

Early Retirement Medical Program for Employees and Spouses or Domestic Partners:

Regular full-time employees of Washington College who meet all the conditions listed below may, upon retirement, (a) terminate participation in the Washington College Health Plan; (b) elect COBRA (if eligible); or (c) elect to retain current medical and prescription drug coverage through the Washington College Health Plan on the same terms and conditions as active employees except that the retiree is responsible for 100% of the premiums of the elected plan for himself or herself and for his or her spouse or domestic partner, if applicable.

Eligibility: To be eligible to participate in the Early Retirement Medical Program, the employee, at the date of retirement, must (a) be within five (5) years of first being eligible for participation in Medicare; (b) have fifteen (15) full years of continuous service immediately preceding the date of retirement; (c) not be eligible to enroll in Medicare; (d) elect to participate, when first eligible, in the Early Retirement Medical Program under the Washington College Health Plan; (e) be a participant in the Washington College Health Plan immediately prior to retirement; and (f) have at least five (5) full years of participation in the Washington College Health Plan prior to retirement.

The spouse or domestic partner of a retiree may participate in the Early Retirement Medical Program if (a) the retiree participates either in Medicare or the Early Retirement Medical Program; (b) the spouse or domestic partner, at the time of the retiree's retirement, is a participant in the Washington College Health Plan; (c) the spouse or domestic partner is not eligible for participation in Medicare; and (d) the spouse or domestic partner enrolls in the Early Retirement Medical Program prior to the retiree's retirement.

Benefit Period: An eligible retiree may continue to participate in the Early Retirement Medical Program only until the retiree becomes eligible for participation in Medicare at which time the retiree's eligibility to remain a member of the Washington College Health Plan ceases. A spouse or domestic partner, who is participating in the Early Retirement Medical Program, will continue to be eligible to participate in the Early Retirement Medical Program for up to the earlier of (a) five (5) years after enrollment in the Early Retirement Medical Program; or (b) the date he or she is initially eligible for participation in Medicare.

Enrollment: Enrollment in the Early Retirement Medical Program above must be elected prior to retirement by written notice to the Human Resources Department, and is only available to the employee and the employee's spouse or domestic partner at the time of retirement. A retiree, spouse or domestic partner who does not enroll in the Early Retirement Medical Program prior to retirement may not subsequently participate in the Early Retirement Medical Program. (New spouses may be added only as required by federal law.)

Financial Responsibility: The participant in the Early Retirement Medical Program is responsible for 100% of the premiums of the elected plan and premiums are paid with after-tax dollars. Premium payments must be received by the Human Resources Department or designee in accordance with the payment schedule and procedures published by the Department.

Unless otherwise required by law or regulation, a covered employee who retires prior to meeting

the eligibility requirements for the Early Retirement Medical Program and the employee's covered spouse or domestic partner will, under current policy, only be eligible for COBRA benefits.

Plan Amendments and Termination: The Early Retirement Medical Program is a component of the Washington College Health Plan and is subject not only to changes in plan design, provider participation, and premiums, but also to suspension of new enrollments associated with a change in the provider, cost, or associated with changes in state and federal regulations.

The College does not guarantee the adoption or continuance of any particular employee benefit plan or program, including, but not limited to the Early Retirement Medical Program and the Washington College Health Plan; and the College specifically reserves the right to amend or terminate any such plan or plans.