Tenured Faculty Transition Policy and Voluntary Retirement Incentive Plan

2020 Information Sessions
VRIP and TFTP

What are they?
- Opportunities to retire on August 31, 2020.
- One-time cash payout.

Why are they being offered?
- Impact of the coronavirus pandemic on University.
- Concerns about returning to campus.
- Concerns about teaching online.
TFTP - Eligibility

• Full time tenured faculty,

• Minimum age 66,

• Minimum of 10 years of consecutive service, and

• Meet Rule of 80 (combination of service and age).

• All eligibility criteria must be met by August 31, 2020

*Note: If you are eligible for the TFTP, you can still choose to relinquish your tenure on August 31, 2021 provided you sign up by the August 31, 2020 deadline. Contact Faculty Affairs for more information.
TFTP – Tenure Buyout Benefit

How much:

<table>
<thead>
<tr>
<th>Percentage of Benefit</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>65% of annual salary</td>
<td>at least 10 but less than 20</td>
</tr>
<tr>
<td>100% of annual salary</td>
<td>at least 20 but less than 30</td>
</tr>
<tr>
<td>110% of annual salary</td>
<td>30 or more years of service</td>
</tr>
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</table>

*Percentage amount refers to regular, annual salary.

Date of Payment: September 15, 2020 or January 15, 2021.

Form of Payment: same as your Drexel paycheck, direct deposit or check mailed to your home.
• Minimum age 60 as of August 31, 2020,

• Completed ten years of full-time consecutive service, and

• Not eligible for Tenure Faculty Buyout.

• All eligibility criteria must be met by August 31, 2020.
How much: 50% of your current base annual salary (not including supplemental payments).

Date of Payment: September 15, 2020 or January 15, 2021.

Form of Payment: same as your Drexel paycheck, direct deposit or check mailed to your home.
How to Enroll

• Contact the Human Resources Service Center via hr@drexel.edu to request a VRIP or TFTP packet.

• HR Service Center will email you a packet that includes the Plan Document and Summary, Election and General Release, FAQs, Personal Incentive Summary, and Revocation Form.

• Return a signed Election Form and General Release to the Human Resources Service Center via email at hr@drexel.edu by July 31, 2020.

• You can revoke your election within 7 days after the date you return the signed Election and General Release by submitting a signed Revocation Form to hr@drexel.edu.

• Once you submit your Election and General Release, the HR Service Center will send you a Retiree Benefit Enrollment Form as well as a Medicare Part B Request for Employment Information form, if applicable.

• Return completed Benefit Election Form to hr@drexel.edu ASAP or by August 7, 2020.
Retiree Health Benefits

- Medical
- Prescription
- Dental
- Vision

Who can be covered?

- Retiree
- Spouse or Domestic Partner
- Dependent children are not covered and will be offered COBRA
Your retiree medical/prescription benefits options depend on your age at the time of retirement

**Under Age 65** – Same medical/prescription plans that are available to active Drexel employees at the applicable retiree rate.

**Age 65 and Over** – Personal Choice 65 Plan, a Medicare Advantage plan.
Under Age 65 Medical/Rx

- Same medical/rx plans that are available to active Drexel employees, but, at the retiree rate.

- Continue your current coverage at time of your retirement, with opportunity to change plan during open enrollment or a qualified life event.

- When you turn age 65, coverage will end and you can enroll in the 65+ retiree health insurance option available through Drexel at that time.

<table>
<thead>
<tr>
<th></th>
<th>CDHP</th>
<th>Keystone POS</th>
<th>PPO Basic</th>
<th>PPO High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retiree Only</td>
<td>$501.62</td>
<td>$643.62</td>
<td>$951.03</td>
<td>$1,072.22</td>
</tr>
<tr>
<td>Retiree &amp; Spouse/DP</td>
<td>$1,133.99</td>
<td>$1,454.94</td>
<td>$2,146.62</td>
<td>$2,419.32</td>
</tr>
</tbody>
</table>
• Personal Choice 65 Plan is a Medicare Advantage plan.

• The Plan combines your Medicare Part A (hospital) and Part B (medical) with prescription drug benefits and additional covered services.

• Must be enrolled in Medicare Parts A & B.

• You must pay the PC 65 premium in addition to your Medicare Part B premium.

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<thead>
<tr>
<th></th>
<th>PC 65 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retiree Only</td>
<td>$439</td>
</tr>
<tr>
<td>Retiree &amp; Spouse/DP</td>
<td>$878</td>
</tr>
</tbody>
</table>
Medicare Part B - Employer Information

- If you are age 65 or older and on a Drexel medical plan, you must submit a Medicare “Request for Employment Information” form to Social Security when applying for Medicare Part B.

- The form confirms that you had group health plan coverage within the previous 8 months.

- Section B must be completed by Drexel Human Resources.

- The HR Service Center will email you a copy of this form, with Section B completed, after you submit your VRIP/TFTP Election Form.
Health Advocate will be conducting two live educational webinars about navigating Medicare and the health insurance marketplace.

June 18, 2020, 2:00 – 3:30 pm
June 25, 2020, 12:00 – 1:30 pm

Register in Career Pathway through the Employee tab in DrexelOne!
Dental and Vision

- Retirees are eligible for the same dental and vision plans available to active Drexel employees at the retiree rate.

- Continue your current coverage at time of your retirement, with opportunity to change plan during open enrollment or a qualified life event.

<table>
<thead>
<tr>
<th></th>
<th>Cigna Dental Base</th>
<th>Cigna Dental Preferred</th>
<th>Davis Vision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retiree Only</td>
<td>$19.64</td>
<td>$29.16</td>
<td>$4.33</td>
</tr>
<tr>
<td>Retiree &amp; Spouse/DP</td>
<td>$58.10</td>
<td>$95.36</td>
<td>$9.98</td>
</tr>
</tbody>
</table>
Enrolling In Retiree Health Benefits

How to Enroll:

• Once you submit your Election Form, the HR Service Center will send you a benefits election form and instructions for selecting your retiree benefits.

• Return the completed enrollment form to the HR Service center at hr@drexel.edu

Enrollment Deadline: ASAP or by August 7, 2020

Questions? Contact the HR Service center at hr@drexel.edu or email FacultyAffairs@drexel.edu to schedule an individual consultation with a Faculty Affairs representative and benefits consultant.
Changing Your Benefit Elections

• Can change your election during Drexel’s annual open enrollment period or if you experience a qualified life event.

• Enrollment in a retiree medical/rx plan at a later date is available only if you and/or your spouse/domestic partner have maintained continuous coverage in another health plan (other than Medicare).
To discuss your 403(b) options, please schedule a consultation directly with your retirement vendor:

<table>
<thead>
<tr>
<th>Vendor</th>
<th>Website</th>
<th>Schedule a Consultation</th>
<th>General Questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fidelity</td>
<td>fidelity.com/atwork</td>
<td>1-800-642-7131</td>
<td>1.800.343.0860</td>
</tr>
<tr>
<td>TIAA</td>
<td>TIAA.org/schedulenow</td>
<td>1.800.732.8353</td>
<td>1.800.842.2252</td>
</tr>
<tr>
<td>Vanguard</td>
<td>retirementplans.vanguard.com</td>
<td></td>
<td>1.800.523.1188</td>
</tr>
</tbody>
</table>

Note:
- Delay in sending retirement date to vendors so that final 403(b) contributions can be deposited into your account.
- You can consult with your vendor at any time, however, you cannot take action with your account until they receive your retirement date.
Other Benefits

• Tuition Benefits
  • **Tuition remission**: You, spouse/domestic partner, and dependent children are eligible for your lifetime.
  • **Tuition exchange**: Your dependent child can continue their tuition exchange scholarship that is in place at the time of your retirement.

• DragonCard

• Library Access

• Email

• Recreation Center: same membership rate as faculty
HR Service Center  - For general questions, contact Drexel’s HR Service Center at hr@drexel.edu.

Individual Consultations: Contact FacultyAffairs@drexel.edu to book a consultation with a representative from Faculty Affairs and Benefits.

Health Advocate – Schedule a individual consultation with a Health Advocate Medicare expert by calling 1.866.695.8622.
Important Dates

VRIP/TFTP Enrollment Deadline: July 31, 2020

Revocation Period: Within 7 days after the date you return the signed Election and General Release

Retiree Benefit Enrollment Deadline: August 7, 2020

Date of Retirement: August 31, 2020

Last Day of Active Employee Benefits: August 31, 2020

First Day of Retiree Benefits: September 1, 2020

Retiree Incentive Payment: September 15, 2020 or January 15, 2021