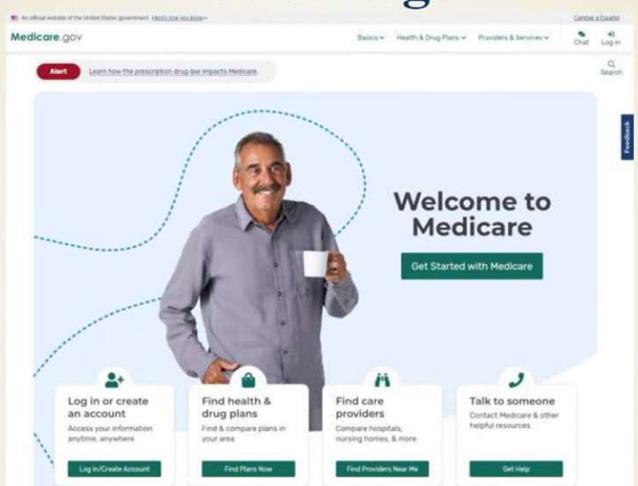
Medicare.gov



1-800-MEDICARE or Medicare.gov

Medicare Standard Part B Premiums for 2024

If you're single and file an individual tax return, or married and file a joint tax return:

Modified Adjusted Gross Income (MAGI)	Part B monthly premium amount	Prescription drug plan monthly premium amount
Individuals with a MAGI of $103,000 or less Married couples with a MAGI of $206,000 or less	2024 standard premium = $174.70	Your plan premium + $0
Individuals with a MAGI above $103,000 up to $129,000 Married couples with a MAGI above $206,000 up to $258,000	Standard premium + $69.90	Your plan premium + $12.90
Individuals with a MAGI above $129,000 up to $161,000 Married couples with a MAGI above $258,000 up to $322,000	Standard premium + $174.70	Your plan premium + $33.30
Individuals with a MAGI above $161,000 up to $193,000 Married couples with a MAGI above $322,000 up to $386,000	Standard premium + $279.50	Your plan premium + $53.80
Individuals with a MAGI above $193,000 up to $500,000 Married couples with a MAGI above $386,000 up to $750,000	Standard premium + $384.30	Your plan premium + $74.20
Individuals with a MAGI equal to or greater than $500,000 Married couples with a MAGI equal to or greater than $750,000	Standard premium + $419.30	Your plan premium + $81.00

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How to Apply for Benefits

File online for Retirement, Spouse, Disability, or Medicare Only

- If you are disabled, you can file for Retirement and Disability with same application if you are at least 62 but not yet FRA.
- Survivor* application is not available online.

Schedule phone appointment at 1-800-772-1213, 8 a.m. – 7 p.m. Monday through Friday.

Schedule in-office appointment at 1-800-772-1213.

****Child and survivor claims can only be done by phone or in the office.***

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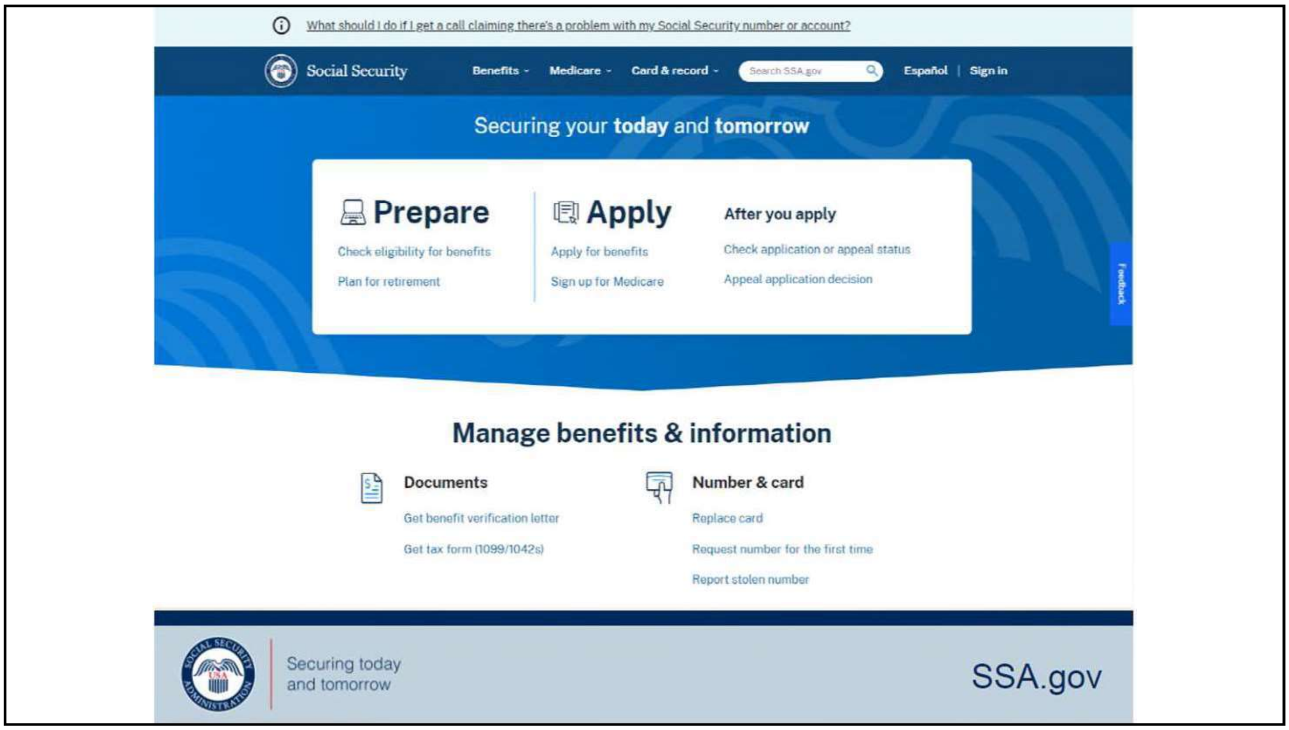
What should I do if I get a call claiming there's a problem with my Social Security number or account?
Social Security
Benefits
Medicare
Card & record
Search SSA.gov
Español | Sign in
Securing your today and tomorrow
Prepare
Check eligibility for benefits
Plan for retirement
Apply
Apply for benefits
Sign up for Medicare
After you apply
Check application or appeal status
Appeal application decision
Feedback
Manage benefits & information
Documents
Get benefit verification letter
Get tax form (1099/1042s)
Number & card
Replace card
Request number for the first time
Report stolen number
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my Social Security

Social Security | Benefits | Medicare | Card & record | Search SSA.gov | Español | Account

Create your personal *my* Social Security account today

A free and secure *my* Social Security account provides personalized tools for everyone, whether you receive benefits or not. You can use your account to request a replacement Social Security card, check the status of an application, estimate future benefits, or manage the benefits you already receive.

Create an Account | Sign In

Finish Setting Up Your Account

ssa.gov/myaccount

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How to Open/Sign In to a *my* Social Security Account

1. Visit www.ssa.gov/myaccount
2. Select: “Sign In or Create an Account”
3. If you already have an account, select Sign In and enter:
   - Existing my Social Security username and password
   - Existing Login.gov or ID.me credentials
4. To create a new account, select Create an Account on this and the next screen. You will be directed to Login.gov for next steps.
5. After creating your Login.gov account, you will be directed back to our website where you will provide personal information so we can verify your identity.
6. Complete the registration process using the activation code we send you.

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my Social Security

You can visit your local Social Security office to get help with starting the registration process.

You will need to bring in proof of identity in one of the following forms (must be current):

- State driver's license or identity card;
- U.S. passport or passport card;
- U.S. military identification; or
- U.S. government employee identification card.

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my Social Security **Services**

If you do not receive benefits, you can:

- View retirement benefit estimates at different ages or dates when you want to start receiving benefits;
- View possible spouse's benefits;
- Request a replacement Social Security card if you meet certain requirements;
- Check the status of your application or appeal;
- Get a benefit verification letter as proof that you are not getting benefits;
- Get your *Social Security Statement* to review:
  - Estimates of your future retirement, disability, and survivor benefits;
  - Your earnings, to verify the amounts that we posted are correct; and
  - The estimated Social Security and Medicare taxes you've paid.

ssa.gov/myaccount/what.html

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my Social Security **Services**

If you receive benefits or have Medicare, you can:

- Opt out of mailed notices for those available online;
- Request a replacement Social Security card if you meet certain requirements;
- Report your wages if you work and receive Disability Insurance (SSDI) and/or Supplemental Security Income (SSI) benefits;
- Get a benefit verification letter as proof that you are getting benefits;
- Check your benefit and payment information and your earnings record;
- Change your address and phone number (Social Security beneficiaries only);
- Start or change direct deposit of your benefit payment (Social Security beneficiaries only);
- Submit your advance designation of representative payee request;
- Request a replacement Medicare card; and
- Get a replacement SSA-1099 or SSA-1042S for tax season.

ssa.gov/myaccount/what.html

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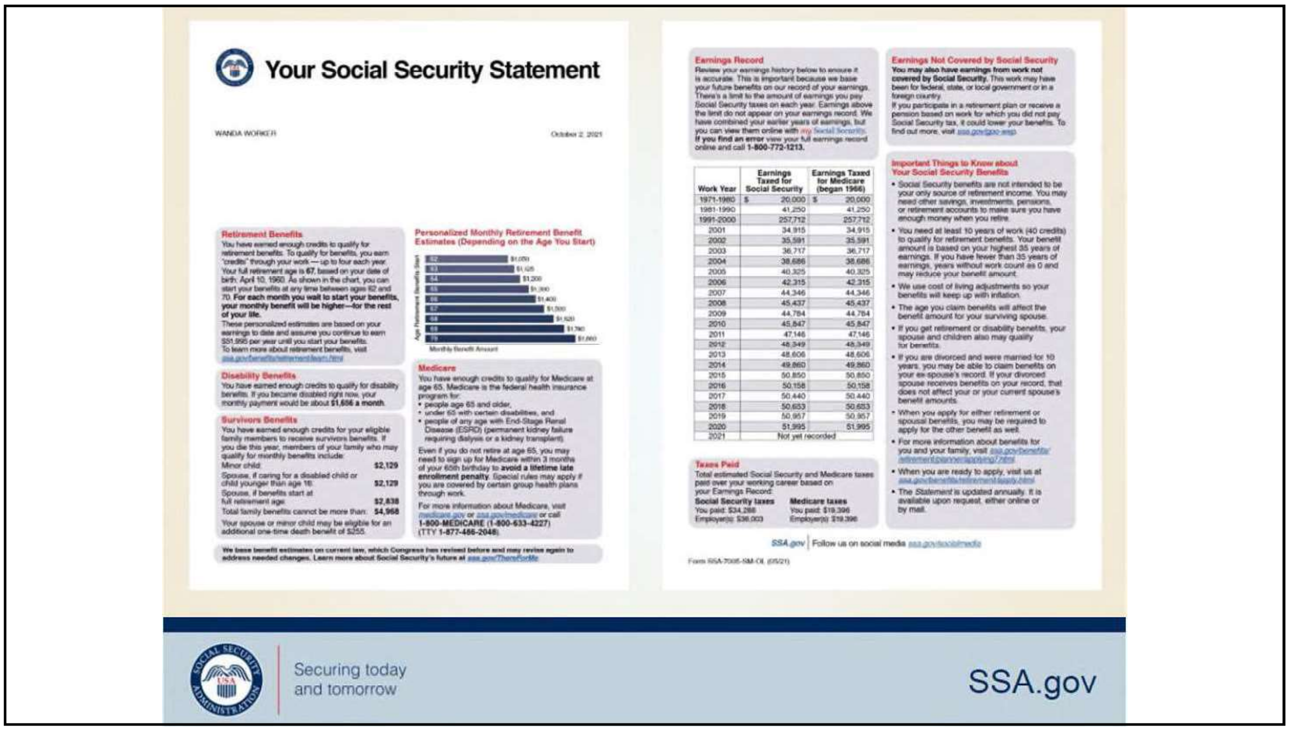

Your Social Security Statement

WANDA WORKER — October 2, 2021

Retirement Benefits
You have earned enough credits to qualify for retirement benefits. To qualify for benefits, you earn "credits" through your work — up to four each year. Your full retirement age is **67**, based on your date of birth: April 10, 1960. As shown in the chart, you can start your benefits at any time between ages 62 and 70. **For each month you wait to start your benefits, your monthly benefit will be higher—for the rest of your life.**
These personalized estimates are based on your earnings to date and assume you continue to earn $51,995 per year until you start your benefits.
To learn more about retirement benefits, visit ssa.gov/benefits/retirement/learn.html

Personalized Monthly Retirement Benefit Estimates (Depending on the Age You Start)

Disability Benefits
You have earned enough credits to qualify for disability benefits. If you became disabled right now, your monthly payment would be about **$1,656 a month**.

Survivors Benefits
You have earned enough credits for your eligible family members to receive survivors benefits. If you die this year, members of your family who may qualify for monthly benefits include:

Minor child:	$2,129
Spouse, if caring for a disabled child or child younger than age 16:	$2,129
Spouse, if benefits start at full retirement age:	$2,838
Total family benefits cannot be more than:	$4,968

Your spouse or minor child may be eligible for an additional one-time death benefit of $255.

Medicare
You have enough credits to qualify for Medicare at age 65. Medicare is the federal health insurance program for:
- people age 65 and older,
- under 65 with certain disabilities, and
- people of any age with End-Stage Renal Disease (ESRD) (permanent kidney failure requiring dialysis or a kidney transplant).

Even if you do not retire at age 65, you may need to sign up for Medicare within 3 months of your 65th birthday to **avoid a lifetime late enrollment penalty**. Special rules may apply if you are covered by certain group health plans through work.

For more information about Medicare, visit medicare.gov or ssa.gov/medicare or call **1-800-MEDICARE (1-800-633-4227)** (TTY **1-877-486-2048**).

We base benefit estimates on current law, which Congress has revised before and may revise again to address needed changes. Learn more about Social Security's future at ssa.gov/ThereForMe

Earnings Record
Review your earnings history below to ensure it is accurate. This is important because we base your future benefits on our record of your earnings. There's a limit to the amount of earnings you pay Social Security taxes on each year. Earnings above the limit do not appear on your earnings record. We have combined your earlier years of earnings, but you can view them online with my Social Security. **If you find an error** view your full earnings record online and call **1-800-772-1213.**

Work Year	Earnings Taxed for Social Security	Earnings Taxed for Medicare (began 1966)
1971-1980	$ 20,000	$ 20,000
1981-1990	41,250	41,250
1991-2000	257,712	257,712
2001	34,915	34,915
2002	35,591	35,591
2003	36,717	36,717
2004	38,686	38,686
2005	40,325	40,325
2006	42,315	42,315
2007	44,346	44,346
2008	45,437	45,437
2009	44,784	44,784
2010	45,847	45,847
2011	47,146	47,146
2012	48,349	48,349
2013	48,606	48,606
2014	49,860	49,860
2015	50,850	50,850
2016	50,158	50,158
2017	50,440	50,440
2018	50,653	50,653
2019	50,957	50,957
2020	51,995	51,995
2021	Not yet recorded	

Taxes Paid
Total estimated Social Security and Medicare taxes paid over your working career based on your Earnings Record:

Social Security taxes	Medicare taxes
You paid: $34,288	You paid: $19,396
Employer(s): $36,003	Employer(s): $19,396

Earnings Not Covered by Social Security
You may also have earnings from work not covered by Social Security. This work may have been for federal, state, or local government or in a foreign country.
If you participate in a retirement plan or receive a pension based on work for which you did not pay Social Security tax, it could lower your benefits. To find out more, visit ssa.gov/gpo-wep.

Important Things to Know about Your Social Security Benefits
- Social Security benefits are not intended to be your only source of retirement income. You may need other savings, investments, pensions, or retirement accounts to make sure you have enough money when you retire.
- You need at least 10 years of work (40 credits) to qualify for retirement benefits. Your benefit amount is based on your highest 35 years of earnings. If you have fewer than 35 years of earnings, years without work count as 0 and may reduce your benefit amount.
- We use cost of living adjustments so your benefits will keep up with inflation.
- The age you claim benefits will affect the benefit amount for your surviving spouse.
- If you get retirement or disability benefits, your spouse and children also may qualify for benefits.
- If you are divorced and were married for 10 years, you may be able to claim benefits on your ex-spouse's record. If your divorced spouse receives benefits on your record, that does not affect your or your current spouse's benefit amounts.
- When you apply for either retirement or spousal benefits, you may be required to apply for the other benefit as well.
- For more information about benefits for you and your family, visit ssa.gov/benefits/retirement/planner/applying7.html
- When you are ready to apply, visit us at ssa.gov/benefits/retirement/apply.html
- The *Statement* is updated annually. It is available upon request, either online or by mail.

SSA.gov | Follow us on social media ssa.gov/socialmedia

Form SSA-7005-SM-OL (05/21)


Securing today and tomorrow
Beware of Social Security Phone Scams
Securing today and tomorrow
Telephone scammers are pretending to be government employees. They may threaten you and may demand immediate payment to avoid arrest or other legal action. Do not be fooled!
If you receive a suspicious call:
1. HANG UP!
2. DO NOT GIVE THEM MONEY OR PERSONAL INFORMATION!
3. REPORT THE SCAM AT OIG.SSA.GOV
UNKNOWN CALLER
What to look out for
The caller says there is a problem with your Social Security number or account.
Any call asking you to pay a fine or debt with retail gift cards, cash, wire transfers, or pre-paid debit cards.
Scammers pretend they're from Social Security or another government agency. Caller ID or documents sent by email may look official but they are not.
Callers threaten you with arrest or other legal action.
Be Alert
Social Security may call you in some situations but will never:
» Threaten you
» Suspend your Social Security Number
» Demand immediate payment from you
» Require payment by cash, gift card, pre-paid debit card, or wire transfer
Be Active
Protect yourself and your friends and family!
» If you receive a questionable call, just hang up and report the call at oig.ssa.gov
» Learn more at oig.ssa.gov/scam
» Share this information with others


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Securing today
and tomorrow
SSA.gov

Disclaimer

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Q&A Session

Securing today
and tomorrow

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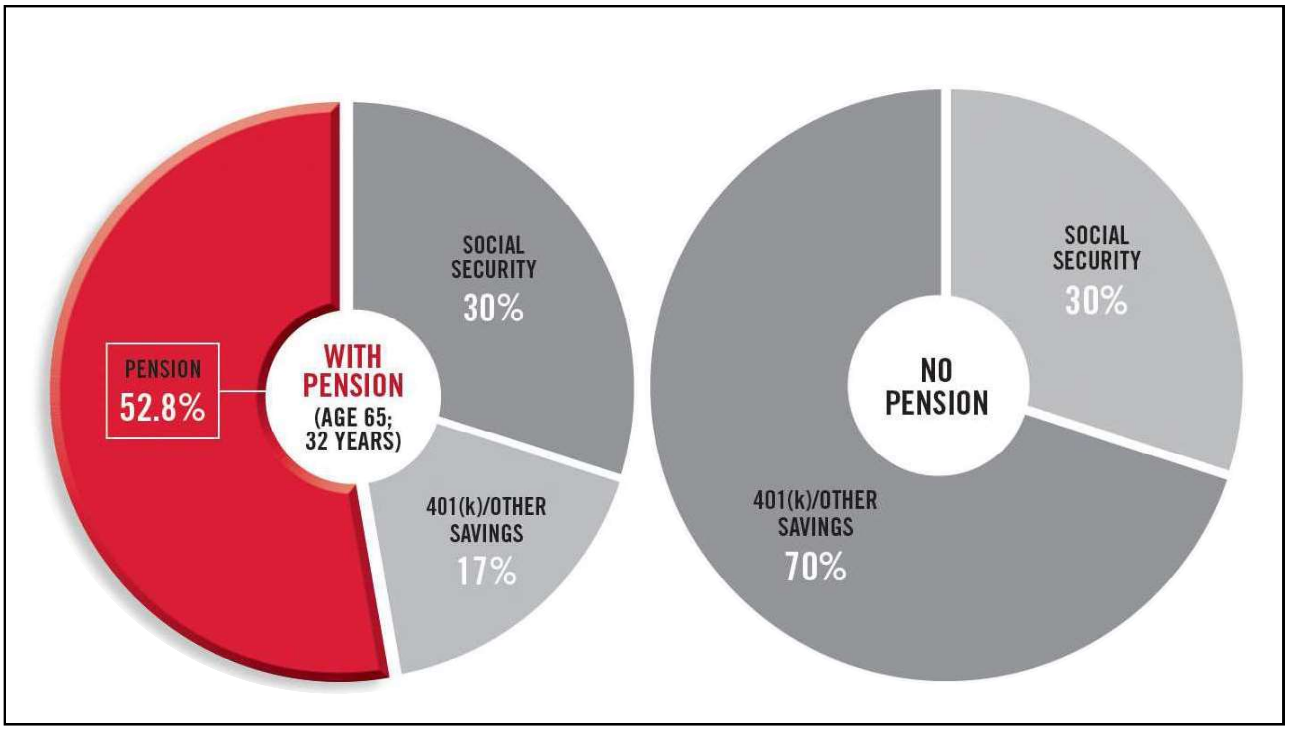
Pension
Power-Up


SOCIAL
SECURITY
30%
PENSION
52.8%
WITH
PENSION
(AGE 65;
32 YEARS)
401(k)/OTHER
SAVINGS
17%
SOCIAL
SECURITY
30%
NO
PENSION
401(k)/OTHER
SAVINGS
70%

GRIP 8 / GRIP 16

Normal Retirement Age 65	Early Retirement Age 55+
Disability Retirement	Pre-Retirement Death Benefit

GRIP Formula – Normal Retirement

.0165 ✖ **Average Monthly Earnings** ✖ **Years of Credited Service**

High consecutive 5 of the last 10 years (Average Monthly Earnings)

32 years max (Years of Credited Service)

= **Accrued Monthly Benefit Paid at Age 65**

based on Life with 10 Years guaranteed method of payment

Early Retirement Reduction Schedule

Option A
Leave employment prior to age 55
or
less than 20 years of service

Option A	Age	Option B
1.00	65+	1.00
.92	64	1.00
.85	63	1.00
.78	62	1.00
.71	61	.98
.66	60	.96
.61	59	.95
.56	58	.94
.51	57	.93
.47	56	.92
.44	55	.91

Option B
Leave employment at least age 55
AND
more than 20 years of service.

GRIP Formula – Early Retirement

.0165 × **Average Monthly Earnings** × **Years of Credited Service** × **Reduction Factor**

= **Accrued Monthly Benefit**

GRIP Formula – Examples

.0165 × ______ (Average Monthly Earnings) × ______ (Years of Credited Service) × ______ (Reduction Factor)

= ______ (Accrued Monthly Benefit)

GRIP Formula

Last year of employment

- Need **1,000 hours** in last year of employment to count toward years of credited service

  (max. 32 years)
- Earnings in last year of employment <u>**do not count**</u> toward benefit calculation

Guaranteed Benefit

- Accrued benefit will **never decrease** even if future earnings decrease

Guaranteed Benefit

Year	Average Monthly Earnings	Years of Pension Credited Service	Age 65 Accrued Benefit	Guaranteed Benefit
2022	$3,800	27	$1,692.90	$1,732.50
2021	$4,000	26	$1,716.00	$1,732.50
2020	$4,200	25	$1,732.50	$1,732.50
2019	$4,000	24	$1,584.00	$1,584.00
2018	$3,950	23	$1,449.03	$1,524.60
2017	$4,200	22	$1,524.60	$1,524.60
2016	$4,150	21	$1,437.98	$1,437.98
2015	$4,050	20	$1,336.50	$1,410.75
2014	$4,500	19	$1,410.75	$1,410.75
2013	$3,900	18	$1,158.30	$1,158.30
2012	$3,750	17	$1,051.88	$1,051.88

GRIP Payment Options

Single	Married
Life with 10 Years Certain	Life with 10 Years Certain
Life Only	Life Only
	Qualified Joint & Survivor
	Joint & Survivor

GRIP Payment Options

Life with 10 years Certain – paid for life of retiree with a guaranteed 10 years

- Paid for life of retiree with minimum of 10 years/120 payments
- If retiree dies before receiving full 10 year/120 payments, beneficiary would receive remaining payments

Life Only

- Paid for life of retiree
- If retiree dies, payments cease

GRIP Payment Options

Qualified Joint and Survivor (1/2, 2/3, 3/4)

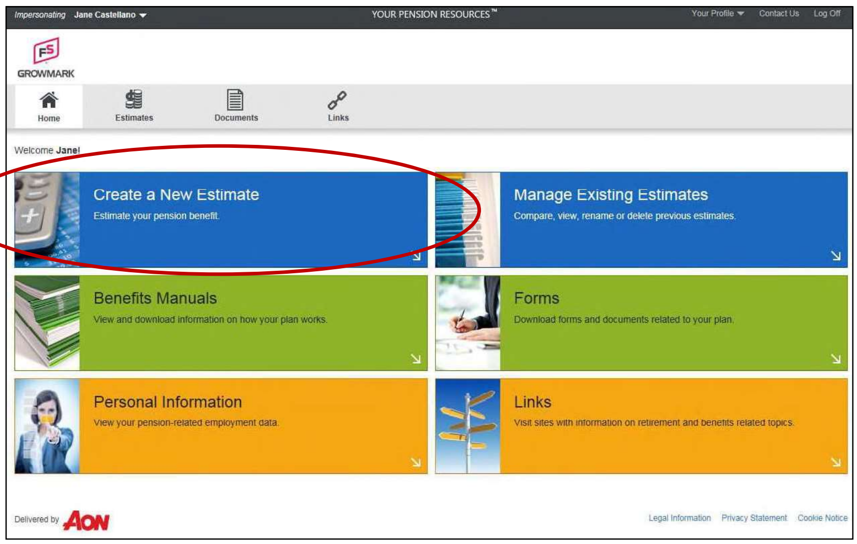
- Paid for life of retiree
- If retiree dies, spouse receives reduced benefit for the remainder of their life
- When spouse dies, benefit ceases

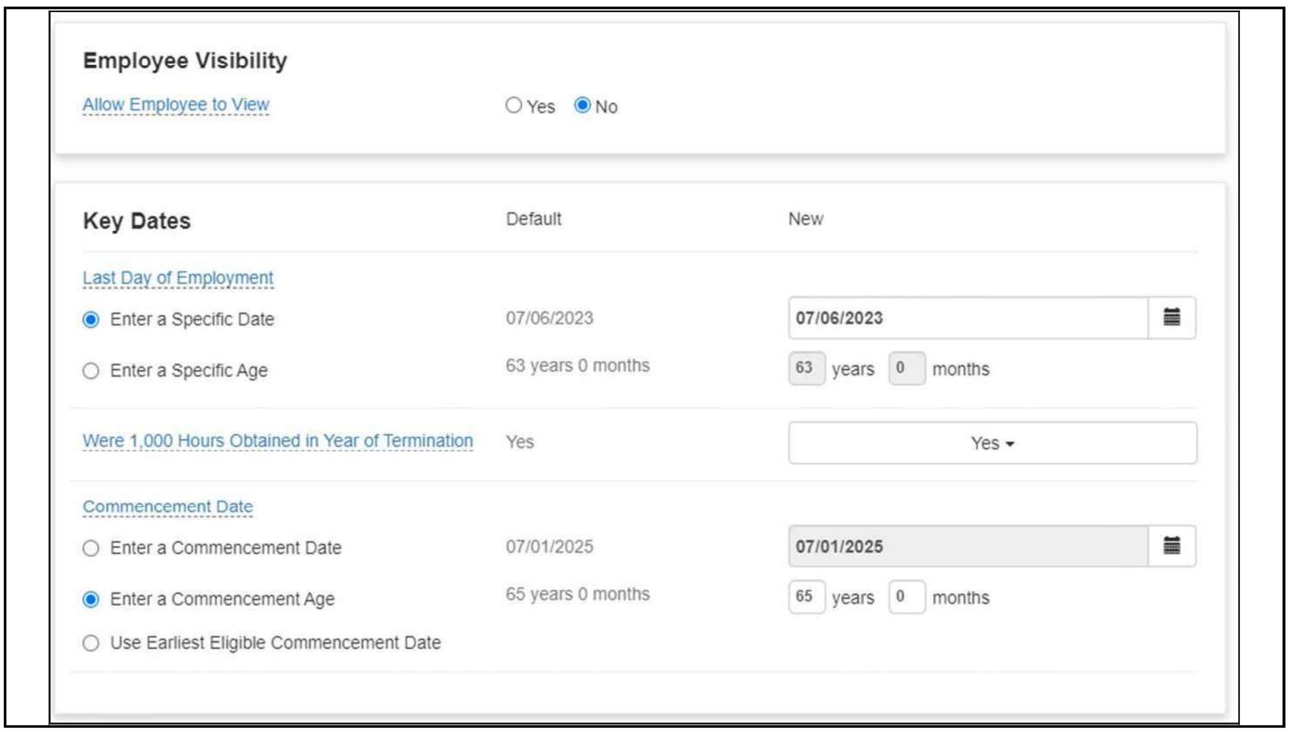
Joint and Survivor (Full, 1/2, 2/3)

- Paid for life of retiree & spouse
- If retiree <u>or</u> spouse dies, the survivor receives reduced benefit for the remainder of their life
- When survivor dies, benefit ceases

YPR Estimate

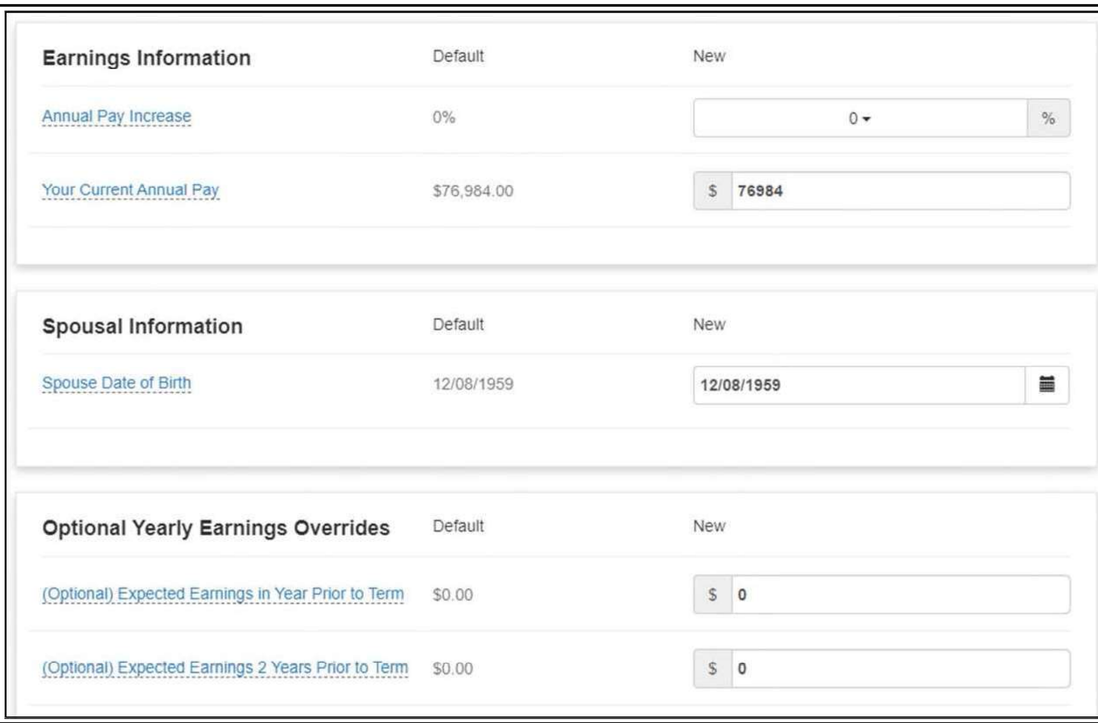
https://ypr.aon.com/GROWMARK




Employee Visibility

Allow Employee to View ○ Yes ◉ No

Key Dates	Default	New
Last Day of Employment		
◉ Enter a Specific Date	07/06/2023	07/06/2023
○ Enter a Specific Age	63 years 0 months	63 years 0 months
Were 1,000 Hours Obtained in Year of Termination	Yes	Yes
Commencement Date		
○ Enter a Commencement Date	07/01/2025	07/01/2025
◉ Enter a Commencement Age	65 years 0 months	65 years 0 months
○ Use Earliest Eligible Commencement Date		



Earnings Information	Default	New
Annual Pay Increase	0%	0 %
Your Current Annual Pay	$76,984.00	$ 76984

Spousal Information	Default	New
Spouse Date of Birth	12/08/1959	12/08/1959

Optional Yearly Earnings Overrides	Default	New
(Optional) Expected Earnings in Year Prior to Term	$0.00	$ 0
(Optional) Expected Earnings 2 Years Prior to Term	$0.00	$ 0


Name Your Estimate
Descriptive Estimate Name
Retire June 27 2026 at age 65
Create Estimate
Reset

Form of Payment	One-Time Payment	Monthly Payments To You	Monthly Payments To Your Beneficiary
Income for Life with 120 Payments Certain	--	$1,299.09	$1,299.09
Income for Life	--	$1,336.05	--
Qualified Joint and 1/2 Survivor Annuity	--	$1,243.83	$621.92
Qualified Joint and 2/3 Survivor Annuity	--	$1,215.86	$810.57
Qualified Joint and 3/4 Survivor Annuity	--	$1,202.34	$901.76
Joint and Full Survivor Annuity	--	$1,163.52	$1,163.52
Joint and 1/2 Survivor Annuity	--	$1,344.00	$672.00
Joint and 2/3 Survivor Annuity	--	$1,277.92	$851.95

GRIP Benefit Payment

First payment will be delayed

- Issued on 1st **business** day of the month
- Federal taxes withheld
- State tax, if applicable
- May elect Pre-65 premium deduction

You will receive an annual Form 1099-R to file with income taxes.

Pension Protections

Funding Level

- Fully funded each year
- All risk assumed by employer
- GRIP 16 $43 million in 2023
- GRIP 8 $19 million in 2023

PBGC

- Pay premiums for each participant each year
- Receive a vested benefit up to statutory limit

Re-Employment of Retiree

Bona Fide Termination

- Must have intent to be retired – no longer work
- Significant separation of service
- No discussions with anyone regarding re-employment
- Employer must confirm prior to any rehire of retiree


Mastering Your 401(k)
& Retirement Strategy

2024 Contributions Limits

$23,000 Regular Contributions

$7,500 Catch-up Contributions

- Catch-up available to participants age 50+ as of 12/31 of the calendar year

Employer Match

Determined by Employer

- Combined pre-tax and Roth contributions
- Match deposited pre-tax

Match Eligibility

- Must have made contributions in Plan Year
- Must be employed on last day of Plan Year (12/31)
- Exceptions for those who terminated due to retirement, disability, death, or transfer

401(k) Distribution Options

Leave balance in 401(k) account

- Age 59 ½ in-service withdrawals
- Rule of 55
- Age 72 Required Minimum Distributions (RMD)
- Death Benefit - beneficiaries

Rollover to qualified investment

401(k) Distribution Options

Installment Options

- Fixed Dollar Amount
- Fixed Time Period
- Fixed Percent
- Life Expectancy
- Monthly, Quarterly, Annually

Fidelity Resources

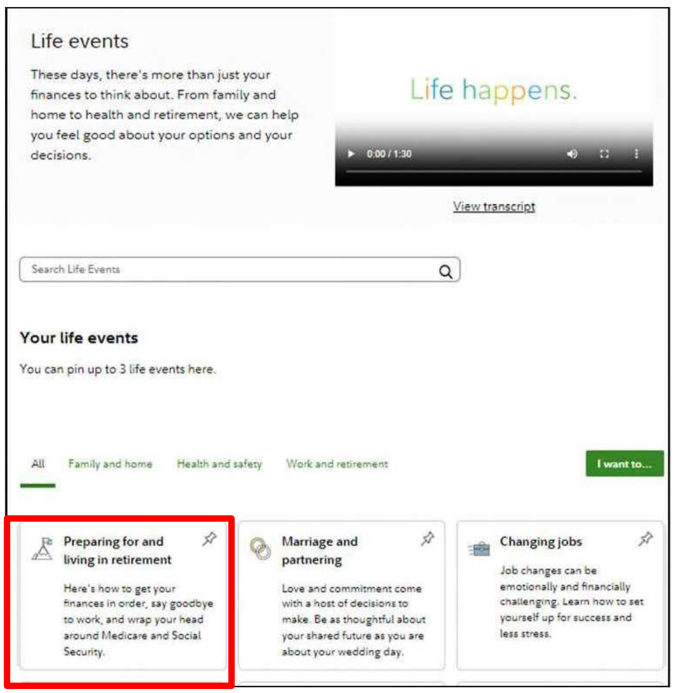
Planning & Guidance Center

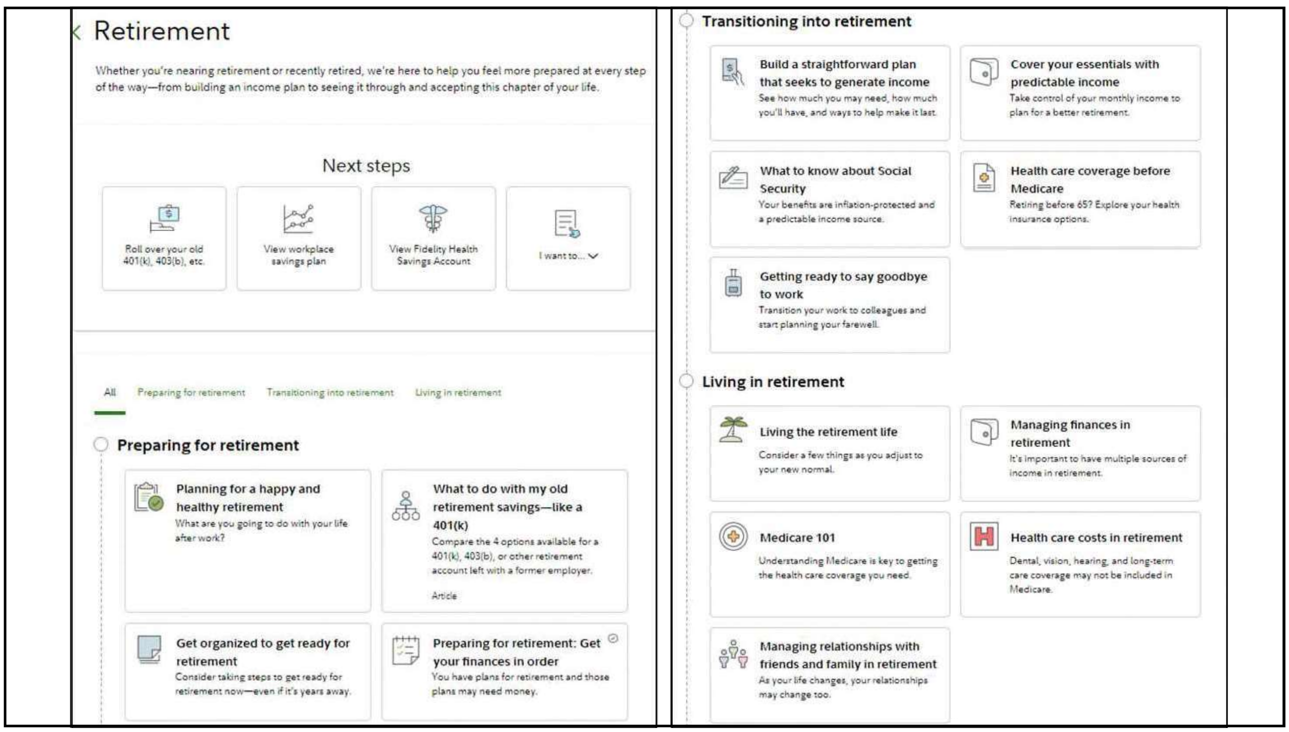
- Online and Phone (**1-800-354-7124**)
- Review current investment choices & asset allocation strategy
- Retirement income planning, determine how much you will need in retirement

Managed Account Portfolio Advisory Services at Work

Fidelity Plan & Learn

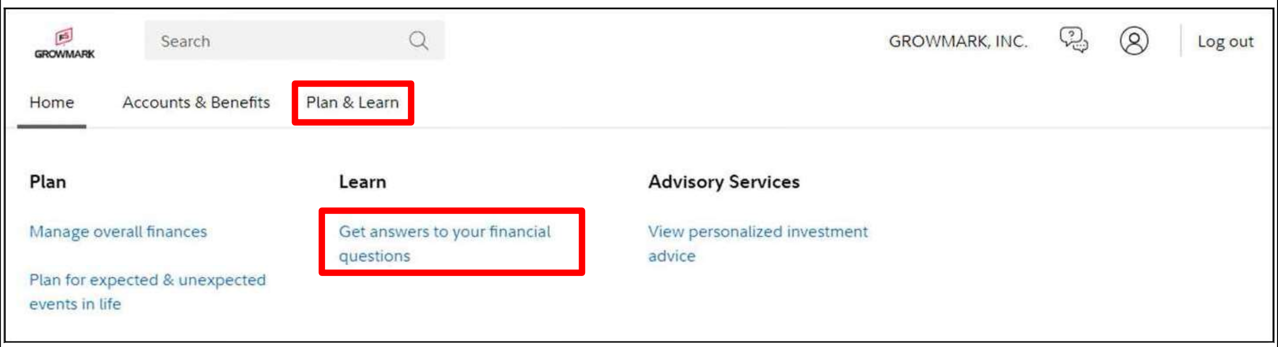
www.netbenefits.com/GROWMARK

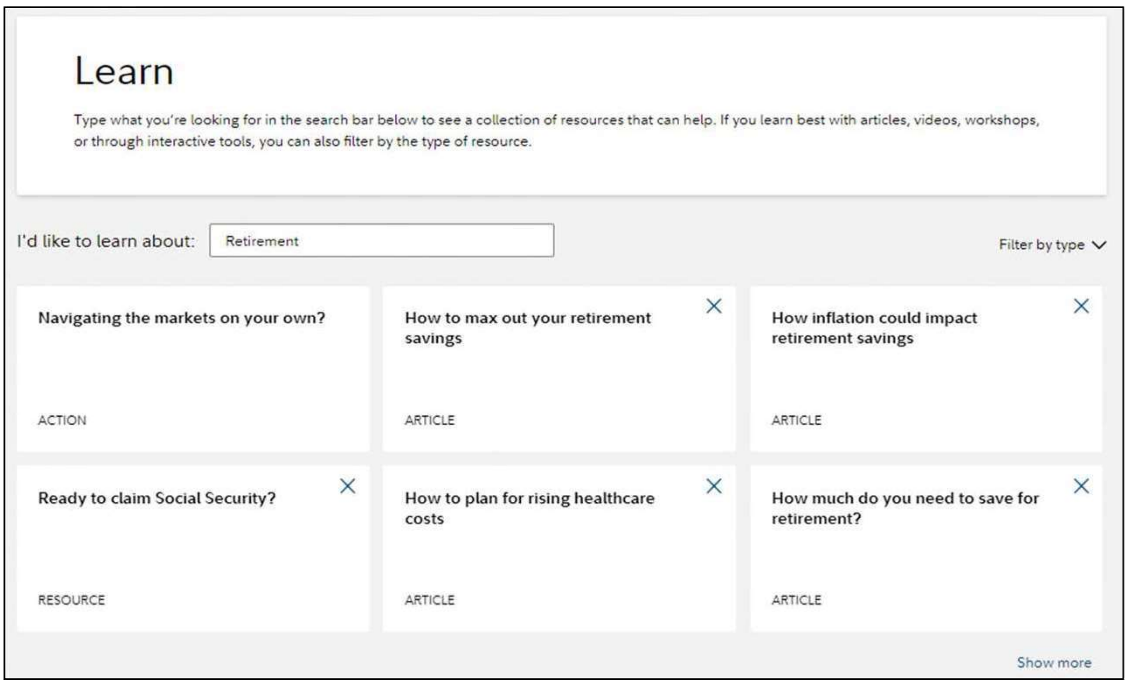

Life events
These days, there's more than just your finances to think about. From family and home to health and retirement, we can help you feel good about your options and your decisions.
Life happens.
0:00 / 1:30
View transcript
Search Life Events
Your life events
You can pin up to 3 life events here.
All
Family and home
Health and safety
Work and retirement
I want to...
Preparing for and living in retirement
Here's how to get your finances in order, say goodbye to work, and wrap your head around Medicare and Social Security.
Marriage and partnering
Love and commitment come with a host of decisions to make. Be as thoughtful about your shared future as you are about your wedding day.
Changing jobs
Job changes can be emotionally and financially challenging. Learn how to set yourself up for success and less stress.


Retirement
Whether you're nearing retirement or recently retired, we're here to help you feel more prepared at every step of the way—from building an income plan to seeing it through and accepting this chapter of your life.
Next steps
Roll over your old 401(k), 403(b), etc.
View workplace savings plan
View Fidelity Health Savings Account
I want to...
All
Preparing for retirement
Transitioning into retirement
Living in retirement
Preparing for retirement
Planning for a happy and healthy retirement
What are you going to do with your life after work?
What to do with my old retirement savings—like a 401(k)
Compare the 4 options available for a 401(k), 403(b), or other retirement account left with a former employer.
Article
Get organized to get ready for retirement
Consider taking steps to get ready for retirement now—even if it's years away.
Preparing for retirement: Get your finances in order
You have plans for retirement and those plans may need money.
Transitioning into retirement
Build a straightforward plan that seeks to generate income
See how much you may need, how much you'll have, and ways to help make it last.
Cover your essentials with predictable income
Take control of your monthly income to plan for a better retirement.
What to know about Social Security
Your benefits are inflation-protected and a predictable income source.
Health care coverage before Medicare
Retiring before 65? Explore your health insurance options.
Getting ready to say goodbye to work
Transition your work to colleagues and start planning your farewell.
Living in retirement
Living the retirement life
Consider a few things as you adjust to your new normal.
Managing finances in retirement
It's important to have multiple sources of income in retirement.
Medicare 101
Understanding Medicare is key to getting the health care coverage you need.
Health care costs in retirement
Dental, vision, hearing, and long-term care coverage may not be included in Medicare.
Managing relationships with friends and family in retirement
As your life changes, your relationships may change too.

Fidelity Plan & Learn

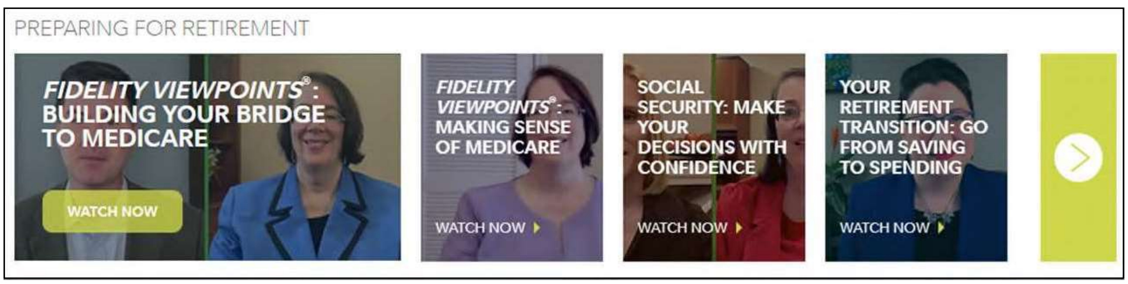
www.netbenefits.com/GROWMARK




Learn
Type what you're looking for in the search bar below to see a collection of resources that can help. If you learn best with articles, videos, workshops, or through interactive tools, you can also filter by the type of resource.
I'd like to learn about:
Retirement
Filter by type
Navigating the markets on your own?
ACTION
How to max out your retirement savings
ARTICLE
How inflation could impact retirement savings
ARTICLE
Ready to claim Social Security?
RESOURCE
How to plan for rising healthcare costs
ARTICLE
How much do you need to save for retirement?
ARTICLE
Show more

Fidelity Webcasts

https://communications.fidelity.com/tem/WI/webcast/hub/




Are You Ready?

Key Retirement Dates

January 1

Prior year's earnings and prior year of credited service in pension formula

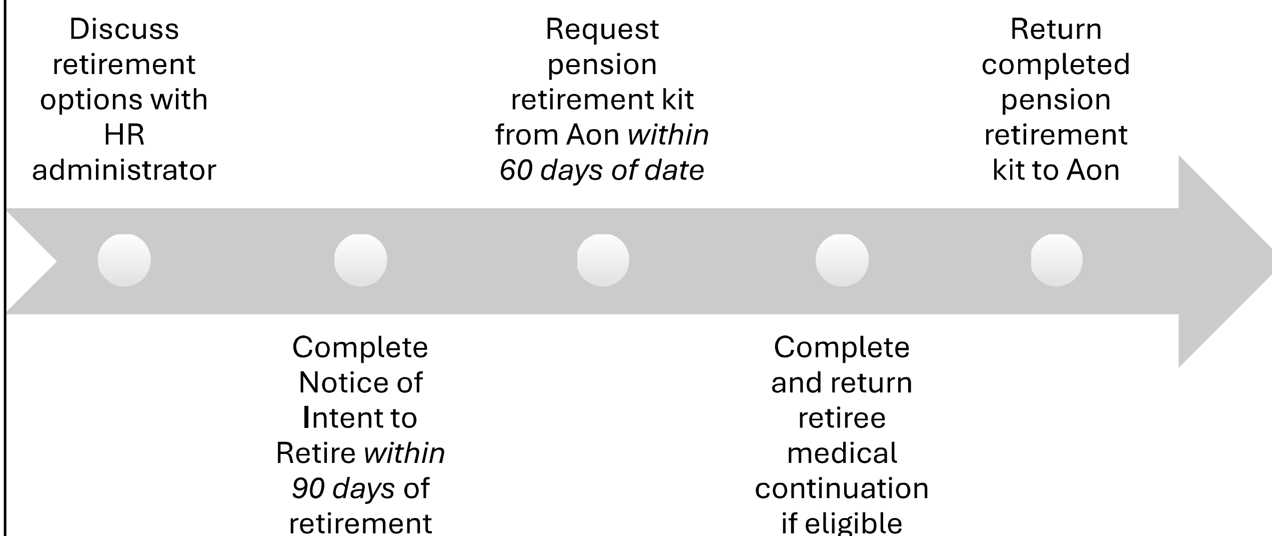
June 30 or later

Usually have 1,000 hours by end of June = year of credited service (max 32 yrs)

December 31

That year's earnings will not be considered in pension formula

Retirement Steps



Review and Update Beneficiaries

HSA	Online – Fidelity NetBenefits
401(k)	Online – Fidelity NetBenefits
Life Insurance	Online – Benefitfocus
Pension	Paper – Aon

2025 Open Enrollment

1

Complete OE as if you would be an active employee all year

2

Make sure spouse/dependent children are covered

3

Consider if you want to make HSA/FSA contributions for 2025

Lincoln Financial Group®

EmployeeConnect[SM] services

- Company sponsored
- Strictly confidential
- Provided at no charge to you
- Available to you and your dependents 24/7

You get:

- Unlimited phone access to legal, financial, and work-life services
- In-person help with short-term issues
- Up to four* sessions per person, per issue, per year

Detach and keep this card with you at all times.

The resources you need to meet life's challenges.

Life has its share of ups and downs — and sometimes you may need a little guidance through the "downs." *EmployeeConnect*[SM] services included with your employer's long-term disability insurance offer an array of confidential services to help you and your loved ones meet the challenges that life, work, and relationships can bring.

Unlimited 24/7 assistance

You can access the following services anytime, online or with a toll-free call:

- Information, resources, and referrals on family matters, such as child and elder care; kennels and pet care; event and vacation planning; moving and relocation; car buying; college planning; and more
- Legal information and referrals for situations requiring expertise in family law, estate planning, landlord/tenant relations, consumer and civil law, and more
- Guidance with financial matters, including household budgeting, and short- and long-term planning

In-person guidance

Some matters are best resolved by meeting with a professional in person. With *EmployeeConnect,* you get:

- In-person help for short-term issues (up to four* sessions with a counselor per person, per issue, per year)
- In-person consultations with network lawyers, including one free 30-minute in-person consultation per legal issue, and subsequent meetings at a reduced fee

*In California, up to three sessions in six months, starting with initial contact by employee.

EmployeeConnect[SM]

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- **Financial**
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- **Stress**

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LTD-EMCO-FLI001_Z05

Online resources

EmployeeConnect offers a wide range of information and resources that you can research and access on your own just by visiting GuidanceResources.com. You'll find:

- Articles and tutorials
- Streaming videos
- Interactive tools — including financial calculators, budgeting spreadsheets, and a language translator

*EmployeeConnect*SM counselors are experienced and credentialed

When you call our toll-free line, you'll talk to an experienced professional who will provide counseling, work-life advice, and referrals. All counselors hold master's degrees, with broad-based clinical skills and at least three years of experience in counseling on a variety of issues. For face-to-face meetings, you will be referred to a fully credentialed, state-licensed clinician.

You'll receive a customized information packet for each of the work-life services you use.

To take advantage of the *EmployeeConnect*SM program, or for more information:
Visit www.GuidanceResources.com or call 888-628-4824.

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VIA BENEFITS™

Via Benefits Insurance Services is your personal benefit advisor. With intuitive digital tools and friendly customer support, Via Benefits provides assistance in finding, comparing, and enrolling in an individual Medicare plan that fits your needs, covers your prescription drugs, and works within your budget. Our service is provided at no cost to you.

Your personal Medicare resource

Via Benefits is a free resource that offers you a state-of-the-art Medicare marketplace with a wide variety of individual plans from the nation's leading health insurers. The marketplace has Medicare Supplement Insurance (Medigap), Medicare Advantage, and Part D Prescription Drug plans. We also have dental and vision plans for those who want them.

To help you decide which plan or plans are right for you, a certified and licensed benefit advisor will assist and advise you. Helping you research options based on your unique needs, our benefit advisors go through a rigorous training, certification and licensing process before they talk to you. Many of our benefit advisors are on Medicare themselves and bring firsthand experience with comparing and enrolling in plans.

What to expect when working with Via Benefits:

- Personalized, step-by-step guidance
- Unbiased, objective support
- Efficient, accurate enrollment
- Support after you enroll

Via Benefits Medicare Marketplace

Working with Via Benefits, you not only have access to benefit advisors, you also have access to our online Medicare marketplace. The marketplace is rich with information and easy-to-use online tools that help you evaluate and understand the plans available to you. You can use our online tools to:

- ✓ See quotes for all Medicare product types (Medicare Advantage, Medicare Supplement, and Part D Prescription Drug Plans)
- ✓ See quotes for dental and vision products
- ✓ Estimate your out-of-pocket expenses for your current medications
- ✓ Compare plans side-by-side, so you can see how they stack up against each other

Should you have any questions, feel free to reach out to a licensed Via Benefits benefit advisor.

Call us today – we're ready to help!

1-888-724-5576

Monday - Friday, 7:00 a.m. until 8:00 p.m. Central time

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Visit https://communications.fidelity.com/tem/WI/webcast/hub/ for a full listing of webcasts available!

Social Security: Make Your Decisions with Confidence
• Learn how you can get more out of your benefit • How this income can fit into your larger retirement plans • Latest facts & figures about the state of Social Security • Available for immediate, on-demand viewing
Your Retirement Transition: Go from Saving to Spending
• How to move from saving for retirement to spending in retirement • Retirement accounts that can be used to create monthly cash flow • How Social Security and healthcare fit in • Available for immediate, on-demand viewing • Retirement accounts that can be used to create monthly cash flow • How Social Security and healthcare fit in • Available for immediate, on-demand viewing
Building Your Bridge to Medicare
• Discuss how to be prepared for healthcare costs in retirement • Understand key terminology and know your options • Available for immediate, on-demand viewing

Explanation of Pension Payment Options

Benefits will automatically be paid in the form of the standard method of payment which is Income for Life with 120 Payments Certain Annuity for a single Participant or a Qualified Joint and 2/3 Survivor Annuity for a married Participant.

A single Participant may elect to receive another form of payment by waiving the Life with 10 Years Certain Annuity. However, joint and survivor annuities are not available to single participants.

A married Participant may elect to receive another form of payment by waiving the Qualified Joint and 2/3 Survivor Annuity. The Participant's spouse must consent to this waiver. Under any Method of Payment where payments shall at any time be made to a spouse, such payment will be made only to the person identified as your spouse at your actual retirement date.

Income for Life Only Annuity

Monthly benefits are paid to the Participant for life. Payments cease upon the Participant's death. The benefit payable to the Participant under this form is larger than under the Income for Life with 120 Payments Certain Annuity because there is no guaranteed number of monthly payments.

Income for Life with 120 Payments Certain Annuity *(default option for a single participant)*

Monthly benefits are paid to a Participant for life. Upon the Participant's death, if payments have not been made for at least 120 months, payments will continue to be made to the beneficiary of the Participant until 120 payments have been made.

Qualified Joint and 1/2 Survivor Annuity

Monthly benefits are paid to a married participant for life. Upon the Participant's death, if the spouse survives, one-half of the amount payable to the Participant will be made to the surviving spouse for the remainder of his or her life. Payments to the surviving spouse start with the month following the Participant's death and cease upon the surviving spouse's death.

The amount of the benefit payable to the Participant under this form is normally smaller than under the Income for Life with 120 Payments Certain Annuity because a portion of that annuity is used to pay for the added cost of providing benefits to the surviving spouse.

Qualified Joint and 2/3 Survivor Annuity *(default option for married participant)*

Monthly benefits are paid to a married participant for life. Upon the Participant's death, if the spouse survives, two-thirds of the amount payable to the Participant will be made to the surviving spouse for the remainder of his or her life. Payments to the surviving spouse start with the month following the Participant's death and cease upon the surviving spouse's death.

The amount of the benefit payable to the Participant under this form is normally smaller than under the Income for Life with 120 Payments Certain Annuity because a portion of that annuity is used to pay for the added cost of providing benefits to the surviving spouse.

Qualified Joint and 3/4 Survivor Annuity

Monthly benefits are paid to a married Participant for life. Upon the Participant's death, if the spouse survives, three-fourths of the amount payable to the Participant will be made to the surviving spouse for the remainder of his or her life. Payments to the surviving spouse start with the month following the Participant's death and cease upon the surviving spouse's death.

The amount of the benefit payable to the Participant under this form is normally smaller than under the Income for Life with 120 Payments Certain Annuity because a portion of that annuity is used to pay for the added cost of providing benefits to the surviving spouse.

Joint and Full Survivor Annuity

Monthly benefits are paid to the Participant for life. Upon the Participant's death, if the spouse survives, the full amount of the benefit payable to the Participant will be paid to the surviving spouse for the remainder of his or her life. Payments to the surviving spouse start with the month following the Participant's death and cease upon the surviving spouse's death.

Joint and 1/2 Survivor Annuity

Monthly benefits are paid as long as the Participant and spouse are living. Upon the death of either, the benefit will be reduced to one-half of the original amount. Reduced payments to the survivor begin the first of the month following the death of the Participant or the spouse and cease upon the survivor's death.

Joint and 2/3 Survivor Annuity

Monthly benefits are paid as long as the Participant and spouse are living. Upon the death of either, the benefit will be reduced to two-thirds of the original amount. Reduced payments to the survivor begin the first of the month following the death of the Participant or the spouse and cease upon the survivor's death.

Lump Sum Distribution

Your Plan provides that in the event your vested accrued monthly benefit (payable at your Normal Retirement Date) is less than $300.00, you may receive the present value of this benefit in a single sum. This single sum would be paid in lieu of monthly income at retirement.

GRIP Reduction Factors

Option A
Terminate prior to age 55 or have <u>less</u> than 20 years of pension service

Option A	Age	Option B
1.00	65+	1.00
.92	64	1.00
.85	63	1.00
.78	62	1.00
.71	61	.98
.66	60	.96
.61	59	.95
.56	58	.94
.54	57	.93
.47	56	.92
.44	55	.91

Option B
Terminate age 55 or older <u>and</u> have 20+ years of pension service

For the most accurate pension benefit calculation, visit https://ypr.aon.com/GROWMARK to run an estimate or contact your HR Administrator.

Medicare and Your HSA

Are you eligible for Medicare and Social Security? If you're thinking about enrolling in Medicare or you've already enrolled, you may have questions about how your enrollment impacts your eligibility to contribute to and use your Health Savings Account (HSA). The good news? Even if you are ready to elect Medicare, you can continue to pay for your health care costs tax-free with your HSA'.

HSAs and Medicare Eligibility

Becoming eligible for Medicare does not impact your ability to make contributions or withdrawals from your HSA, assuming you otherwise remain HSA eligible. Once you enroll in Medicare, you are no longer eligible to make contributions to your account, but you can continue to pay for qualified medical expenses with your HSA.

Special Note About HSAs and Social Security

It's important to note that electing to receive Social Security Retirement Benefits automatically enrolls you in Medicare Part A (also known as Hospital Insurance). Currently, there is no process within the Social Security Administration to waive this automatic coverage. If you meet Medicare's eligibility requirements, you may have the option to voluntarily enroll in Medicare without electing to receive Social Security Retirement Benefits.

Medicare Enrollment and HSA Contributions

Your eligibility to make HSA contributions ends the month you're enrolled in Medicare. Your annual HSA contribution limit is prorated based on the number of months you were eligible to contribute[2]. See reverse for information on calculating your prorated limit.

Paying for Qualified Health Care Expenses

Once you've enrolled in Medicare, continue to use the tax-free funds from your HSA for the same qualified expenses you've always used HSA funds for, plus these additional expenses:

- Medicare Part A deductible and premiums
- Medicare Part B premiums and co-insurance
- Medicare Part D prescription drug premiums
- Medicare out-of-pocket expenses

Please note: You cannot use your HSA to pay premiums for a Medicare supplemental policy.

Has your spouse enrolled in Medicare?

You can still contribute to an HSA as long as you are covered by an HSA-qualified health plan.

Calculating Your Contribution Limit

According to IRS rules, HSA contribution limits must generally be prorated by the number of months you are eligible to contribute. Eligibility is based on your coverage status on the first day of the month.

To calculate your personal contribution limits:

- Take the total annual contribution limit based on your coverage type (individual or family) and the annual catch-up contribution amount (if you are age 55+)
- Divide that amount by 12
- Multiply it by the number of months you qualify that year

Example:

- You are eligible to contribute to your HSA for six months this year
- Assuming the 2018 individual contribution limit, plus the age 55 or older $1,000 catch-up contribution, your personal contribution limit would be:
  ($3,450 + $1,000) ÷ 12) x 6 = $2,225

Designate Your Beneficiary

If you haven't done so already, designate a beneficiary for your HSA. This determines how your HSA funds will be distributed when you pass away.

The tax consequences differ depending on who your beneficiary is:

- **If your spouse is the designated beneficiary:** Your HSA will be treated as your spouse's HSA and there is no tax event — the account simply transfers to your spouse.
- **If your spouse is not the designated beneficiary:** The account stops being an HSA, and the fair market value of your HSA becomes taxable to the beneficiary in the year in which you pass away.
- **If your estate is the beneficiary:** The value of your HSA is included on your final income tax return.

We're Here to Help

For information on Medicare and Social Security benefits, contact the Social Security Administration at 1.800.772.1213, visit the Medicare website at **www.medicare.gov**, or contact a qualified accountant or attorney.

Did you know?

When you turn 65, the 20% tax penalty for using your HSA for non-qualified expenses is eliminated so you can use your HSA for any expense with no tax penalty. You'll just have to pay income tax, which is typically lower in retirement.

Frequently Asked Questions

As you approach age 65, it is important to understand how your eligibility for Medicare may impact your Health Savings Account (HSA). Due to IRS rules, once you enroll in Medicare you are no longer allowed to contribute to an HSA.

Am I eligible for a Health Savings Account?
To be eligible for an HSA, you must be enrolled in an HSA-qualified health plan, and you cannot be covered by another health plan (including Medicare or Tricare) or be claimed as a dependent on another person's tax return.

What must I consider about my HSA as I near Medicare eligibility?
There are two key points you must consider to avoid any pitfalls with your HSA at age 65.

1. While you can continue to spend from your HSA, you cannot set up or contribute to an HSA in any month that you are enrolled in Medicare.
2. You should stop contributing to your HSA six months before you apply for Social Security retirement benefits to avoid potential tax penalties. *

* When you sign up for Social Security retirement benefits, and if you're already six months beyond your full retirement age, Social Security will give you six months of "back pay" in retirement benefits. This means that your enrollment in Part A will also be backdated by six months. Under IRS rules, you must pay six months of tax penalties on your HSA.

Can I enroll in an HSA if I am enrolled in Medicare?
No. Once you enroll in Medicare Part A and/or B, you can no longer set up or contribute pre-tax dollars to an existing HSA. This is because to contribute pre-tax dollars to an HSA, you cannot have any health insurance other than an HDHP.

Can I spend from my HSA if I'm enrolled in Medicare?
Yes. Even if enrolled in Medicare, you may keep an HSA if it was in existence prior to Medicare enrollment. You can spend from your HSA to help pay for medical expenses, such as deductibles, premiums, copayments, and coinsurances. If you use the account for qualified medical expenses, it will continue to be tax-free. Qualified medical expenses are defined by the IRS and include Medicare premiums and copays, providing a valuable way for Medicare beneficiaries to use their unused HSA funds.

What must I know about my HSA and being enrolled in Medicare Part A?

- If you're entitled to Medicare because you signed up for Part A at age 65 or later (perhaps not realizing that it can affect the use of your HSA0 but have not yet applied for Social Security retirement benefits, you can withdraw your application for Part A. (To do so, contact the Social Security Administration at 800.772.1213.) There are no penalties or repercussions, and you can reapply for Part A at any future date.
- If you have applied for or are receiving Social Security benefits, which automatically entitle you to Part A, you cannot continue to contribute to your HSA. The only way you could opt out of Part A is to back pay to the government all the money you've received in Social Security payments, plus everything Medicare has spent on your medical claims. You must repay these amounts before your

application to drop out of Part A can be processed. If you take this action, you're no longer entitled to Social Security or Medicare, but you can reapply for both at any time in the future (for example, if you end or lose your HSA coverage).

I will be eligible for Medicare this year but do not plan to enroll until I retire. I will remain on my employer's insurance plan until that time. Can I keep contributing to my HSA?
Yes. If you are eligible for Medicare but do not actually enroll, you can continue to contribute to your HSA. Once you enroll in any part of Medicare, you will no longer be eligible to contribute to your HSA. Even enrolling in Part A alone will disqualify you from depositing into your HSA.

What if I am covered under my spouse's HSA at work?
The IRS rule affects only employees age 65 or older who have HSAs through their employment because they are the ones who contribute to HSAs from their before-tax earnings at work. The rule does not affect covered spouses over age 65, who can continue to use funds from the working spouse's HSA for approved medical purposes.

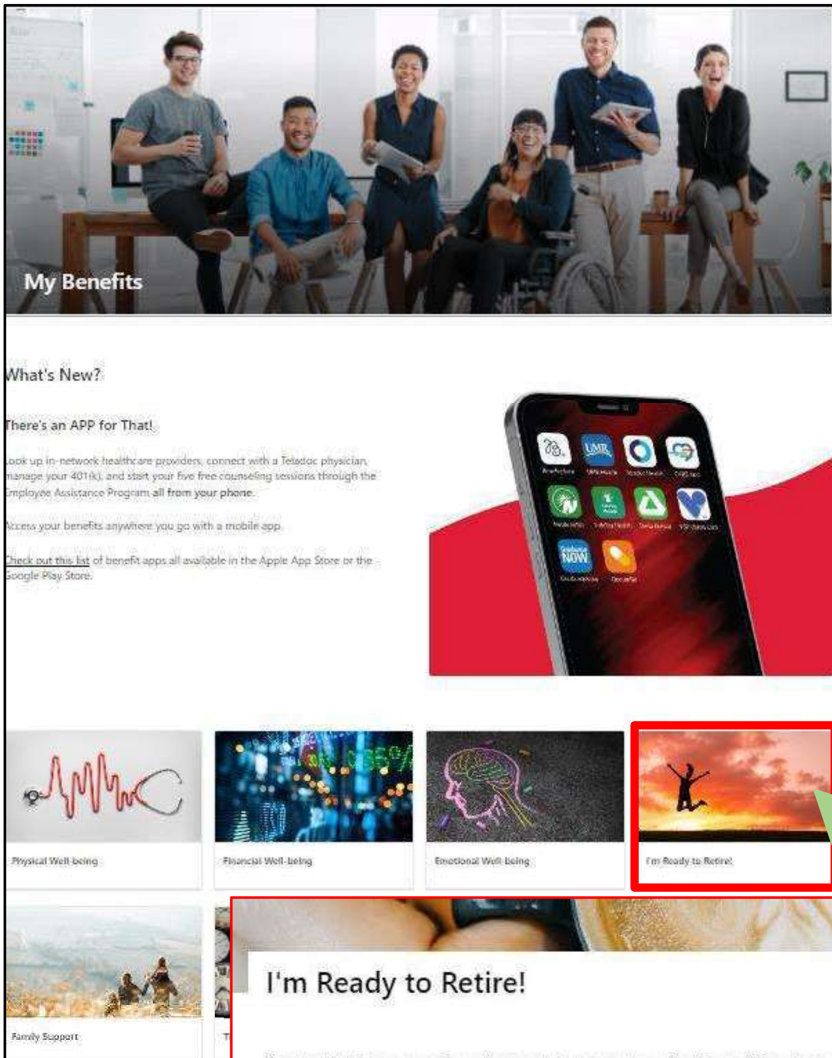
What if I received Medicare Part A under age 65 through disability?
In this situation, you're entitled to Medicare once you receive your 25th disability check from Social Security. In other words, you automatically go into the Medicare system and are no longer eligible to contribute to your HSA. If you're able to return to work, your disability payments will eventually stop, but your Medicare entitlement continues for up to 92 months from the time you first applied for disability.

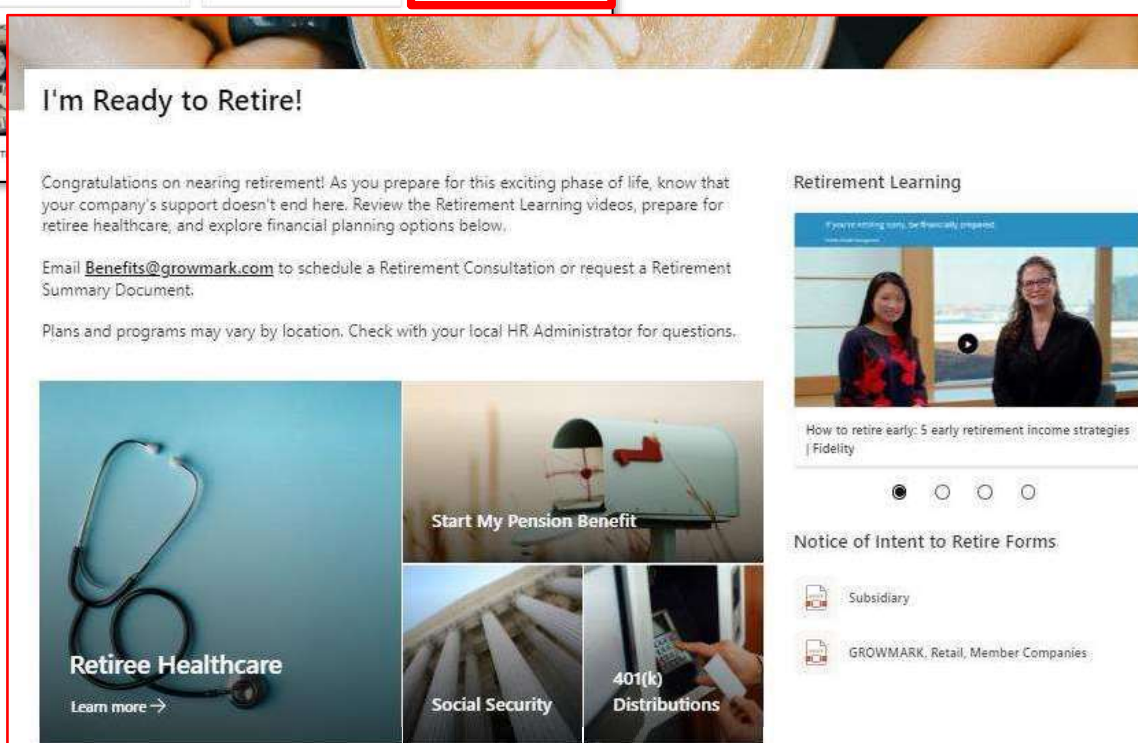
What are the consequences of contributing funds to my HSA while enrolled in Medicare?
Medicare beneficiaries who continue to contribute funds to an HSA may face IRS penalties, including payment of back taxes on their tax-free contributions and account interest, excise taxes, and additional income taxes.

What if I need more information?
If you have any questions about this process, we recommend consulting a tax professional.

My Benefits Website

https://gciamcs.sharepoint.com/sites/FSR_Benefits





Retirement Checklist

- ☐ Notify your supervisor of your decision to retire.
- ☐ Request a Notice of Intent to Retire form from your HR Administrator, complete and return to your HR Administrator at least 60-90 days prior to the intended retirement date.

Pension:

- ☐ Contact Aon GROWMARK System Pension Center to initiate your Retirement Kit no earlier than 60 days prior to pension commencement date. This can take up to 14 days to process, then it will be mailed to you.
- ☐ Complete and return Retirement Kit to Aon GROWMARK System Pension Center before retirement date to not delay first payment.

401(k)

- ☐ Contact Fidelity Investments for 401(k) distribution options.

Medical Insurance:

- ☐ If under age 65 and have been enrolled in GROWMARK System Group Medical the past 10 consecutive years, you will receive a Medical Continuation form in the mail after you submit your Intent to Retire form. Complete and return to GROWMARK Benefits if you wish to continue benefits.
- ☐ If age 65 or older, sign up for Medicare Parts A and B through the Social Security Administration 3 months prior to turning age 65 or retiring, to avoid a premium penalty.
- ☐ Contact ViaBenefits 30-60 days prior to retirement for assistance with identifying and enrolling in a Medicare Supplemental Plan and Part D Prescription Plan.
- ☐ Complete or waive COBRA continuation paperwork and return to WageWorks.

Health Saving Account (HSA):

- ☐ You can continue to use an HSA for qualified medical expenses. At age 65, you can utilize HSA money for expenses other than medical, but taxes will be incurred. Please note, upon enrolling in Medicare you can no longer contribute to an HSA.

Dental and Vision Insurance:

- ☐ Complete or waive COBRA continuation paperwork and return to WageWorks.

Life Insurance:

- ☐ Contact BPA Troxell for your group life continuation if you are under age 65 or contact Lincoln Financial if age 65 or over and want to convert to a whole life policy.

Additional Voluntary Benefits:

- ☐ Some continuous options are available through carriers. Contact carriers for information.

Social Security:

- ☐ Apply for Social Security benefits at least 3 months before retirement date to ensure benefits will begin when needed. You can enroll at age 62 for a reduced benefit. The maximum benefit can be taken at age 70.

  Note: Unless you elect otherwise, you are automatically enrolled in Medicare Part A when you sign up for Social Security benefits.

Contact Information:

401(k)
Fidelity Investments
1-800-835-5095
www.netbenefits.com/GROWMARK

COBRA
WageWorks
888-678-4881
www.Mybenefits.wageworks.com

GROWMARK Benefits
309-557-6472
benefits@growmark.com

Health Savings Account
Fidelity Investments
1-800-835-5095
www.netbenefits.com/GROWMARK

Life Insurance
BPA Troxell
1-877-661-2049

Medicare
1-800-633-4227
www.medicare.gov

Medicare (Supplemental/Part D)
ViaBenefits
1-888-724-5576
https://my.viabenefits.com

Pension
Aon GROWMARK System Pension Center
1-844-382-1691
https://ypr.aon.com/GROWMARK

Social Security
1-800-772-1213
www.ssa.gov

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