

Citi Retiree Health Plan Benefits

2018

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Note: This document includes some hyperlinks in blue font

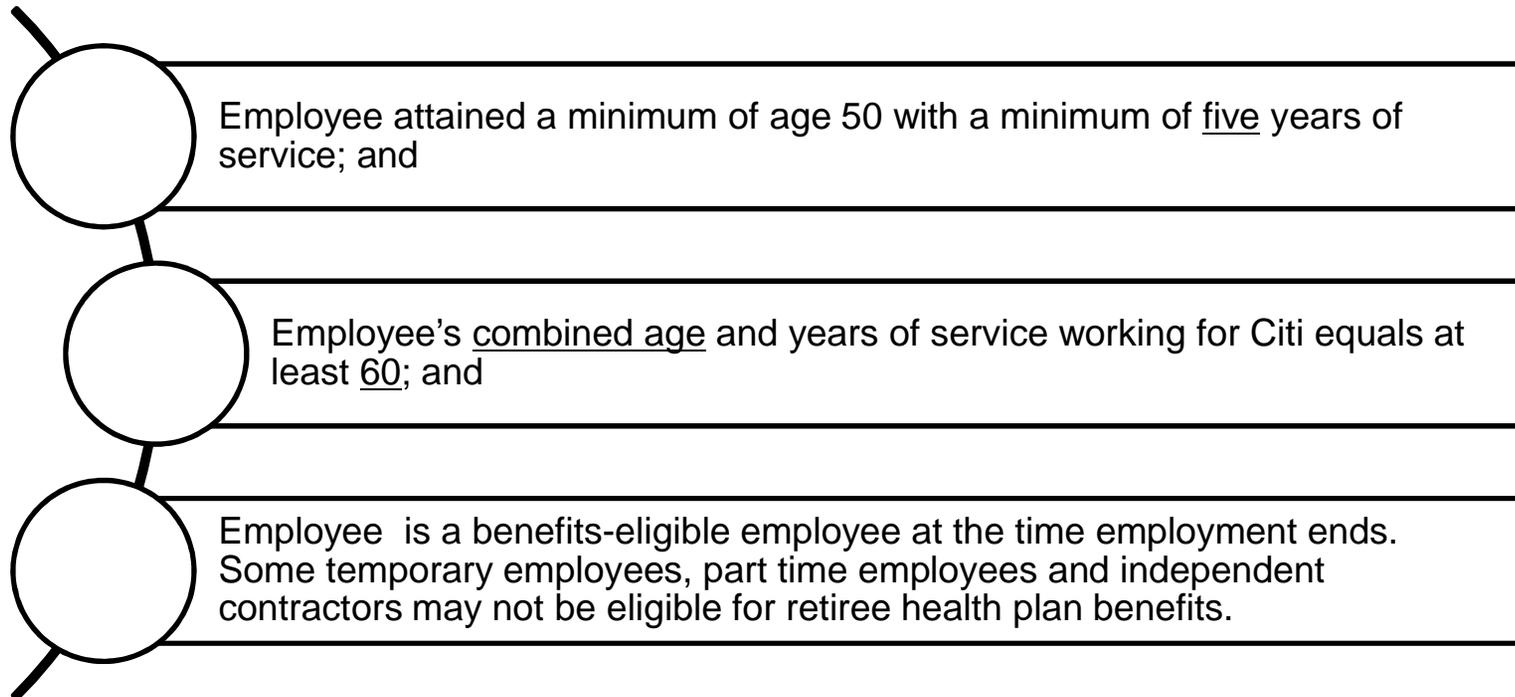
Eligibility for Citi Retiree Health Plan Benefits

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Eligibility for Citi Retiree Health Plan Benefits

- Most Citi employees will only need to meet the rules listed below to be eligible to participate in retiree health plan benefits:
- Employees **terminating from Citi after January 1, 2008** must meet the following requirements as of their termination date to be eligible for Citi retiree health plan benefits:



Eligibility for Citi Retiree Health Plan Benefits

➤ Additional rules can apply to the following groups:

Employees involuntarily terminating under the Separation Pay Plan

Employees terminating under the Long Term Disability program

Employees terminating at the end of an expat assignment

Employees who met grandfathering requirements as the result of a Citi merger

Note:

- If an employee who falls into any of the 4 groups above, the employee will require the assistance of the Citi Benefits Center and Retirement Specialists to determine the employee's exact benefits eligibility and should be referred to the Citi Benefits Center. Contact information can be found on slide 32.

Dependents Eligible for Retiree Health Plans

Dependents Eligible for Retiree Health Plan Benefits

In general the rules regarding **dependent eligibility** for participation in retiree health plans are the same as those for participation in the active employee health plans, however:

- ❑ Retirees must **add their eligible dependent spouse and eligible children** to coverage at the time of retirement. This is the only opportunity to add dependents outside the qualifying events of marriage or a new child
 - Dependents can not be added to coverage during annual enrollment. Annual enrollment is only for changing plans

- ❑ Additional dependents can only be added to coverage during retirement as follows:
 - In the event that an eligible retiree gets married or has a child or adopts a child during retirement the new spouse or child can be added to coverage within 31 days of the event.

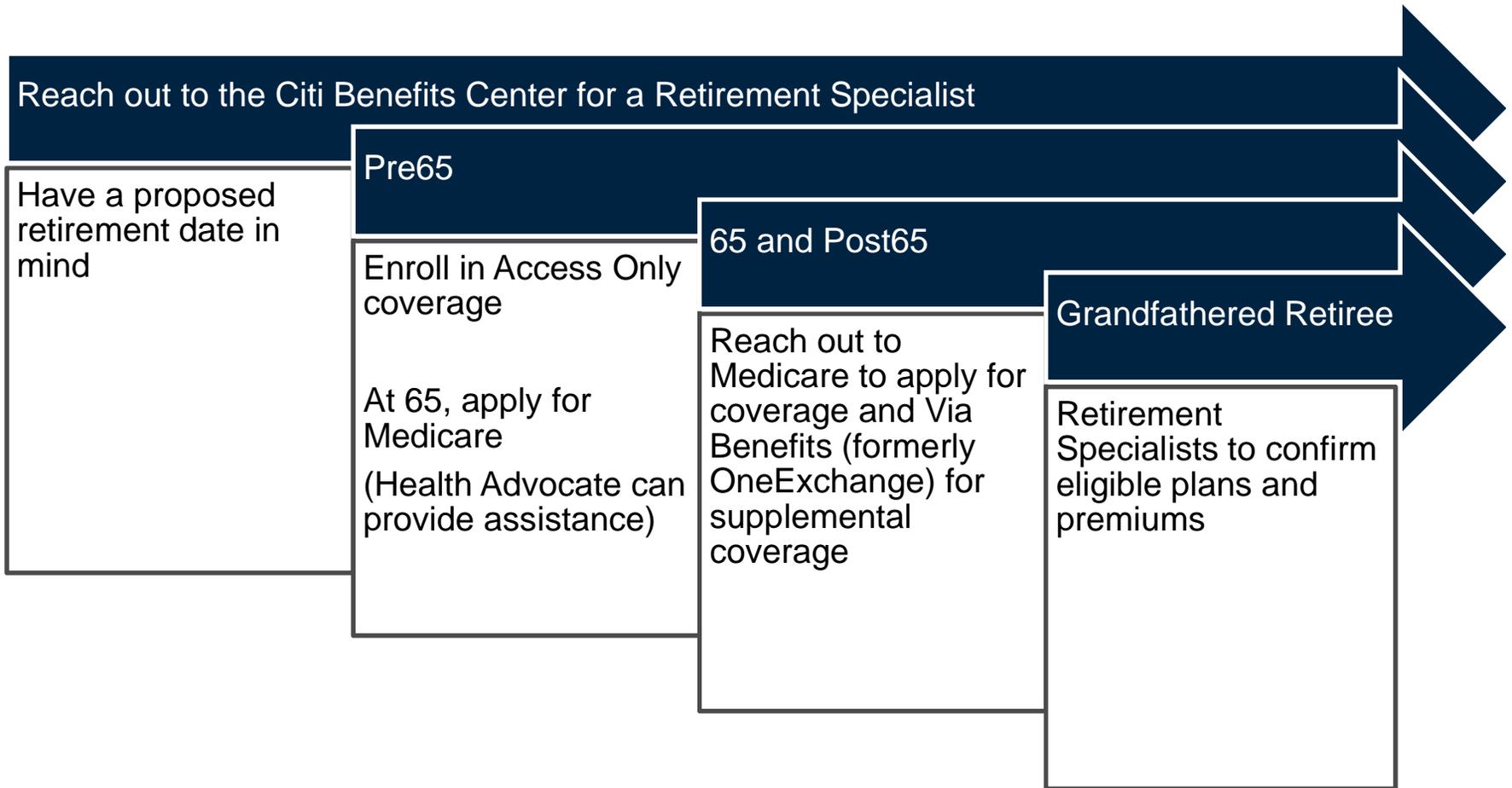
- ❑ Dependents can be dropped from coverage for any reason. **However, if dependents are dropped from medical or dental coverage during retirement they can not be added back to that coverage at a later date.**

About Retirement Work Flow

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Retirement Workflow



About Retirement

Retiree Health Options

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Retiree Health Plan Options

Most retiree benefits eligible employees who retire in 2018 will become part of the **Access Only retiree** group upon termination of employment

- Access Only retirees
 - Pay 100% of the retiree health plan premium
 - Are eligible for current open retiree plans and programs
 - Are eligible for Citi retiree health plans until reaching Medicare eligibility at age 65

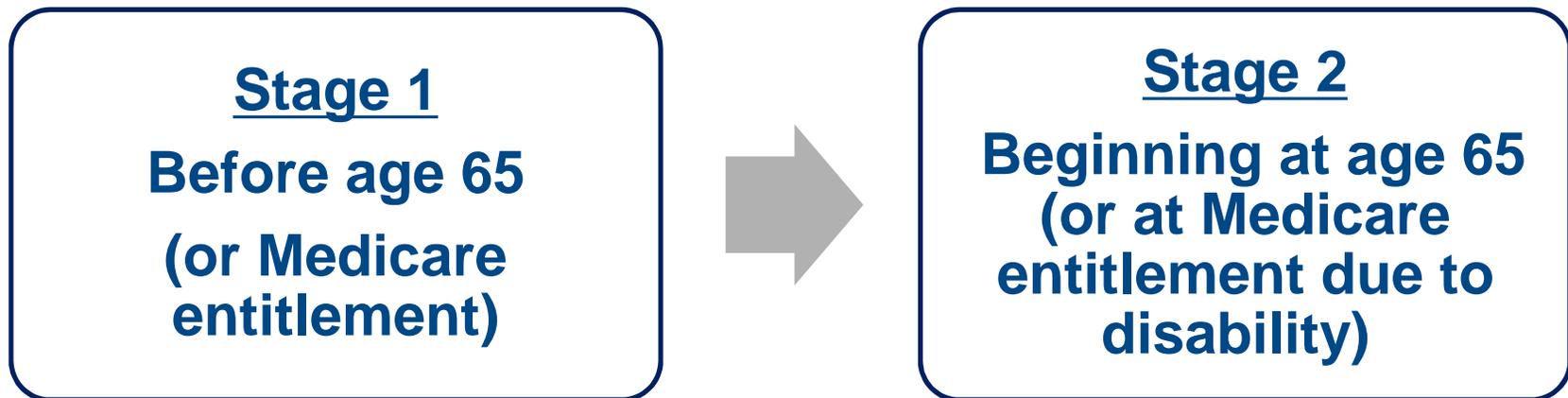
At retirement, retirees can enroll into medical/prescription drug; dental; and vision plan coverage

Employees have one opportunity to enroll and that is at the time of termination of employment from Citi

- Special rules apply!
 - When an employee is on Long Term Disability
 - When a previously retired employee is rehired and then retires again

Stages of Retiree Medical Coverage

There are two stages to retiree medical coverage, depending on the **age** and **Medicare eligibility status** of the person receiving benefits:



Stage 1

Before age 65 (or Medicare entitlement)

- Until each covered person reaches age 65 or becomes eligible for Medicare, the retiree medical plan provides benefits **similar to the benefits provided to active employees**.
- In 2018 newly retiring employees who are **Access Only**, and who are **not eligible for Medicare**, will be able to enroll in:

Retiree ChoicePlan 500 or High Deductible Health Plan along with prescription drug coverage through Express Scripts

Aetna vision plan that provides the same benefits as the vision plan offered to active employees

MetLife dental plan that is specifically for retirees and has deductibles and coinsurance different from the active employee plan

Stage 2

Beginning at age 65 (or at Medicare entitlement due to disability)

Once a retiree is eligible for Medicare, Medicare becomes the primary payer of medical benefits, which is why **it's important retiring employees apply for Medicare:**

- Retirees who **don't apply** for Medicare when first eligible can be subject to a **higher premium** if they apply later
- Medicare Supplemental plans may not allow retirees to enroll** or will reduce the plan benefit if the retiree isn't enrolled in Medicare. **Medicare Advantage plans won't allow** retirees to enroll in the plan unless the retiree is enrolled in Medicare.
- Medicare-eligible retirees and their Medicare-eligible spouse (regardless of sex)/partner and eligible dependents, who are Medicare-eligible because they have attained age 65, with **access only** coverage (pay the full premium for coverage, no subsidy), **are not eligible for**
 - Coverage under the Citigroup Retiree Medical Benefit Plan (including prescription coverage)
 - Citigroup Retiree Dental Benefit Plan and/or
 - Citigroup Retiree Vision Benefit Plan ("Affected Retirees").

See Citi retirement resources on slides 32 for contact information

Stage 2

Beginning at age 65 (or at Medicare entitlement due to disability)

- ❑ **Via Benefits** (formerly named OneExchange), is Citi's partner to assist Medicare-eligible retirees and their family to obtain more affordable medical, Rx, dental and vision coverage in the individual Medicare health insurance market.

- ❑ The following plans are offered through Via Benefits. Vision and dental plans are offered by a wide range of insurance companies and at many different premium levels.

Medicare Advantage

Part D plans

Medigap plans

Vision and dental plans

- ❑ Retirees and retiree dependents who are not yet Medicare eligible but with a Medicare eligible spouse can elect Citi retiree health plans while the Medicare eligible spouse elects coverage through Via Benefits
- ❑ Whether an employee is retiring when Medicare eligible or is a Pre 65 retiree who has reached Medicare eligibility, the employee should first call Citi Benefits center to speak with a retirement specialist and then call ViaBenefits

See Citi retirement resources on slides 32 and 33 for contact information

About Retirement

Retiree Health Plan Premiums

Retiree Health Plan Premiums

Before Medicare Eligibility- Pre-65	After Medicare Eligibility – Post 65
<ul style="list-style-type: none">➤ Premiums for Citi retiree health plans are set once a year in November, effective the following January<ul style="list-style-type: none">➤ Premium payments can be made by payment of monthly bills or direct debit from a bank account➤ A small number of employees who are eligible for a pension may be able to pay retiree health plan premiums through pension deduction➤ Pre-65 employees planning to retire can get information on plan costs within 90 days of retirement. They will be asked for their actual or proposed retirement date.➤ An enrollment package which includes information on retiree health plans and premiums will be mailed automatically to terminated benefits eligible employees when the Citi Benefits Center receives the employee's termination date on the file from HRSS	<ul style="list-style-type: none">➤ Retirees and retiree dependents eligible for Medicare will have to pay Medicare Part B premiums in addition to premiums for a retiree medical plan➤ Access only Medicare eligible retirees or those with a Medicare eligible dependent will need to speak with an Advisor at Via Benefits to get information on available plans and premiums.<ul style="list-style-type: none">➤ Premium payments for coverage in plans offered through Via Benefits are made directly to the insurance company

About Retirement Enrollment

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Retiree Health Plan Enrollment

When to enroll

- ✓ Before the employee's last day of work at Citi (**60-90 days** before the employee's retirement date), contact Citi Benefits center to enroll in retirement plan, see page 31 for resource detail
- ✓ If employee is **age 65 or older** or if the employee's covered spouse/partner will be age 65 or older, contact the **Social Security Administration** to begin enrollment in Medicare **60-90 days** before retirement, see page 33 for resource detail
- ✓ If the retiring employee is **Access Only** and age 65 or older, or if covered spouse is age 65 or older, the retiree will be referred to Via Benefits by the Citi Benefits Center Retirement Specialist, see page 32 for resource detail

Retiree Health Plan Enrollment

Once the Citi Benefits Center receives the employee's termination/retirement date:

- Employees who are eligible for retiree health plan benefits will be sent a retiree health plan enrollment package automatically once the employee's termination date (which is input by HR) is received by the Citi Benefits Center
- Employees who are not yet eligible for Medicare (pre-65) can elect retiree health plan coverage by phone or online at Your Benefits Resources™ available through My Total Compensation and Benefits at www.totalcomponline.com
- Retirees should call into the Citi Benefits Center no later than **30 days** after their termination date to be covered through Citi. Elections can be made online on Your Benefits Resources™ available through My Total Compensation and Benefits at www.totalcomponline.com
- Medicare eligible employees who are **Access Only** or whose covered dependent is Access Only will need to elect health plans by phone call to Via Benefits (employees can verify if they should contact Via Benefits for plan enrollment by speaking to a Retirement Specialist at the Citi Benefits) and will need to **make elections no later than the month in which termination of employment occurs**
 - For example if retirement begins on June 1, plan elections need to be made during May

See Citi retirement resources on slides 32-35

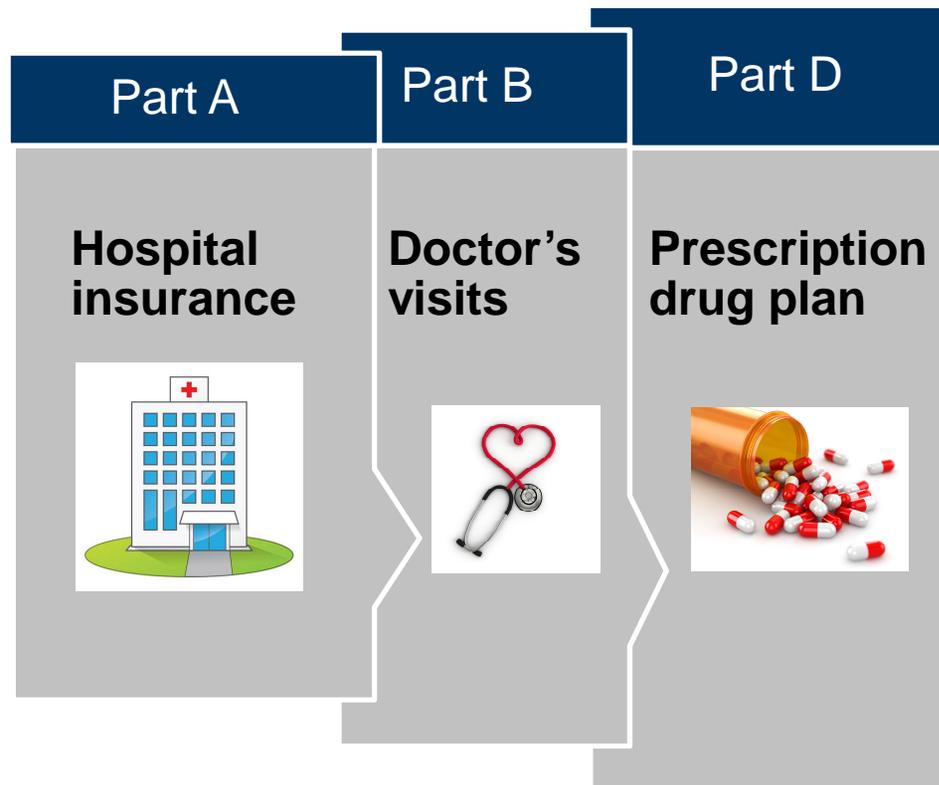
Medicare

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About Medicare

- Medicare is health insurance for people **65 or older**, people 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).
- Employees who are 65 and older and terminating with Citi should enroll in Medicare parts A, B, and D



Medicare Enrollment

Ideally the employee will begin the Medicare enrollment process **three months prior to retirement**

Medicare enrollment is always on a prospective basis and coverage begins on the **first of the month**

While Part B and Part D is voluntary, most **Medicare Advantage and Medicare Supplemental plans** offered through the individual Medicare plan market (including those offered through Via Benefits) will **require enrollment in Medicare Part A** and Medicare Part B prior to medical plan Enrollment

Additionally, if a retiree does not enroll in **Medicare Part B** or a **Part D** prescription drug plan when first eligible, the retiree will be charged a higher premium rate if they try to enroll at a later date

Please see Medicare contact information and application resources on slide 33

Medicare Enrollment- Special Circumstances

- Employees who work beyond age 65 and maintain Citi medical plan coverage as active employees will be eligible for a **special enrollment period (SEP)** at the termination of employment and can delay enrollment in Medicare until employment termination
 - However its important that they enroll prior to their termination date to avoid gaps in Medicare and secondary coverage
 - Ideally the employee will begin the Medicare enrollment process three months prior to retirement

- Employees who work beyond age 65 will have to fill out an additional form when they apply for Medicare Part B which will need to be completed at the Citi Benefits Center. The form verifies whether the employee was covered by a medical plan from their 65th birthday to the end of Citi Employment, see *page 33 for additional resources*

Please see Medicare contact information and application resources on slide 33

Grandfathered Retiree Health Plan Benefits

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Citi Retirees Grandfathered in Retiree Health Plan Benefits

- Most Citi employees eligible for grandfathered retiree health plan benefits have already retired.
 - There are currently only 326 active employees eligible for grandfathered retiree health plan benefits
 - The majority of active employees eligible for grandfathered retiree health plans are legacy Citibank employees who were at least age 45 on 12/31/1999
 - Please see next slide for grandfathered retiree health benefit eligibility

- At this time employees who are grandfathered into Citi retiree health plan benefits are allowed to enroll in Citi retiree health plans both before and after reaching Medicare eligibility
 - If the grandfathered employee is Medicare eligible, they will be eligible for Citi sponsored plans that coordinate benefits with Medicare and are in most cases Medicare Advantage plans

- Employees who are grandfathered were made eligible for a subsidy to reduce the premium cost of Citi retiree health plans.
 - **Subsidy formula:**
 - Varies depending on the legacy company
 - Varies depending on premium subsidies offered under the legacy company's retiree health plan program

Citi Retirees Grandfathered in Retiree Health Plan Benefits

- In order for an employee to be **grandfathered** into Citi retiree health plans the employee has to:
 - ✓ Have been working for a company that merged or was acquired by Citi and at the time of the merger or acquisition
 - ✓ The employee was close to or had already met retirement eligibility, and
 - ✓ The former company had a retiree health plan program
 - ✓ The employee at the time of the merger and while still actively working met age and years of service requirements that were put in place to determine who would be grandfathered into retiree health plan benefits
 - ✓ In addition to the age and years of service requirements to be grandfathered the employee will have to meet the rule of 60 that applies to all employees at termination of employment in order to be eligible for retiree health plans.

Citi Retirees Grandfathered in Retiree Health Plan Benefits

➤ **Via Eligibility Enrollment:**

- Grandfathered retirees in the Citibank, Travelers Property Casualty who retired between 1993 and 1996, and Shearson retiree groups who are Medicare eligible have the option of enrolling in health plans through Via Benefits during retiree annual enrollments
 - Information is sent to these retirees each year during annual enrollment. Retirees who elect plans through Via Benefits can not return to Citi plans at a later date.
-
- Retiree coverage is neither fixed or guaranteed under the Plans. Citi reserves the right to amend, terminate, suspend, or otherwise change the Plans provided to retirees at any time for any reason. This applies to both Access Only and grandfathered retiree health plan benefits.

Resources

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Citi Retirement Resources- Retirement Guides

- Leaving Citi Guide
 - www.citibenefitsonline.com
 - The Guide is located on the Forms & Claims page

- Retirement Guide
 - www.citibenefitsonline.com
 - Enter “Your Retirement Guide” in the search box

Citi Retirement Resources- Citi Benefits Center

In order to contact a retirement specialist, please follow these steps (employee will need to have a planned retirement date in mind even if it is only tentative)

1. Call the Citi Benefits Center through ConnectOne at **1 (800) 881-3938**
2. Select “Benefits” on the main menu
 - a) Then “Health and Insurance as well as TRIP and Spending Accounts” and ask to speak to a Retirement Specialist
 - b) OR select “To Initiate Retirement”

Citi Retirement Resources

Via Benefits (Access Only)

- If the employee calls Via Benefits before setting a reportable retirement date the employee will be asked by a Via Benefits Advisor for address, date of birth, etc. in order to set up the employee's account and to search the available plans in the employee's home location.
 - Call Via Benefits at 1(888) 427-8835.
 - Employee can use the following site to preview and model benefits. Plan and premium information will be for the current year.
 - <https://my.ViaBenefits.com/Citigroup>

Total Compensation Pre-65

- Employees who are not yet eligible for Medicare (pre-65) can elect retiree health plan coverage by phone or online at Your Benefits Resources TM available through My Total Compensation and Benefits at www.totalcomponline.com

Citi Retirement Resources- Applying for Medicare

➤ To contact **Medicare**

- Please go to www.medicare.gov or
- Call 1-800-MEDICARE (1-800-633-4227)
- Instructions for applying and enrollment forms are located at <https://www.ssa.gov/benefits/medicare/>. for employees not currently receiving social security
- For an office visit employees will need to make an appointment, and they will be able to find a Social Security Administration office locator, by following the link above

➤ Retiring employees can also contact the **Social Security Administration**

- Please go to www.socialsecurity.gov or
- Call 1-800-772-1213

➤ Employees **who work beyond age 65** will have to fill out an additional form when they apply for Medicare Part B which will need to be completed at the Citi Benefits Center.

- The form (CMS-L564) can be found on the Social Security web site and then faxed to the Citi Benefits Center with the employee's mailing instructions to (847) 883-8282.

➤ To contact **Health Advocate**

- Please call 1 (866) 463-4488 to speak with an Advisor