CURRENT EMPLOYEES UNDER AGE 50 AS OF SEPTEMBER 1, 2011
AND ALL NEW HIES WITH DATES OF HIRE OF
SEPTEMBER 1, 2011 OR LATER (REGARDLESS OF AGE)

As a university, NYU is proud of its rich history and reputation in the academic field. As an employer, the University is equally proud of the benefits programs it makes available to its retirees.

This brochure summarizes the benefits, services and facilities available to retirees of NYU. It is intended as a tool to help you as you plan for your retirement. Please keep in mind that the descriptions in this brochure only highlight the benefits available to retirees of New York University. More complete information and important exclusions can be found in the Summary Plan Descriptions which are available on the NYU Benefits Office web site at www.nyu.edu/hr.

All benefit plans are governed by formal plan documents. The formal plan documents are available at the NYU Benefits Office. If there is any difference between the information in this brochure or the Summary Plan Descriptions and the formal plan documents, the formal documents will govern.

New York University reserves the right to change or end benefit coverage at any time.

December 2016
ELIGIBILITY FOR MEDICAL AND LIFE INSURANCE BENEFITS ........................................ 3
Medical Plan Choices ........................................................................................................ 3
Waiving Coverage .................................................................................................................. 3
What the Medical Plans Cover ............................................................................................. 3
For non-Medicare eligible retirees ......................................................................................... 3
For Medicare eligible retirees – The Premium Reimbursement Account (PRA) .................. 3
Monthly Costs ....................................................................................................................... 5
Retiree Dental Plan .................................................................................................................. 5
Discount Vision Plan .............................................................................................................. 5
Retiree Life Insurance ............................................................................................................ 5
Health Advocate .................................................................................................................... 6
Distributions on Your NYU Supplemental Tax-Deferred Annuity Plan ............................... 6
NYU Staff Pension Plan ........................................................................................................ 7
Tuition Benefits ..................................................................................................................... 8
Voluntary Benefits: Auto, Home, Pet Insurance .................................................................. 8
Book Center Discounts ......................................................................................................... 8
Library Privileges .................................................................................................................. 8
Credit Union ........................................................................................................................ 8
NYU Home ............................................................................................................................ 9
Campus Dining ...................................................................................................................... 9
Coles Sports Center & Palladium Athletic Facility ................................................................. 9
Art Galleries .......................................................................................................................... 9
UNIVERSITY SERVICES AND DISCOUNTS ........................................................................ 9
The Buyer's Edge .................................................................................................................... 9
Discounts at Local Businesses ............................................................................................... 10
Mail Services ........................................................................................................................ 10
HOW TO REACH OTHER NYU FACILITIES .................................................................. 10
HOW TO REACH THE PLAN VENDORS .......................................................................... 11
ELIGIBILITY FOR MEDICAL AND LIFE INSURANCE BENEFITS

You're eligible for retiree medical and life insurance coverage from NYU if: your age plus years of continuous, full-time service equals 70 or more, and you're at least age 55 with at least ten years of service; or you completed ten years of continuous, full-time service as of September 1, 1991, and you retire with 25 years of continuous, full-time service regardless of age; or if you have 15 or more years of continuous, full-time service and you are found eligible for Long-Term Disability.

The Premium Reimbursement Accounts (PRAs) described here will not be set up before January 1, 2022. If someone (retiree or spouse) becomes eligible before then, he or she will be provided coverage under the current retiree medical plan until at least January 1, 2022.

Medical Plan Choices
NYU offers four types of plans to its retirees:

- Traditional Indemnity
- Point-of-Service (POS)
- Premium Reimbursement Account (PRA)

Your choice of plans as a retiree will depend upon whether you and/or your covered dependents are eligible for Medicare.

Waiving Coverage
You may also elect to waive coverage altogether. Or you may choose not to cover your eligible dependent(s) under any of the NYU health plan options. You make your election by completing the NYU Retiree Benefits Election form. If you do not make any election within 31 days of your retirement, you will not be able to enroll again unless you have a qualifying status change.

What the Medical Plans Cover

For non-Medicare eligible retirees
Non-Medicare eligible retirees are eligible for the Traditional Indemnity and POS plans. NYU has selected retiree health plans that match as closely as possible the benefits available to you as an active employee. However, differences do exist. Below is a partial list of some types of medically necessary services covered by all of the plans offered to you in retirement:

- Emergency room visits;
- Hospital stays;
- Surgeon’s fees;
- X-ray and laboratory fees;
- Doctor’s office visits;
- Prescription drugs.

In addition, the POS plans provide some wellness and preventive services.

For Medicare eligible retirees – The Premium Reimbursement Account (PRA)
Medicare eligible retirees receive financial assistance from NYU towards the purchase of health care insurance through a Premium Reimbursement Account (PRA). Medicare is the primary source of medical coverage for Medicare eligible retirees. Medicare eligible retirees can use the PRA to reimburse some or all of required Medicare Part B premiums, as well as premiums for a range of health insurance policies that supplement or replace Medicare or provide additional benefits. These supplemental or additional insurance policies are available through third parties and may include Medicare Advantage plans, Medicare Part D prescription drug plans, Medigap policies, dental plans, and vision plans.

**Medicare**
Medicare is a federal health insurance program for people age 65 and over, and certain disabled persons. You are eligible for Medicare on the first day of the month in which you turn 65 (unless your birthday is on the first day of the month, then eligibility is the first day of the previous month). This age is not scheduled to rise as the full retirement age for Social Security benefits gradually rises to 67. Medicare is also available if you have been entitled to Social Security disability benefits for two years (waived if you have amyotrophic lateral sclerosis), or if you have end-stage renal disease (kidney failure). A spouse or child with kidney failure also may qualify.

**Enrolling in Medicare**
When you retire, you should enroll for Medicare Parts A & B coverage. There is no cost for coverage under Medicare Part A. You pay a premium each month for Part B. If you get Social Security, Railroad Retirement Board, or Office of Personnel Management benefits, your Part B premium will be automatically deducted from your benefit payment. If you don’t get these benefit payments, you will receive a bill. You can find the current rates for Medicare Part B by visiting the Medicare website at [https://www.medicare.gov/your-medicare-costs/part-b-costs/part-b-costs.html](https://www.medicare.gov/your-medicare-costs/part-b-costs/part-b-costs.html).

If you enroll late, or if you drop out and enroll again, you may have to pay higher premiums. You will pay 10% more for each full 12 months that you could have been, but were not, enrolled in Part B. You don't include any months when you weren't enrolled in Part B while covered by an employer-sponsored group insurance plan based on your or your spouse's current employment.

If you continue to work in retirement, and are covered by your employer's group health plan, you may want to wait until you retire to enroll in Medicare Part B because your employer's plan will be primary.

**Medical Coverage for Your Dependents**
For non-Medicare eligible retirees, you can select coverage for:
- yourself only;
- you and one other person (your spouse, your registered domestic partner, or your child); or
- your family.

For Medicare eligible retirees, separate PRAs will be established for you and your eligible spouse/partner.
Monthly Costs

Non-Medicare eligible - Medical
You are billed for part of the cost of NYU retiree medical coverage by EBPA, NYU’s third party medical billing administrator. Premiums generally increase each year.

Medicare eligible
You do not pay for or contribute to the PRA. You will still need to pay Medicare Part B premiums. The cost of the coverage you buy to supplement or replace Medicare, or to provide prescription drug, dental or vision coverage, will vary based on your needs, risk tolerance and where you live. NYU will fund a Premium Reimbursement Account (PRA) for you to use as a mechanism to receive reimbursement (up to an annual limit) for premiums paid for these coverages.

Retiree Dental Plan
Upon retirement from NYU, you and your eligible dependents can enroll in the NYU Retiree Dental Plan through MetLife. This dental plan provides coverage for routine care and can also help protect you against unforeseen and sometimes costly expenses of dental care.

You have two coverage options:
- Option 1 - preventive and basic dental treatment such as cleanings, X-rays and fillings.
- Option 2 - some of the major, more expensive procedures such as crowns and dentures in addition to preventive and basic services.

Both options offer MetLife’s negotiated fees for all in-network services through one of the largest dental networks in the industry. You also have flexible billing options to fit your needs: monthly, quarterly or annual payments. Enrollment is handled directly through MetLife at 1-800-GET-MET 8 (438-6388).

Discount Vision Plan
You and your dependents are automatically enrolled in the NYU Retiree Discount Vision Plan, provided by VSP, at no cost to you. You select a VSP private-practice provider to receive discounts on eye exams and eyewear.

Discount Eye Care Plan Coverage
- WellVision Exam℠:
  - 20% off eye exams through VSP’s national network of doctors
- Glasses:
  - 20% off pair of prescription glasses
  - 20% off lens options
  - 20% off sunglasses
- Contact Lenses: 15% off contact lens services, excluding materials

Retiree Life Insurance
If you meet the eligibility requirements, you have the option to continue basic and supplemental life insurance coverage if you enrolled in the plan when you were an active employee. Contact the Prudential Insurance Company of America to update your beneficiary(ies) and for information about your eligibility, coverage amount and cost to
you. You will be billed by Prudential if you elect to continue your supplemental life insurance. Basic coverage is provided at no cost to you.

Health Advocate
NYU full-time employees and retirees and their families have access to Health Advocate, Inc., the nation’s leading independent healthcare advocacy and assistance company. Health Advocate is an independent company made up of nurses, doctors, claims specialists, social workers, etc., who can help you navigate the intricacies of the healthcare system. This service is provided at no cost to you and is available to you, your spouse, your dependents, parents and parents-in-law regardless of whether or not you are covered by one of NYU's benefit plans. When you call Health Advocate for assistance with a healthcare issue, you will be assigned a Personal Health Advocate (PHA) who will stay with you through to the resolution of the problem. Simply call Health Advocate at 1-866-695-8622 or visit their website, http://www.HealthAdvocate.com

Distributions on Your NYU Supplemental Tax-Deferred Annuity Plan
Once you retire, you can receive income from the plan at any time. You can elect immediate payment in a single sum, make partial withdrawals, or choose an annuity. An annuity provides a monthly income which you cannot outlive; the plan offers many types of annuities, including those that will provide an income to a surviving spouse. You may also delay receiving any form of benefit until the April following the calendar year you turn age 70 1/2. These payment choices give you the flexibility to tailor the payment to suit your needs. If you are married, you must receive your benefits in the form of a 50% Joint and Survivor Annuity unless you and your spouse elect otherwise. This means you will receive benefits for your lifetime and, if you are survived by your spouse, your spouse will receive a monthly benefit of one-half of the amount you were receiving. To receive a different form of payment, you and your spouse must sign a waiver in the presence of a notary public.

Withdrawals before Retirement
Generally, withdrawals cannot be made while you are employed by NYU. When your employment ends, you have several options:

- You may keep your account invested through the NYU Supplemental Tax-Deferred Annuity Plan. You will continue to enjoy the investment options currently available, and you may transfer from one investment option to another in accordance with the rules of the plan.
- You may cash out of your investments. Keep in mind, however, that income taxes will apply to the amounts you cash out. Also, if you cash out your investments before age 59 1/2, a 10% federal tax penalty may apply.
- You may roll over your account balance to an individual retirement account (IRA).
- To avoid tax consequences, the rollover should be made directly from the plan to the IRA account. Tax laws change frequently and you should obtain current information at the time of your termination of employment.
- You will need your spouse’s notarized consent for any withdrawal that is not in the form of a 50% Joint and Survivor Annuity.

Benefits upon Death
If you die while your contributions are still invested in the plan, the balance will belong to your designated beneficiary. You may change your beneficiary(ies) at any time. If you die after you have elected a retirement annuity, death benefits (if any) will depend on the terms of the annuity you have chosen.

**Spousal Consent**
If you are married, certain forms of payment from the plan require spousal consent:
- If you retire and wish to elect a payment form that does not provide at least a 50% Joint and Survivor Annuity to your spouse; or
- If you make a withdrawal from the plan.

If you elect payment from the plan in a form that does not provide at least a 50% Joint and Survivor Annuity to your spouse, the following requirements apply:
- The consent must be in writing, notarized, or signed in the presence of an NYU Benefits Office Representative, and must contain an acknowledgement by your spouse of the consent. All such consents shall be irrevocable.
- The consent must be made within 90 days prior to the first day of the period for which the payment or withdrawal applies.
- The consent will only be valid as long as your spouse at the time of your benefit commencement or withdrawal is the same person as the one who signed the consent.

**NYU Staff Pension Plan**
You will be advised if you are vested under the NYU Staff Pension Plan at the time you leave the University. If the total actuarial present value of your pension at the date of your employment ends is $1,000 or less, you will be paid the value in a lump sum instead of a monthly pension. An application for benefits is not filed in this situation, but you will receive information about your rollover options in advance of the distribution.

If you are eligible to receive monthly pension benefits or an optional lump sum payment, you must apply for them; they will not be paid automatically. If you wish to receive your pension in one of the optional forms, you must make your election within the 30- to 180-day period before you retire. You may change your decision at any time before payments actually begin.

**Commencing Benefits**
To receive benefits from the NYU Staff Pension Plan, you must submit an application to the Milliman Benefits Service Center, which will provide you with the forms you need. You will be notified of the amount of your benefit and your payment options no later than 90 days after you request a pension. Log in to [www.millimanbenefits.com](http://www.millimanbenefits.com) or call Milliman at 1-866-767-1212.

For employees in Code 107-810, your retirement plan benefits are administered by the [Collective Bargaining Agreement](#).
OTHER BENEFITS AVAILABLE TO NYU RETIREES

Tuition Benefits

*Tuition Remission for Courses Taken At NYU*

You can continue receiving tuition benefits for yourself, your spouse or registered domestic partner, and your dependent children* under these circumstances:

- If you meet the retirement eligibility rule at the time of your retirement, your individual entitlement and that of your spouse/registered domestic partner and dependent children* is the same as the benefits for active employees.
- If you have dependent children* under college age when you retire, they are eligible for tuition remission for undergraduate degrees.

No matter how many years of service you have, if your child(ren),* spouse, or registered domestic partner is enrolled in a degree program at NYU when you retire, they'll continue to receive tuition benefits until they complete the program in which they are enrolled. For more information on Tuition Benefits, click on [http://www.nyu.edu/content/dam/nyu/hr/documents/benefitsforms/Retiree-TR.pdf](http://www.nyu.edu/content/dam/nyu/hr/documents/benefitsforms/Retiree-TR.pdf).

* A dependent child must be age 23 or younger as of the end of the calendar year to be eligible for TR in that year, aligning eligibility with the IRS definition of a dependent child. If a child will be 24 by the end of the calendar year, he or she is not eligible for TR in that year.

Voluntary Benefits: Auto, Home, Pet Insurance, and Identity Theft

NYU's group auto and homeowners insurance program allows you to receive quotes from three of the nation's most respected auto and home insurance carriers. Pet insurance can be used with any licensed veterinarian in the world. For more information, call 866-486-1945 or visit: [http://www.nyuvoluntarybenefits.com/](http://www.nyuvoluntarybenefits.com/)

Book Center Discounts

Present your retiree NYU Card to receive a 15% discount on books and supplies at University Book Centers, including the:

- Main Bookstore
- Professional Bookstore
- NYU Computer Bookstore
- Medical Center Bookstore.

The discount does not apply to sale items, hardware, or software purchases at the Computer Bookstore.

Library Privileges

Full library privileges continue after you retire. Your NYU Card allows you to use all NYU library facilities, including the music listening room and film library at the Avery Fisher Center for Music and Media.

Credit Union

You can continue membership in the NYU Credit Union, which gives you access to savings, checking, money market accounts, IRAs, and low-cost loans.
NYU Home
As a retired employee, you may continue to use your NYUHome account in retirement. If you wish to use a different e-mail service instead of NYUHome, information on setting a forwarding address is available on the NYUHome help pages.

Campus Dining
You can continue to purchase reasonably priced meals at:
- Faye's Cafe
- Hayden Dining Hall
- Kosher Eatery
- Palladium Food Court/Cafe
- Rubin Dining Hall
- The Kimmel Center Market Place
- The Torch Club
- Third North Courtyard Cafe
- University Hall Atrium Dining Room
- Weinstein Dining Hall
- Weinstein Food Court

Coles Sports Center & Palladium Athletic Facility
If you have ten or more years of continuous, full-time service, you're eligible for free, lifetime membership in the Coles Sports Center and Palladium Athletic Facility. Obtain a memo from the NYU Benefits Office, present it to the membership desk, and fill out the membership application. After that, you simply present your NYU Card each time you use the facility. You're also eligible for free tickets to home games. Contact the Sports Center at 212-998-2030 for ticket information.

Art Galleries
You may continue to visit NYU's galleries, including:
- Grey Art Gallery and Study Center
- 80 Washington Square East Galleries
- Broadway Windows
- Washington Square Windows
- Tisch School of the Arts Photo Center Gallery

UNIVERSITY SERVICES AND DISCOUNTS
As a retiree of NYU, you can continue to benefit from many discounts and special services which are available to employees.

The Buyer's Edge
You may continue free membership in The Buyer's Edge. Through this program, you can purchase major items - such as appliances, automobiles, and furniture - at the lowest advertised price. Information is available online at www.buyersedgeinc.com (user name = 504 and password = member1).
Discounts at Local Businesses
Many stores, theaters, and restaurants near NYU offer discounts to persons who present their NYU Card. When you are visiting local businesses, ask if they offer an NYU discount.

Mail Services
Retired NYU employees continue to receive a 60% discount on UPS shipping, as long as the packages are sent from NYU Mail Services at 547 LaGuardia Place.

BENEFITS WHICH CEASE UPON RETIREMENT
Dental coverage under the active employee plan, long-term disability coverage, commuter benefits, flexible spending accounts, accidental death and dismemberment coverage, and the Employee Assistance Program through Carebridge end when you retire. You may continue dental coverage under the active employee plan for up to 18 months after retirement under the provisions of a Federal law known as “COBRA.” You pay the full cost of the coverage. Inquire at the Benefits Office for details. Please note that if you elect to continue dental coverage under the active employee dental plan through COBRA, at the end of your COBRA coverage you may be eligible for the NYU Retiree Dental Plan, also administered by MetLife. Contact MetLife directly at 1-800-438-6388.

HOW AND WHERE TO REACH THE NYU BENEFITS OFFICE
NYU PeopleLink, NYU’s HR and benefits service center, is available to assist you. You can contact PeopleLink in the following ways:

- Phone: 212-992-LINK (5465)
- Email: askpeoplelink@nyu.edu
- Online: www.nyu.edu/peoplelink
- Fax: 212-995-4333
- Mail or Appointment:
  105 E. 17th St., 1st floor
  New York, New York 10003

HOW TO REACH OTHER NYU FACILITIES

<table>
<thead>
<tr>
<th>NYU Facilities</th>
<th>Phone #</th>
<th>Web Site</th>
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<tbody>
<tr>
<td>Book Centers</td>
<td>212-998-4667</td>
<td><a href="http://www.bookstores.nyu.edu">www.bookstores.nyu.edu</a></td>
</tr>
<tr>
<td>404 Fitness</td>
<td>212-998-2030</td>
<td><a href="http://www.gonyuathletics.com">www.gonyuathletics.com</a></td>
</tr>
<tr>
<td>Credit Union</td>
<td>212-995-3171</td>
<td><a href="http://www.nyufcu.com">www.nyufcu.com</a></td>
</tr>
<tr>
<td>Dental Faculty Practice</td>
<td>212-443-1300</td>
<td><a href="http://www.nyu.edu/dental">www.nyu.edu/dental</a></td>
</tr>
<tr>
<td>Dining Facilities (various)</td>
<td>212-995-3030</td>
<td><a href="http://www.campusdish.com">www.campusdish.com</a></td>
</tr>
<tr>
<td>Email Accounts</td>
<td>212-998-3333</td>
<td><a href="https://home.nyu.edu">https://home.nyu.edu</a></td>
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<tr>
<td>Libraries</td>
<td>212-998-2500</td>
<td><a href="http://www.nyu.edu/Library">www.nyu.edu/Library</a></td>
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<tr>
<td>Mail Services</td>
<td>212-998-1010</td>
<td><a href="http://www.nyu.edu/mail.services">www.nyu.edu/mail.services</a></td>
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<tr>
<td>NYU Card</td>
<td>212-443-2273</td>
<td><a href="http://www.nyu.edu/nyucard">www.nyu.edu/nyucard</a></td>
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<tr>
<td>Palladium Athletic Facility</td>
<td>212-992-8500</td>
<td><a href="http://www.gonyuathletics.com">www.gonyuathletics.com</a></td>
</tr>
<tr>
<td>Torch Club</td>
<td>212-998-6724</td>
<td><a href="http://www.nyu.edu/torch.club">www.nyu.edu/torch.club</a></td>
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## HOW TO REACH THE PLAN VENDORS

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<thead>
<tr>
<th>Organization</th>
<th>Phone</th>
<th>Web</th>
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</thead>
<tbody>
<tr>
<td>Aetna, Inc. HMO</td>
<td>888-287-4296</td>
<td><a href="http://www.aetna.com">www.aetna.com</a></td>
</tr>
<tr>
<td>Caremark, Inc.</td>
<td>800-421-5501</td>
<td><a href="http://www.caremark.com">www.caremark.com</a></td>
</tr>
<tr>
<td>EBPA (Direct Billing for Medical Premiums)</td>
<td>800-258-7298</td>
<td><a href="http://www.ebpabenefits.com">www.ebpabenefits.com</a></td>
</tr>
<tr>
<td>Emblem Health (Medicare HMO)</td>
<td>800-447-8255</td>
<td><a href="http://www.emblemhealth.com">www.emblemhealth.com</a></td>
</tr>
<tr>
<td>Health Advocate</td>
<td>866-695-8622</td>
<td><a href="http://www.healthadvocate.com">www.healthadvocate.com</a></td>
</tr>
<tr>
<td>Milliman Benefits Service Center (NYU Staff Pension Plan)</td>
<td>800-345-2345</td>
<td><a href="http://www.millimanbenefits.com">www.millimanbenefits.com</a></td>
</tr>
<tr>
<td>Medicare</td>
<td>800-633-4227</td>
<td><a href="http://www.medicare.gov">www.medicare.gov</a></td>
</tr>
<tr>
<td>MetLife (Dental Plan)</td>
<td>800-438-6388</td>
<td><a href="http://www.metlife.com/mybenefits">www.metlife.com/mybenefits</a></td>
</tr>
<tr>
<td>NYU PeopleLink</td>
<td>212-998-1270</td>
<td><a href="http://www.nyu.edu/peoplelink">www.nyu.edu/peoplelink</a></td>
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<tr>
<td>Oxford Health Plans HMO</td>
<td>800-444-6222</td>
<td><a href="http://www.oxfordhealth.com">www.oxfordhealth.com</a></td>
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<tr>
<td>Prudential (Life Insurance and Billing)</td>
<td>800-778-3827</td>
<td><a href="http://www.prudential.com">www.prudential.com</a></td>
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<tr>
<td>UHC Group Medicare Advantage HMO</td>
<td>800-34-1228</td>
<td><a href="http://www.uhcmedicaresolutions.com">www.uhcmedicaresolutions.com</a></td>
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<tr>
<td>Social Security Administration</td>
<td>800-772-1213</td>
<td><a href="http://www.ssa.gov">www.ssa.gov</a></td>
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<tr>
<td>TIAA (Retirement Accounts)</td>
<td>800-842-2776</td>
<td><a href="http://www.tiaa.org">www.tiaa.org</a></td>
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<tr>
<td>UnitedHealthcare (Point-of-Service)</td>
<td>866-633-2474</td>
<td><a href="http://www.myuhc.com">www.myuhc.com</a></td>
</tr>
<tr>
<td>UnitedHealthcare (NYU Retiree Medical Plan)</td>
<td>800-214-1736</td>
<td><a href="http://www.myuhc.com">www.myuhc.com</a></td>
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<tr>
<td>The Vanguard Group (Retirement Accounts)</td>
<td>800-523-1188</td>
<td><a href="http://www.vanguard.com">www.vanguard.com</a></td>
</tr>
<tr>
<td>VSP Access Plan (Vision Discount Plan)</td>
<td>800-877-7195</td>
<td><a href="http://www.vsp.com">www.vsp.com</a></td>
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</tbody>
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