



2026 Post-65 Retiree Transition Guide

MEDICARE-ELIGIBLE RETIREE/SPOUSE MEDICAL COVERAGE

What You Need to Know

Choosing medical coverage when you're over age 65 can be challenging, as there are so many different plan options to navigate through. This guide is designed to assist you as you transition from Emory's medical plan to a plan of your own (an individual Medicare Supplement Plan that works with your Medicare coverage).

To provide guidance in shopping for your new individual plan, Emory has partnered with Via Benefits, a company that is experienced in helping post-65 retirees and their spouses evaluate and enroll in Medicare supplemental insurance.

You may choose to enroll in your new individual Medicare Supplement Plan in one of two ways:

1. You may explore Medicare options and enroll on your own by using resources available at www.medicare.gov or other sources.
2. You may utilize the services of Emory's partner, Via Benefits. This program offers:
 - Many plan choices
 - Expert help choosing and enrolling in the plan
 - Ongoing support, including help with questions about coverage

Regardless of how you choose to enroll, if you are a retiree who was hired before January 1, 2003, or the spouse of a retiree hired before January 1, 2003, you are eligible for a health reimbursement arrangement (HRA) contribution from Emory (**\$153.94 per month**) to help pay for a plan you select.

In preparation for transitioning from your current coverage, please contact the Social Security Administration to enroll in Medicare Parts A and B about three months prior to your 65th birthday or the date of your retirement if you are 65 or older when you retire. You also will receive an enrollment guide from Via Benefits with information on choosing either a Medicare Supplement Plan (Medigap) and a Medicare Part D Prescription Plan or a Medicare Advantage Plan. You may also find helpful information in the **Medicare and You** publication at www.medicare.gov.

You will find information about available Medicare plans on the Via Benefits website at myviabenefits.com/emory. Please contact Via Benefits at 1-855-241-5720 to enroll no later than 30-45 days prior to your 65th birthday or the date of your retirement to ensure a seamless transition with no gaps in coverage.

If you choose to enroll in a plan on your own without using the services of Via Benefits, please contact Via Benefits at 1-855-241-5720 to inform them of your enrollment. All eligible retirees/spouses also will receive information from Via Benefits on how to be reimbursed for their premiums by using the funds in their HRA account.

If you have questions about the transition process, please contact your designated benefits specialist (below) at 404-727-7613 if you are a retiree/spouse of Emory University.

Last Name Begins With	Benefits Specialist
A-I	Iana Houser
J-Q	Rita Calderon
R-Z	Ervin Stewart

If you are a retiree/spouse of Emory Healthcare, please contact the Employee Resource Center at 404-686-6044.

You and Social Security

The Social Security Act of 1935 provides for general welfare by establishing a system of federal old-age benefits for workers. From this system, every qualified individual shall be entitled to receive an old-age benefit payment in equal monthly installments ending on the date of death. The amount of the benefit is determined based on your average income earned during your working years. The information included below is meant to be a brief overview—for complete details visit the Social Security website at www.ssa.gov or call 800-772-1213.

Who is eligible to receive Social Security benefits?

In order to qualify for Social Security retirement benefits, you must have paid Social Security taxes and earned enough Social Security credits during your working life. Workers can earn a maximum of four credits per year, with 40 credits needed to qualify for benefits.

When can I begin receiving Social Security benefits?

If you are at least 62 years of age, you can apply for and begin receiving your Social Security benefits. However, keep in mind that if you apply to receive retirement benefits before reaching full retirement age, you will receive reduced benefits for the rest of your life. Likewise, if you decide to delay the receipt of your benefits until after your full retirement age, your benefit amount will increase by a certain percentage based on the year of your birth.

What is full retirement age?

If you were born before 1938, your full retirement age is 65. Individuals born after 1938 have a full retirement age based on their year of birth. The maximum full retirement age for individuals born after 1959 is 67 years of age. Check www.ssa.gov to determine your full retirement age.

Can I continue to work and still receive my Social Security retirement benefits?

Yes. Starting in the month you reach full retirement age, there is no limit on the amount you can earn while you collect Social Security benefits. However, if you have not reached full retirement age, your Social Security retirement benefits may be reduced for every dollar you earn, up to an annual limit, as determined by the Social Security Administration.

How do I apply for Social Security retirement benefits?

You should apply for benefits about three months prior to retiring. Applications can be submitted via the web, phone, by mail or in person. You will need to have certain documents to apply such as a birth certificate or proof of birth, naturalization papers, US military discharge papers, W-2 forms or self-employment tax returns for the previous year. In addition, other information or documentation may be required to complete your application.

What are survivors' benefits?

After your death, your family may be eligible to continue receiving benefits. Eligible family members may include your spouse or ex-spouse, unmarried or disabled children, and your parents. In addition, a one-time lump sum payment of \$255 may be paid to your family if you have enough credits to qualify.

You and Medicare

Please be aware that you must enroll in Medicare Parts A and B in order to be eligible to enroll in a Medicare Supplement Plan.

When can I begin receiving Medicare benefits?

If you are getting Social Security benefits when you turn 65, you are already qualified, and Part A (hospital insurance) starts automatically.

Part B (medical insurance) is an optional program with a monthly cost. Almost anyone who is eligible for Part A can sign up for Part B. If you don't enroll in Part B when you are first eligible, you may pay a penalty to enroll at a later date, unless you are covered by an employer-based plan as an active employee.

Part C (Medicare Advantage plans) is another optional program that requires your enrollment in both Parts A and B. You might have to pay a monthly premium for Part C because of the extra benefits the Medicare Advantage plan offers.

Medicare is our country's basic health insurance program for people age 65 or older. Medicare is often confused with Medicaid. Medicaid is a health care program for individuals with limited resources and low income. Again, this information is meant to be a brief overview of Medicare coverage—for complete details, log on to www.medicare.gov or call 800-MEDICARE.

Part D (prescription drug plan) is available to anyone who has Parts A and B, or Part C. This prescription insurance is also optional, and an additional monthly premium is required for the coverage. If you don't enroll in Part D when you are first eligible, you may pay a penalty to enroll at a later date, unless you are enrolled in an employer-based plan that provides "creditable coverage" like Emory does.

How do I make Medicare payments?

If you are already receiving Social Security retirement benefits, Medicare payments are automatically withheld from your Social Security payments.

HRA CONTRIBUTION FOR RETIREES HIRED BEFORE JANUARY 1, 2003

If you are an Emory retiree who was hired before January 1, 2003, you are eligible for a health reimbursement arrangement (HRA) contribution from Emory (currently \$148.02 per month) to help pay for a Medicare Supplement Plan you select. The HRA contribution is \$153.94, effective January 1, 2026.

You and Medicare

How do I compare Medigap policies?

The chart below shows basic information about the different benefits that Medigap policies cover. If a percentage appears, the Medigap plan covers that percentage of the benefit, and you're responsible for the rest.

Benefits	A	B	C	D	F *	G*	K	L	M	N
MEDICARE PART A CO-INSURANCE AND HOSPITAL COSTS (up to an additional 365 days after Medicare benefits are used)	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
MEDICARE PART B CO-INSURANCE OR CO-PAYMENT	100%	100%	100%	100%	100%	100%	50%	75%	100%	100%***
BLOOD (first three pints)	100%	100%	100%	100%	100%	100%	50%	75%	100%	100%
PART A HOSPICE CARE CO-INSURANCE OR CO-PAYMENT	100%	100%	100%	100%	100%	100%	50%	75%	100%	100%
SKILLED NURSING FACILITY CARE CO-INSURANCE			100%	100%	100%	100%	50%	75%	100%	100%
PART A DEDUCTIBLE		100%	100%	100%	100%	100%	50%	75%	50%	100%
PART B DEDUCTIBLE			100%		100%					
PART B EXCESS CHARGES					100%	100%				
FOREIGN TRAVEL EMERGENCY (up to plan limits)			80%	80%	80%	80%			80%	80%

* Plans F and G also offer a high-deductible plan in some states. With this option, you must pay for Medicare-covered costs (co-insurance, co-payments, and deductibles) up to the deductible amount of \$2,870 in 2025 before your policy pays anything. (You can't buy plans C and F if you were new to Medicare on or after January 1, 2020.)

** For plans K and L, after you meet your out-of-pocket yearly limit and your yearly Part B deductible (\$257 in 2025), the Medigap plan pays 100% of covered services for the rest of the calendar year.

*** Plan N pays 100% of the Part B co-insurance. You must pay a co-payment of up to \$20 for some office visits and up to a \$50 co-payment for emergency room visits that don't result in an inpatient admission.

Out-of-pocket
limit in 2025**

\$7,220

\$3,610

Chart and information above taken from the "Medicare and You," official US government Medicare handbook (2026)

Dental Coverage

As a post-65 Emory retiree/spouse, you have the option to continue dental coverage through Emory with the **Aetna Traditional Dental Plan** (see below) or you can choose to receive your dental coverage through Via Benefits. If you elect to stay on the Aetna Traditional Dental Plan, your contribution amounts will be paid for through an automatic draft from your bank account. McGriff is Emory's retiree billing administrator, and you will set up your payments with them. If you elect to receive dental coverage through Via Benefits, they will discuss payment options with you.

Aetna Traditional Dental (PPO) Plan

The Aetna Traditional Dental (PPO) Plan is a conventional dental plan that allows you to see any dental provider. Some services require you to pay the deductible and applicable co-insurance. The deductible is a set amount that typically you pay before co-insurance starts. Co-insurance is the portion you must pay for services, in most cases, after meeting your deductible.

FEATURES OF THE DENTAL PLAN INCLUDE:

1. Flexibility to choose any provider. This plan has a large number of in-network providers.
2. Reimbursement for most out-of-network claims.
3. Preventive services received by either in-network or out-of-network providers are covered at 100% up to reasonable and customary levels. Some examples of routine preventive services include:
 - Oral examinations
 - Routine and deep cleanings (deep cleanings, or full mouth debridement, CPT 4355, are covered under preventive services as a replacement for one of your routine cleanings once in a 24-month period of time)
 - Fluoride
 - Sealants (permanent molars only)
 - Bitewing X-rays
 - Full mouth series X-rays
 - Space maintainers

2026 Dental Plan Rates	
Coverage Level	Monthly Rate
Retiree only	\$50.00
2-Person	\$100.00
Family	\$165.00

REASONABLE AND CUSTOMARY CHARGES (R&C) FOR DENTAL AND MEDICAL PLANS

Reasonable and Customary (R&C) charges are the prevailing charges made by physicians of similar expertise for a similar procedure in a particular geographic area. When you receive services out-of-network, your coverage and costs are based on these R&C charges. If the cost of your services exceeds what is determined to be reasonable and customary, the provider can charge you the additional amount.

Dental Coverage

Aetna Traditional Dental (PPO) Plan		
	In-Network	Out of Network ¹
PREVENTIVE SERVICES (routine and deep cleanings, X-rays, etc.)	\$0	\$0
BASIC SERVICES (fillings, root canal, etc.)	10% ²	20% ²
MAJOR RESTORATIVE (crown, bridge, etc.)	50% ²	50% ²
CALENDAR YEAR DEDUCTIBLE³	\$50/person \$150/family	\$50/person \$150/family
ANNUAL PLAN PAYMENT MAXIMUMS	\$1,500/person	\$1,500/person
ORTHODONTIA:		
—DEDUCTIBLE	None	None
—CO-INSURANCE	50%	50%
—LIFETIME MAXIMUM	\$1,500	\$1,500

¹ Amounts applied to deductible are limited to the reasonable and customary charges

² After deductible

³ Waived for preventive services

DISCLAIMER: Every attempt has been made to ensure the chart and information above accurately reflect the details of the plan. Should there be any errors, the terms and conditions of the Summary Plan Description (SPD) prevail.

Vision Coverage

New Post-65 Retirees and/or Spouses

If you were enrolled in the EyeMed Vision plan when you retired, you may choose to continue coverage by electing COBRA continuation until the end of the plan year. You may also choose to consider a vision plan offered through Via Benefits when you enroll for your Medicare supplemental plan. You will have the opportunity to enroll in the Retiree EyeMed Vision Plan during the annual enrollment period in the fall. Please review the plan information below. If you decide to enroll, the full annual premium will be required when you submit your enrollment form.

Transitioning Post-65 Retirees and/or Spouses

Emory offers retirees/spouses the opportunity to enroll in vision coverage through EyeMed Vision Care. If you did not enroll during the 2025 fall annual enrollment, you may choose to enroll for vision coverage during the next annual enrollment period. If you decide to enroll, a one-time ACH draft for the entire annual premium is required. You may also choose to consider a vision plan offered through Via Benefits when you transition to a Medicare supplemental plan.

EyeMed Vision Care

EyeMed Vision Care offers a large network of providers including Emory Eye Center, LensCrafters, Pearle Vision, and more. For a complete list of providers, call 855-270-2343 or go to www.eyemedvisioncare.com. Select **Find a Provider** (top menu), enter your zip code, click on **Choose Network**, and click **Select**, then click on **Get Results**.

SOME FEATURES OF THIS PLAN INCLUDE:

- Routine annual eye exam: \$0 co-pay.
- Retinal imaging: \$0 co-pay.
- Single, bifocal, trifocal, lenticular lenses: \$0 co-pay.
- Tint: \$0 co-pay.
- UV: \$0 co-pay.
- Progressive lenses: \$65 co-pay.
- Frames: Up to \$150 allowance; 20% off balance over \$150.
- Contact lenses (conventional and disposable): \$0 co-pay up to \$200 allowance; 15% off balance over \$200 on conventional lenses.
- Benefits provided once every 12 months for lenses or contact lenses.
- Contact lens and frame allowance are a one-time use benefit. Members are encouraged to use their full allowance at the time of initial service. Unused balances are not available for future visits during the same plan year in which the initial service was used.

- 40% off unlimited additional prescription eyewear purchases.
- 20% off nonprescription sunglasses.

For a complete list of plan details, visit EyeMed Vision Care at: www.eyemedvisioncare.com.

2026 Vision Plan Rates	
Coverage Level	Annual Rate
Retiree only	\$147.36
Retiree + Spouse	\$279.36
Retiree & Child(ren)	\$294.00
Family	\$432.96

Enrollment and Payment

If you would like to enroll in vision coverage, you may do so during the retiree annual enrollment period by completing the **Retiree Dental and Vision Enrollment Form**. A one-time ACH draft for the entire annual premium is required. Send both the enrollment form and the ACH form to: McGriff-Emory, P.O. Box 896881, Charlotte, NC 28289-6881; or email forms to: Lauren.Rice@McGriff.com.

Additional Benefits for Emory University Retirees

Life Insurance

Basic Life Insurance coverage of \$10,000 (full time or part time at retirement) continues at no cost to you. Keeping your beneficiaries up-to-date is very important. Contact your benefits specialist if you need to make a change in your beneficiary: call 404-727-7613 or send an email to hrbenef@emory.edu.

403(b) Retirement Plan

If you have not already begun receiving your retirement income, federal income tax laws require that you start receiving payments no later than April 1 following the calendar year in which you reach your required minimum distribution (RMD) age or the calendar year in which you retired, whichever is later. The RMD age depends on your birth year: it is currently 73 for those born between 1951 and 1959, and it will increase to 75 for those born in 1960 or later.

EmoryCard

Your EmoryCard will serve as your ID card during retirement. Please contact the EmoryCard office at 404-727-9403 for information on obtaining your card.

Courtesy Scholarship

Courtesy scholarship eligibility continues for retirees for undergraduate and graduate courses; spouses and eligible children are eligible for undergraduate courses. Call 404-727-2143 for more information.

Parking

Retirees will receive a yearly parking permit at no cost, unless you are rehired full-time. Call 404-727-7275.

Email Access

Emory email address access continues to be made available to retirees via email.emory.edu. For assistance, contact the Information Technology help desk at 404-727-7777. If you choose not to use your Emory email, your account will be canceled.

Library Access

Retired Emory faculty and staff may continue to view library websites and the library catalog (discoverE). Contact individual libraries for borrowing privileges. Remote access to electronic resources and databases is not a benefit, but retired Emory faculty and staff are welcome to come into the Emory Libraries to use designated workstations to access electronic library resources.

Discount Program

EMORY SAVINGS MARKETPLACE: Emory Savings Marketplace is your exclusive discount marketplace. Once logged in, you can access a wide variety of money-saving offers including discount tickets, cars, rentals, and hotels as well as amazing product and service deals for your everyday needs. Set up your account at emory.savings.workingadvantage.

Continuing Education

The Osher Lifelong Learning Institute (OLLI) at Emory is a lifelong learning program for seasoned adults who enjoy learning for fun. At OLLI, the thirst for knowledge never ends, with classes and social programs that nourish the mind, body, and soul. Build friendships with others who live in the spirit of learning and personal growth by choosing from dozens of classes and special-interest programs. OLLI at Emory is also a great volunteer opportunity to stay involved with Emory and teach about varied interest areas. Many of our instructors have found it a way to stay relevant and teach to an appreciative and attentive audience.

All Emory retirees who are interested in joining OLLI will receive one free full-year membership.

Membership after the first year will be at a cost of \$50 per year. Find us online at olli.emory.edu or call 404-727-5489.

Fitness Centers

Continued membership at the Woodruff Physical Education Center is available. Contact the Woodruff PEC at 404-727-6547.

Special Events

As a retiree, you can receive continued discounts on cultural and special event admission tickets. Call 404-727-8425.

Additional Benefits for *Emory Healthcare Retirees*

403(b) Retirement Savings and Matching Plan

If you have not already begun receiving your retirement income, federal income tax laws require that you start receiving payments no later than April 1 following the calendar year in which you reach your required minimum distribution (RMD) age or the calendar year in which you retired, whichever is later. The RMD age depends on your birth year: it is currently 73 for those born between 1951 and 1959, and it will increase to 75 for those born in 1960 or later.

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Discount Program

EMORY SAVINGS MARKETPLACE: Emory Savings Marketplace is your exclusive discount marketplace. Once logged in, you can access a wide variety of money-saving offers, including discount tickets, cars, rentals, and hotels, as well as amazing product and service deals for your everyday needs. Set up your account at emory.savings.workingadvantage.com.

Numbers and Websites

Vendor/Organization	Phone Number	Website(s)
EMORY UNIVERSITY BENEFITS AND WORKLIFE DEPARTMENT POST-65 RETIREE ENROLLMENT WEB PAGE	404-727-7613	www.hr.emory.edu/benefits www.hr.emory.edu/post65retiree
EMORY HEALTHCARE EMPLOYEE RESOURCE CENTER	404-686-6044	N/A
AETNA TRADITIONAL DENTAL	877-238-6200	www.aetna.com
ADMINISTRATION FOR COMMUNITY LIVING REGION III	404-562-7600	www.acl.gov
EMORY EMPLOYEES/RETIREE APPPOINTMENT LINE (EVIP)	404-778-EVIP	N/A
EYEMED VISION CARE (VISION PLAN)	855-270-2343	www.eyemedvisioncare.com
FIDELITY INVESTMENTS (RETIREMENT PLANS)	800-343-0860	www.netbenefits.com/Emory
GOVERNMENT RESOURCES	800-333-4636	www.usa.gov
INTERNAL REVENUE SERVICE	404-338-7962	www.irs.gov
MEDICARE	800-633-4227	www.medicare.gov
MCGRIFF (DENTAL AND VISION ENROLLMENT AND PAYMENTS)	678-367-3107	N/A
NATIONAL COUNCIL ON AGING—BENEFITS CHECKUP	571-527-3900	www.benefitscheckup.org
PHARMACY AT EMORY	404-778-2022	www.emoryhealthcare.org/pharmacy
SOCIAL SECURITY ADMINISTRATION	800-772-1213	www.ssa.gov
TIAA (RETIREMENT PLANS)	800-842-2252	www.tiaa.org
THE STANDARD (LIFE INSURANCE)	866-756-8118	www.standard.com
UNUM (LONG-TERM CARE)	800-227-4165	www.unum.com
VIA BENEFITS	855-241-5720	my.viabenefits.com/emory
VOLUNTEER EMORY	404-727-6269	N/A



YOUR BENEFITS

Emory University
Human Resources
Benefits and WorkLife Department
1599 Clifton Road, NE
Atlanta, GA 30322