

IU RETIREE STATUS & BENEFITS

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IU Human Resources

February 2, 2024



**ROAD TO
RETIREMENT**

PLANNING YOUR RETIREMENT
FROM INDIANA UNIVERSITY

Housekeeping

- **Session will not be recorded**; however, a PDF of the slides is available on the Road to Retirement website at hr.iu.edu/benefits/road-to-retire.html.
- All attendees have been placed on mute. If you have technical issues, please message an IUHR representative in the chat for assistance.
- **Please put all questions in the Q&A box.** Do not put any questions related to a personal situation in the Q&A.
- Watch the chat for helpful links to additional information. Chat will not be monitored for questions to the presenters.
- At the end of today's session, you will be asked to complete a brief survey.

What We'll Discuss Today

- What is IU retiree status?
- Retiree medical plan options:
 - Options if you retire under age 65
 - Options if you retire at age 65 and older
 - Election and premium examples
- Tools & resources
- Q&A



SECTION 1

What is IU Retiree Status?



IU Retiree Status

Based on **AGE** and **YEARS OF IU SERVICE**

Age at Termination	Minimum Years of Active Full time IU Service
55	30
56	28
57	26
58	24
59	22
60	20

Age at Termination	Minimum Years of Active Full time IU Service
61	18
62	16
63	14
64	12
65	10

Support Staff hired before July 1, 2013, who are covered by the legacy PERF retirement plan: Retiree status is reached with at least 15 years of full-time appointed IU service for employees separating at ages 60, 61, or 62.



What counts towards “Years of IU Service”

Years of IU Service = Full-time appointed service

(some periods of leave without pay may not be counted)

- Contact AskHR to inquire about your “Years of Service” calculation for Retiree Status
- Sabbatical leaves and leaves for research are counted
- Years of IU service pro-rated for ages that fall between the ages listed in the chart



Key Retiree Benefits

Medical plan (with vision)

Retiree life (\$6,000)

IU tuition benefit

IU technology resources
(Administered by UITs, details at: kb.iu.edu/d/dddx#)

Campus-specific resources:

- Parking discounts
- Library and research access
- Cultural and sporting events

Memberships:

- IU Retiree Association (Faculty/Staff)
- Emeriti House (Faculty/Librarians)
- Senior Academy membership at IU Indianapolis (IUPUI Faculty/Staff)

What if I don't meet the Retiree Status criteria?

You can still “retire” by separating from the university, but:

- You won't be classified as a retiree or have IU Retiree Status
- You won't be eligible for retiree benefits (IU medical, tuition benefit, life insurance)
- No impact on your ability to take distributions from retirement accounts





SECTION 2

Retiree Medical Plan Options



Eligibility for IU Retiree Medical Coverage

INITIAL eligibility requires that you:

1. Have IU Retiree Status; and
2. Are covered by an IU-sponsored medical plan as an employee or spouse of an IU employee at the time of separation.
 - *Eligible spouses and dependent children (through age 25) are those covered on an IU medical plan at the time of separation.*
 - *You must enroll in COBRA or retiree coverage **within 60 days** of your retirement date*

CONTINUED eligibility requires that you remain continuously covered on an IU-sponsored plan.

IU Medical Plan Options

Under Age 65:

- COBRA (continue current IU plan)
- IU coverage through IU spouse
- Anthem Under 65 PPO HDHP

Age 65 & Up (Medicare eligible):

- IU coverage through IU spouse
- IU Blue Retiree Plan



Medical Plan Options for Retirees Under Age 65



Benefits – IU Under 65 Retiree Medical Plan

- Premiums **not** based on age/tobacco use
- Not based on where you live
- Not an HMO or limited network
- Enhanced **prescription drug** coverage
- Meets continuous enrollment criteria to **bridge to IU Blue Retiree** plan
- For most, **similar/lower premiums** and **higher benefits** than ACA Marketplace plans



Monthly Medical Premiums (2024)

Under Age 65

COBRA Medical
(18 Months)

COBRA Monthly Rates (see hr.iu.edu/benefits/cobra.html)

Anthem PPO \$500	\$1,126 - \$3,377
Anthem PPO HDHP	\$470 - \$1,418

**Anthem U65
PPO HDHP**
(until age 65)

Anthem U65 PPO HDHP Monthly Rates

One Participant	\$ 470.30
Participant & Child(ren)	\$ 899.77
Retiree & Spouse	\$ 1,252.57
Retiree & Family	\$ 1,418.28



Monthly Dental Premiums (2024)

Under Age 65

COBRA Dental
(18 Months)

COBRA Monthly Rates

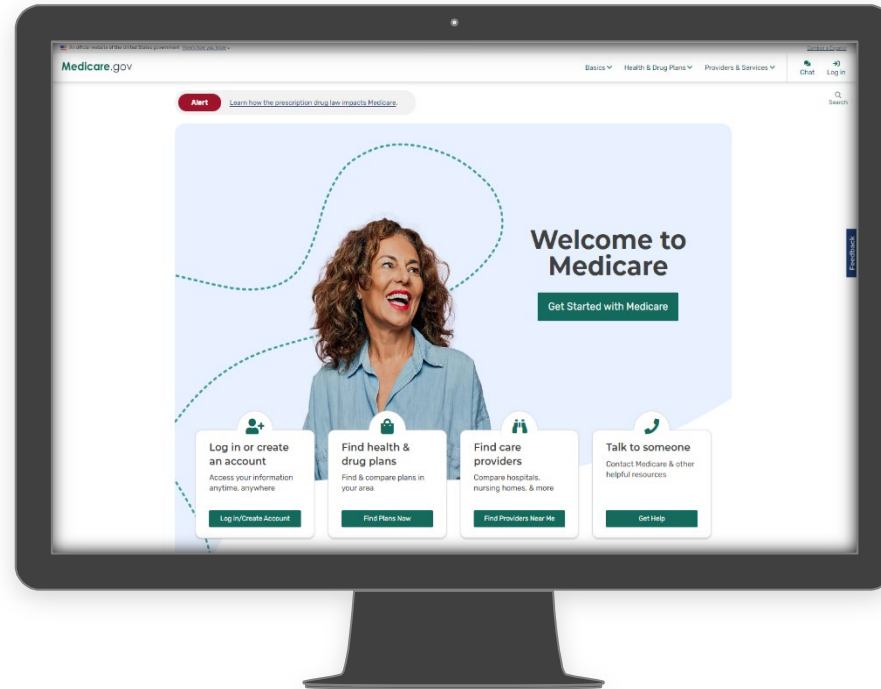
One Participant	\$ 42.70
Participant & Child(ren)	\$ 76.90
Retiree & Spouse	\$ 100.31
Retiree & Family	\$ 146.30



Medical Plan Options for Retirees Age 65 & Older



Medicare Website – [Medicare.gov](https://www.medicare.gov)



Medicare Basics

The ABC's & D's


Original Medicare

PART A
HOSPITAL



No premium

PART B
OUTPATIENT



Professional and outpatient services

(doctor visits, therapy, home healthcare, etc.)

PART D
PRESCRIPTION



Alternative to Original Medicare

PART C
MEDICARE
ADVANTAGE



Private plans approved by Medicare




(includes Parts A, B, & often D)



Medicare Basics

Options for Comprehensive Coverage

OPTION 1:

PART A & B		PART D
Hospital	Outpatient	Prescription Drugs
		





MEDICARE SUPPLEMENT

IU Blue Retiree Plan or a commercial “Medigap” plan

Covers Medicare deductibles and copays/coinsurance.
Some plans may cover dental, vision, hearing, etc.

OPTION 2:

PART C (MEDICARE ADVANTAGE PLAN)

Part A	Part B
	
<u>Plans often include:</u>	<u>Some plans include:</u>
Part D	Additional Benefits (dental, vision, hearing, etc.)
	

Enrolling in Medicare

- **Initial Enrollment Period** = 7-month period around your 65th birthday
- If you begin receiving **Social Security income** (e.g., age 62 or after):
 - You're automatically enrolled in Medicare Part A at age 65
 - Whether actively employed or already retired
 - When you or your spouse use your Social Security Income benefits
- **Special Enrollment Period** = 8-month period after employee coverage ends (**NO** special enrollment after COBRA)
- Penalties apply for enrolling outside enrollment periods

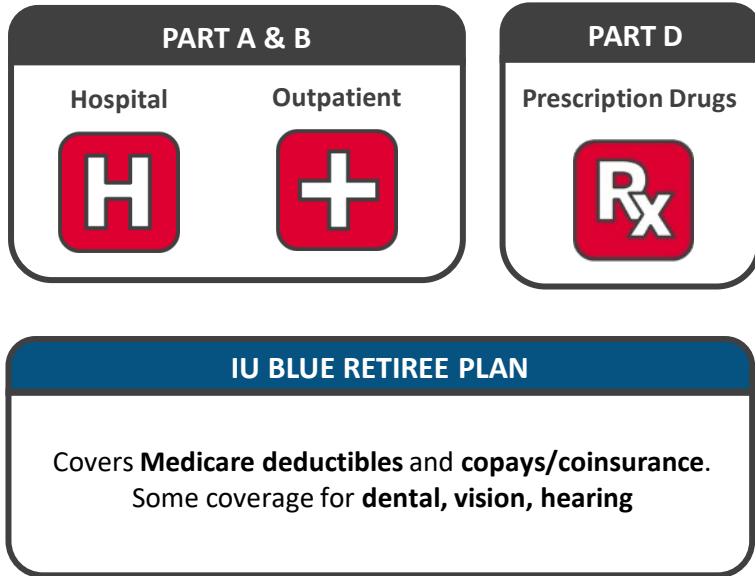
Medical Plan Options for Retirees Age 65 & Older

Medicare A, B, & D + Supplement Plan



IU Blue Retiree Plan

Retirees & Spouses Aged 65 & Up



- Coordinates with Original Medicare like a Medigap plan
- Pays Medicare deductibles (including Part B deductible) and copays/coinsurance
- Covers medical expenses outside the US.
- Does not include prescription coverage (you must also enroll in Medicare Part D to have prescription coverage)

IU Blue Retiree Plan

Medicare Complement Benefits

Service	Medicare Pays	Blue Retiree Pays	Member Pays
Medicare Part A			
Inpatient Hospital Facility			
First 60 days	Pays all but deductible	The deductible	\$0
Days 61 – 90	Pays all but coinsurance	The daily coinsurance	\$0
Skilled Nursing Facility			
First 20 days	100%	\$0	\$0
Days 21 to 100	Pays all but coinsurance	The daily coinsurance	\$0
Medicare Part B			
Part B deductible	Plan pays after deductible	The deductible	\$0
Doctors care including office visits or while inpatient	80%	20%	\$0
Outpatient services (surgeries, diagnostic services, physical therapy, x-rays)	80%	20%	\$0



IU Blue Retiree Plan

Major Medical Benefits

Service	Medicare Pays	Blue Retiree Pays	Member Pays
Continuous inpatient days beyond an additional 365	\$0	80%	20%
Skilled nursing facility after the 100th day	\$0	80%	20%
Services outside the U.S.	\$0	100%	0%
Excess charges for providers that don't accept Medicare assignment	\$0	Up to the limiting charge* of 115% of the Medicare-allowable Amount	\$0 for services with a limiting charge*
Morbid obesity	\$0	80%	20%
Accidental Dental	\$0	80%	20%

*There is a limiting charge on what non-participating providers can bill Medicare enrollees—15 percent over what Medicare pays the non-participating provider. The limiting charge does not apply to all Medicare-covered services, like some durable medical equipment.



IU Blue Retiree Plan

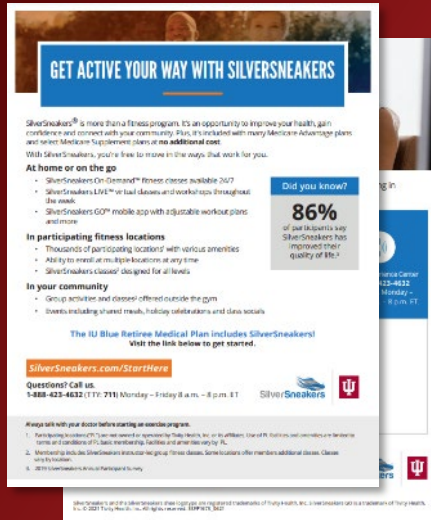
Wellness Benefits

Service	Medicare Pays	Blue Retiree Pays	Member Pays
Dental Services	\$0	\$125	Amounts above \$125
Annual physical exam	\$0	\$150	Amounts above \$150
Routine hearing exam	\$0	\$50	Amounts above \$50

Vision Benefits

Service	In Network Provider Member Pays	Out of Network Provider Member Pays
Annual comprehensive eye exam and refraction	\$5	Amounts above \$42
Eyeglass frames <i>(Once every 24 months)</i>	\$130 allowance, then 20% off any remaining balance	Costs above a \$45 allowance
Standard eyeglass lenses <i>(Once every 12 months)</i>	\$20 copay	Costs above \$40–\$80 allowance
Contact lenses <i>(Once every 24 months)</i>	Specific allowances and discounts for elective and non-elective contact lenses. Highest level of benefit in-network. Some enhancements are not covered out-of-network.	

IU Blue Retiree Plan Silver Sneakers



GET ACTIVE YOUR WAY WITH SILVERSNREAKERS

SilverSneakers® is more than a fitness program. It's an opportunity to improve your health, gain confidence and connect with your community. Plus, it's included with many Medicare Advantage plans and select Medicare Supplement plans at no additional cost.

With SilverSneakers, you're free to move in the ways that work for you.

At home or on the go

- SilverSneakers On-Demand™ fitness classes available 24/7
- SilverSneakers LIVE™ on-tail classes and workouts throughout the week
- SilverSneakers GO™ mobile app with adjustable workout plans and more

In participating fitness locations

- Thousands of participating locations with various amenities
- Ability to enroll at multiple locations at any time
- SilverSneakers classes designed for all levels

In your community

- Group activities and classes offered outside the gym
- Events including shared meals, holiday celebrations and class socials

The IU Blue Retiree Medical Plan includes SilverSneakers!
Visit the link below to get started.

[SilverSneakers.com/Starthere](https://silversneakers.com/starthere)

Questions? Call us.
1-888-425-4632 (T, F, 7-11) Monday - Friday 8 a.m. - 8 p.m. ET

Did you know?
86% of past participants say SilverSneakers has improved their quality of life.*

*Always talk with your doctor before starting an exercise program.
1. Participating locations (PT) are not covered or approved by United Health Care of the United States and its affiliates. Use of PT facilities and services at participating fitness centers and locations (PT) does not constitute an endorsement by United Health Care of the United States.
2. Membership includes SilverSneakers On-Demand group fitness classes. Some locations offer members additional classes. Classes vary by location.
3. © 2021 United Health Care of the United States.

- No-cost fitness benefit
- Access to 15,000+ fitness locations nationwide
- Virtual on-demand classes available 24/7
- Also includes guidance from fitness staff, signature classes, social connections, and more
- Visit silversneakers.com/starthere to get started



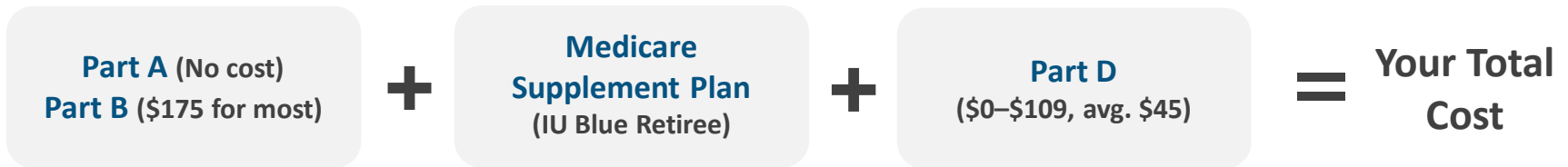
IU Blue Retiree Plan

Monthly Cost of Coverage

- Retiree pays full cost of premium
- Premiums change annually (up or down), but not based on age

Coverage Level	2024 Monthly Premium
One Participant	\$201.39
Retiree and Spouse	\$401.49

Calculate Monthly Cost of Coverage



Commercial Medigap Plans

Compared to IU Blue Retiree Plan

- Sold by private insurance companies
- Plans are standardized, and in most cases named by letters (Plan A – N)
- As of January 1, 2020, Medigap plans sold to people new to Medicare can no longer cover the Part B deductible (IU Blue Retiree Plan does)
- Costs and availability vary by state
- Premiums can be affected by your age, gender, zip code, tobacco use
 - “Introductory” discount premium
 - After your Special Enrollment Period, you can be denied coverage, have coverage delayed, or have the premium based on health factors.



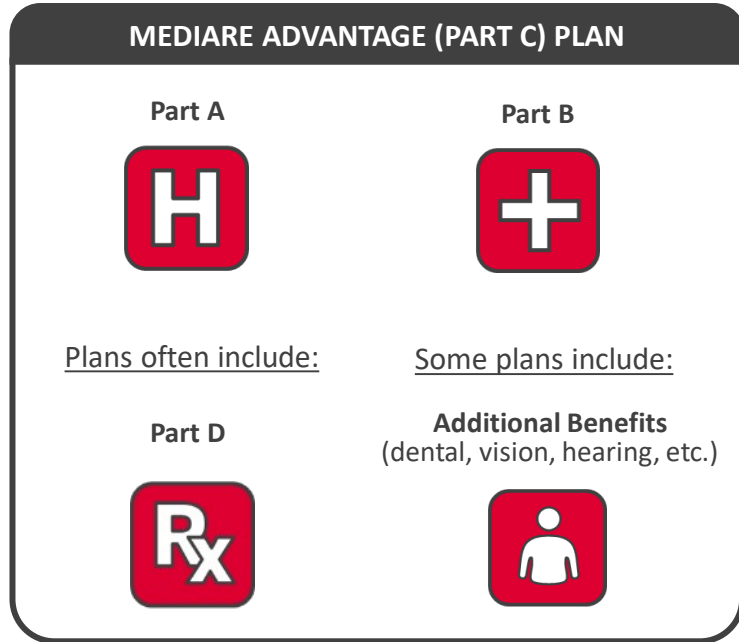
Other Option (Non-IU)

Medicare Advantage (Part C) Plans



Medicare Advantage (Part C) Plans

Alternative to Original Medicare



- Alternative to Original Medicare (Parts A & B), many also include Part D
- **IU does not offer a Medicare Advantage plan and the IU Blue Retiree Plan does not pair with Medicare Advantage plans.**

Retiree Medical Plans

Premium & Election Examples



Scenario #1

Jenny & Dan



Jenny – Age 65
(IU Retiree)



Dan – Age 63
(Non-IU Spouse)

While Jenny's Employed at IU:

- Covers herself and spouse Dan on employee medical plan.
- Dan, age 63, is a retired principal.

After Jenny's Retirement:

- When Jenny turns 65, she retires with IU Retiree Status.
- Both elect IU Retiree coverage:
 - Jenny—IU Anthem Blue Retiree Plan (for 65+)
 - Dan—Anthem U65 PPO HDHP (for under 65)
- When Dan turns 65, he can switch to the IU Blue Retiree plan—the same plan as Jenny.



Scenario #1 – Jenny and Dan’s Monthly Premiums

Plan	Jenny’s Premium	Dan’s Premium
Medicare A	–	–
Medicare B	\$175.00	–
Medicare D (Rx)*	\$25.00	–
Blue Retiree	\$201.00	–
U65 Anthem HDHP	–	\$470.00
	\$401.00	\$470.00

**Medicare D plans vary in coverage and premiums (\$0 to \$109)*

Total = \$871/month



Scenario #2

Paul & Mimi



Paul – Age 66
(IU Retiree)



Mimi – Age 62
(IU Employee)

While Both Employed at IU:

- Each covers self on employee medical plan.

After Paul's Retirement:

- When Paul turns 66, he retires with IU Retiree Status.
- Mimi continues working and enrolls Paul on her employee plan as a dependent (he delays Medicare).
- When Mimi retires from IU at age 65, she and Paul each enroll in Medicare A, B, & D and the IU Blue Retiree plan. (Paul has IU Retiree Status and has been continuously covered by an IU plan.)



Scenario #2 – Paul and Mimi’s Monthly Premiums

Plan	Paul’s Premium	Mimi’s Premium
Medicare A	–	–
Medicare B	\$175.00	\$175.00
Medicare D (Rx)*	\$40.00	\$7.00
Blue Retiree	\$201.00	\$201.00
U65 Anthem HDHP	–	–
	\$416.00	\$383.00

**Medicare D plans vary in coverage and premiums (\$0 to \$109)*

Total = \$799/month



Scenario #3

Dave & Wes



Dave – Age 66
(IU Retiree)



Wes – Age 60
(IU Employee)

While Both Employed at IU:

- Each covers self on employee medical plan.

After Dave's Retirement:

- When Dave turns 66, he retires with IU Retiree Status.
- Wes continues working and enrolls Dave on his employee plan as a dependent (he delays Medicare).
- Wes later takes a job with Lilly.
 - Both could enroll in IU retiree coverage at that time, (since Dave maintained continuous IU coverage), but instead they enroll with Wes' new employer.
- When Wes leaves Lilly at age 65, neither he nor Dave are eligible for IU-sponsored retiree coverage (Dave has IU Retiree Status but was not continuously covered through IU).



Scenario #4

Amira



Amira – Age 62
(IU Retiree)

While Amira's Employed at IU:

- Covers herself on an individual medical plan.

After Amira's Retirement:

- When Amira turns 62, she retires with IU Retiree Status.
- Amira elects IU Retiree coverage:
 - IU Anthem U65 PPO HDHP (for under 65)
- If she remains continuously covered on the IU plan, she'll be eligible to enroll in the IU Blue Retiree Plan when she turns 65.



Scenario #4 – Amira’s Monthly Premiums

Plan	Amira’s Premium
Medicare A	–
Medicare B	–
Medicare D (Rx)	–
Blue Retiree	–
U65 Anthem HDHP	\$470.00
	\$470.00

Total = \$470/month

Scenario #5

Carlos



Carlos – Age 68
(IU Retiree)

While Carlos' Employed at IU:

- Covers himself on an individual medical plan.

After Carlos' Retirement:

- When Carlos turns 68, he retires with IU Retiree Status.
- He enrolls in Medicare A, B, & D and the IU Blue Retiree plan.



Scenario #5 – Carlos' Monthly Premiums

Plan	Carlos' Premium
Medicare A	–
Medicare B	\$175.00
Medicare D (Rx)*	\$37.00
Blue Retiree	\$201.00
U65 Anthem HDHP	
	\$413.00

**Medicare D plans vary in coverage and premiums (\$0 to \$109)*

Total = \$413/month



SECTION 3

Tools and Resources



Retirement Checklist

Benefits

New Employees ▶

Current Employees ▶

Fellowship Recipients ▶

Graduate Appointees / Postdoc Fellows ▶

IU Residents ▶

Retirees

1

Select Retirees

Eligibility for Retiree Status

Retiree Benefits

Preparing to Retire

2

Select Preparing to Retire

Resources & Tools

Federal Notices

Start at the main Benefits navigation at hr.iu.edu/benefits

INDIANA UNIVERSITY RETIREMENT CHECKLIST

HUMAN RESOURCES

You've had a long, successful career at IU and now you're thinking about the next phase of your life: retirement. It's important to plan ahead to make the transition from active employment to retirement as seamless as possible. You can retire and begin to receive IU Retiree benefits any time after you become eligible. That's why you need to be up to date on the requirements for official [IU Retiree Status](#). Use this checklist to help prepare for the important life change and navigate decisions about your benefits.

ONGOING THROUGHOUT YOUR RETIREMENT PROCESS

- Consultations with Fidelity and PERF are available at no cost. It's important that you meet with an advisor often and have a plan in place before you retire. Schedule an appointment with Fidelity at fidelity.com/schedule or 800-642-7131, or with PERF by contacting INPRS@iu.edu or 844-464-6777.
- Attend the Road to Retirement webinar series to learn everything you need to know about planning for retirement and navigating the transition from employee to retiree. The series is offered twice a year, and many have found that attending the same session multiple times as you get closer to retirement can be helpful. Visit iu.edu/being-ready-to-retire.html for details.

1-2 YEARS PRIOR TO RETIREMENT

- Schedule an appointment with a member of the IU Human Resources retirement team at askhr@iu.edu or (317) 856-2234 to discuss your eligibility for retiree status and benefits, learn how to maximize your benefits during your last years of employment, and get answers to questions you have about retirement.
- Start thinking about your healthcare needs in retirement and learning about the options and cost. Visit iu.edu/benefits/retirees.html to get started.
- IU doesn't offer a dental plan for retirees, so you should start learning about the options and costs for coverage including Cigna coverage, dental plans offered by private insurance companies, or using health savings account (HSA) funds.
- Your dependents must be covered on your employee medical plan when you retire to be eligible for coverage under an IU retiree medical plan, so make sure they're enrolled if they aren't already.
- Visit [ssa.gov](#) to create a free mySocialSecurity account. You can use this account to view personalized estimates of benefits based on your real earnings, see your latest statement, and review your earnings history. You can also use this account in the future when you're ready to apply for Social Security and Medicare benefits.
- Consider maximizing your HSA and supplemental retirement plan contributions. You may also be eligible to make catch-up contributions above the annual limits. Review HSA and retirement contribution limits at iu.edu/benefits.

3-6 MONTHS PRIOR TO RETIREMENT

- If you haven't already verified your eligibility for retiree status and benefits, or if you have unanswered questions, contact IU Human Resources at askhr@iu.edu or 812-856-2234 to schedule a 1:1 appointment with the retirement team.
- Contact your retirement vendor(s) to review your account projections and learn about the income options available to you in retirement. Consultations with Fidelity and PERF are available at no cost.
 - **PERF:** Get a personalized estimate of your benefits and complete your retirement application by logging in to your account at perf.iu.edu. (The application can take up to 90 days to process). Contact INPRS@iu.edu at 844-464-6777 if you do not have online account access set up.
 - **All other IR-sponsored retirement plans:** Schedule an appointment with Fidelity at fidelity.com/schedule or 800-642-7131. If you have funds remaining at TIAA, you can contact them at the number listed on your account statement.
- Review the benefits After Separation guide at iu.edu/benefits/eligibility/coverage/index.html to learn about separation payouts and the rights and responsibilities you have related to your IU benefits after you retire.
- When you enroll in Medicare, you're no longer eligible to make or receive tax-free HSA contributions. If you're 65 or older, this would be a good time to make sure you understand the rules of coordinating an HSA and Medicare/ Social Security, and to re-evaluate your HSA enrollment. Learn more at iu.edu/benefits/medical-plans/lose-medicare.html.

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It's important to keep your information current so IU Human Resources can send you annual enrollment information and keep you up to date on IU and your benefits.

This is not intended to constitute tax, legal or investment advice. You should consult a financial expert to ensure a contributable and worry-free retirement based on your specific situation. For questions about the information contained on this flyer, contact askhr@iu.edu or 812-856-2234.

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Retirement Resources & Tools

Benefits	
New Employees	▶
Current Employees	▶
Fellowship Recipients	▶
Graduate Appointees / Postdoc Fellows	▶
IU Residents	▶
Retirees	▶
Eligibility for Retiree Status	
Retiree Benefits	
Preparing to Retire	
Resources & Tools	
Federal Notices	

Start at the main Benefits navigation at hr.iu.edu/benefits

1 Select Retirees

2 Select Resources & Tools

Retirement Ready Fact Sheets

Retirement Ready
Fact Sheet For Workers Ages 49 - 60

Retirement is different for everyone
There are many reasons for different things and different people. I provide you with the information you need to plan for it.

Earnings are essential
Your earnings are used to determine your eligibility to live your Social Security. Retirement to check your earnings, report it to us. Learn how at www.ssa.gov/benefits

You will soon have choices to make
Once you have 401(k) you will have important decisions to make about work and your Social Security retirement benefits. You can continue to work, stop for benefits, do both, or do neither. Each choice comes with important considerations for you and your family. Learn about them at www.ssa.gov/benefits/retirement/choices.html

Benefits last as long as you live
Your benefits last as long as you live. Your 66 retirement age is 67. Taking benefits before your 66 retirement age may reduce your monthly benefit. The longer you wait to take your benefits, the more you get each month for the rest of your life. Our Life Expectancy Calculator can help you understand how long you might live based on your age and gender.

Working while getting benefits
If you get retirement benefits but want to continue to work before the normal age, we might temporarily stop your retirement age. We will calculate your earnings and retirement benefits due to your excess earnings. Learn how at www.ssa.gov/benefits/retirement/working.html

Work may boost your benefits
Your earnings can increase your monthly benefit for you. We check your earnings record. If your earnings are high, we will recalculate your benefit. You can get a letter and not report based on what you think you are earning. Contact us at www.ssa.gov/benefits/retirement/working.html

Some benefits are taxed
You may have to pay federal income taxes on a portion of your Social Security benefits. Learn more at www.ssa.gov/benefits/retirement/tax.html

Saving for retirement
Social Security is not meant to be your only source of savings. Investments, pensions, or retirement accounts will help. Learn about them at www.ssa.gov/benefits/retirement/saving.html

Retirement Ready
Fact Sheet For Workers Ages 61-69

Retirement is different for everyone
There are many reasons for different things and different people. I provide you with the information you need to plan for it.

You have choices to make
Some of these choices may make your Social Security benefits, choices, or do neither. Each choice comes with important considerations for you and your family. Learn about them at www.ssa.gov/benefits/retirement/choices.html

Your "full" retirement age
Depending on when you were born, your full retirement age will be from 66 to 67. Find your exact retirement age at www.ssa.gov/benefits/retirement/choices.html

When you start affects how much you get
The earlier you start your monthly benefit at full retirement age, the more you get each month. Delaying benefits past the normal age can increase your benefit. Our Life Expectancy Calculator can help you understand how long you might live based on your age and gender. Learn how at www.ssa.gov/benefits/retirement/choices.html

Earnings are essential
Your earnings are used to determine your eligibility for Social Security. Retirement to check your earnings, report it to us. Learn how at www.ssa.gov/benefits/retirement/choices.html

Benefits last as long as you live
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Working while getting benefits
If you get retirement benefits but want to continue to work before the normal age, we might temporarily stop your retirement age. We will calculate your earnings and retirement benefits due to your excess earnings. Learn how at www.ssa.gov/benefits/retirement/working.html

Some benefits are taxed
You may have to pay federal income taxes on a portion of your Social Security benefits. Learn more at www.ssa.gov/benefits/retirement/tax.html

Retirement Ready
Fact Sheet For Workers Ages 70 And Up

Retirement is different for everyone
There are many reasons for different things and different people. I provide you with the information you need to plan for it.

Now is the time to claim what you've earned
You can claim your retirement benefits now. Because you are age 70 or older, you will receive no additional benefits. If you continue to delay claiming them, Apply now at www.ssa.gov/benefits/retirement

Work may boost your benefits
Your earnings can increase your monthly benefit amount. We check your earnings record if you continue to work. If your total year of earnings turns out to be over your highest 35 years, we will automatically recalculate your benefit amount and pay you any increase due. You can get benefit estimates based on when you think your future earnings will be with the my Social Security Retirement Calculator at myaccount.socialsecurity.gov

Earnings are essential
Your earnings are used to determine your eligibility for Social Security benefits and your benefit amount. Use your Social Security statement to check your earnings. If you see an error on your earnings record, report it to us. Learn how at www.ssa.gov/benefits/retirement/choices.html

Benefits last as long as you live
Your benefits last as long as you live. Our Life Expectancy Calculator can provide a rough estimate of how long you might live based on your age and gender. www.ssa.gov/benefits/retirement/choices.html

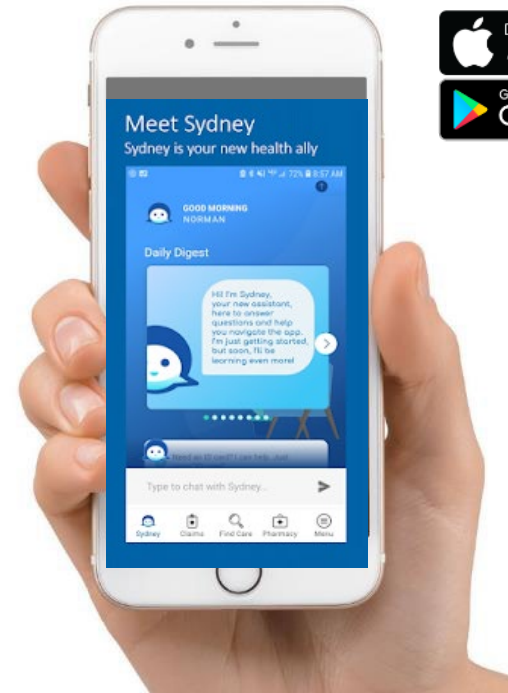
Benefits are protected from inflation
Your benefits will be adjusted to keep up with inflation. Learn about these cost-of-living adjustments (COLAs) at www.ssa.gov/colas

Some benefits are taxed
You may have to pay federal income taxes on a portion of your Social Security benefit if you have other taxable income in addition to your benefits such as wages, self-employment, interest, dividends, and other taxable income that must be reported on your tax return. You may choose to have federal income taxes withheld from your Social Security benefits. Learn more at www.ssa.gov/benefits/retirement/tax.html

Apply Now
www.ssa.gov/benefits/retirement

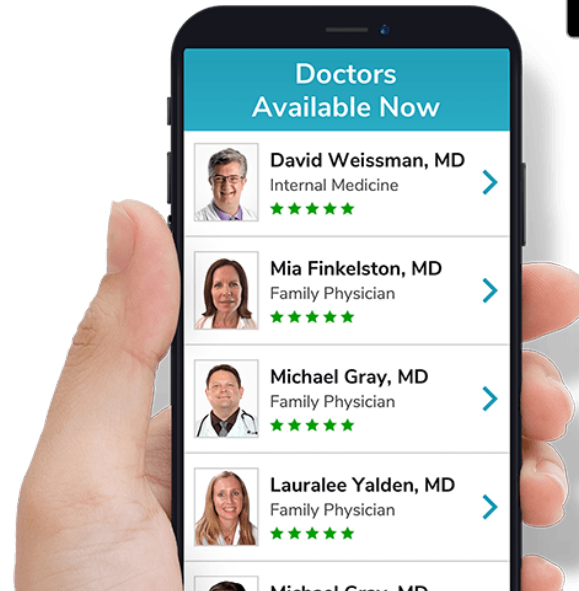
Anthem Sydney Health App

- Log in easily and securely with your [anthem.com](https://www.anthem.com) credentials
- 24/7 access to digital ID card
- Estimate healthcare costs
- Find a doctor or provider and filter by distance or rating
- Check plan progress (deductible, OOP max)
- Review and submit claims
- Securely send and receive messages about your plan



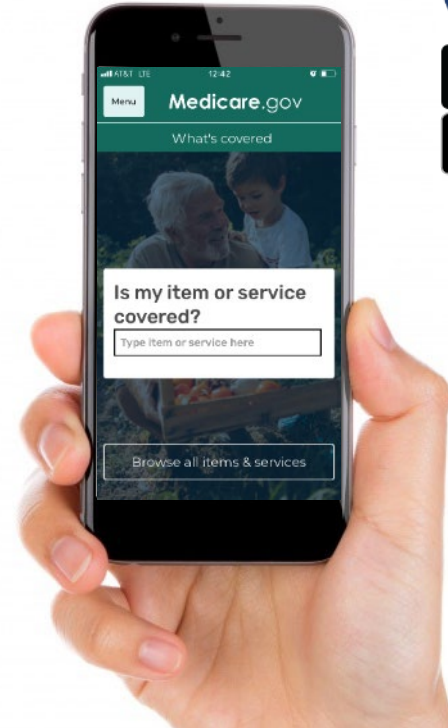
Anthem Live Health Online

- 24/7 access to board-certified doctors from a smartphone, tablet, or computer with a webcam
- Receive medical care for things like the flu, rashes, fever, sinus infection, pink eye, more
- Cost around \$59 per visit
- Doctor can assess your condition, provide treatment options, and even send a prescription to your pharmacy
- Psychiatry, psychology, dermatology, and allergy visits also available



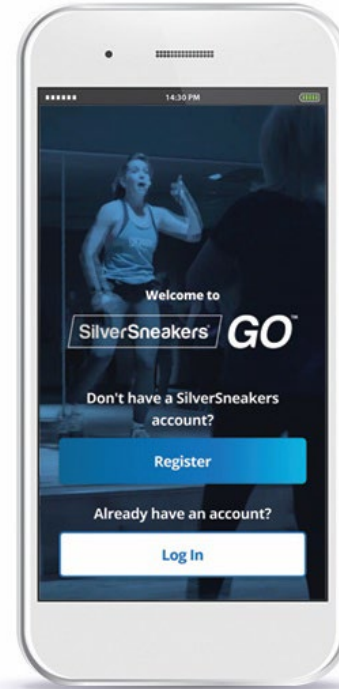
Medicare “What’s Covered” App

- Quickly see whether Medicare covers your service in the doctor’s office, the hospital, or anywhere else
- Delivers general cost, coverage and eligibility details for items and services covered by Medicare Part A & B
- Answer your Medicare coverage questions
- See information about your costs
- Learn about covered items & services
- Browse free preventive services



Silver Sneakers GO

- Strength, flexibility and walking programs customized for beginners, intermediate and advanced users.
- Schedule workouts and activities, with helpful in-app reminders.
- Easy workout modifications; users can switch recommended exercises from easier to harder depending on preferences and ability.
- Provides animated GIFs and videos with step-by-step instructions on how to perform recommended exercises.



Retiree Organizations

IU Retiree Association iura.indiana.edu

Retired IU Faculty and Staff, Spouses and Partners

Emeriti House emeritihouse.indiana.edu

Retired IU Faculty and Librarians

IU Indianapolis Senior Academy
senioracademy.iupui.edu

Retired IUPUI Faculty and Staff

Retired Indiana Public Employees Association
ripea.org *Retired Support Staff*



Upcoming Road to Retirement Sessions

Register at: hr.iu.edu/benefits/road-to-retire.html

- **February 9** – Medicare Basics: The ABC's and D's
- **February 15** – PERF—Understand the Two Parts of the Plan
- **February 16** – Retirement Planning Using your HSA and Considerations After Age 65
- **February 23** – Navigating Medicare Part D Coverage
- **March 1** – Prepare for the Reality of Healthcare in Retirement
- **March 7** – Social Security Overview
- **March 8** – IU Faculty: All You Need to Know about Phased Retirement, Supplemental Retirement Plans, and the Roth Option
- **March 22** – Fundamentals of Retirement Income Planning
- **April 5** – The Psychology of Retirement
- **May 15** – PERF—Understand the Two Parts of the Plan



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Thank You!

Questions?



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