



WORKING BEYOND 65

Below are key things to know about your health and welfare benefits if you work past age 65 and you continue working for Donnelley Financial Solutions after you are Medicare eligible.

Medical and Prescription Drug Coverage

If you are Medicare eligible and continue working for Donnelley Financial Solutions, you can either continue or terminate your medical and prescription drug coverage.

If You Continue Your Current Donnelley Financial Solutions Coverage...

- **Your Donnelley Financial Solutions medical coverage will be your primary coverage as long as you are a covered active employee.** This means your Donnelley Financial Solutions coverage will pay covered claims first.
- **Your Donnelley Financial Solutions coverage is considered “creditable coverage”. As a result, you can delay your enrollment in Medicare Part B (“Medical”) or Medicare Part D (“Drug”) coverage and not incur a penalty for late enrollment.**
 - You will receive a notice in the fall confirming that your coverage for the plan year has been creditable for purposes of Medicare Part D Coverage. You will also receive a HIPAA privacy notice upon separation of employment that will provide proof of continuous coverage for Part B. **It is important to save these notices.** If you later choose to enroll in Medicare, you will need to provide proof of creditable coverage in order to avoid late enrollment penalties.
 - If you need to request a duplicate notice, please contact the Benefits Center at **1-844-44-DFSCO (1-844-443-3726)**.
 - Visit www.medicare.gov to learn more about these penalties and other important information if you delay your Medicare enrollment.
- **Please refer to page 2 for additional information on your Health Savings Account and how it impacts Medicare.** You may also refer to the **FAQs for HSA Eligibility at Age 65**.

If You Enroll in Medicare and Terminate Your Donnelley Financial Solutions Coverage...

- **This is considered a qualifying event**, which will need to be processed through the Benefits Center at **1-844-44-DFSCO (1-844-443-3726)**. You are required to report your qualifying event within 30 days of the date your Medicare coverage becomes effective.
- **It is important to start the Medicare enrollment process early** (at least 90 days in advance of your Medicare eligibility). Coverage is not retroactive, and it can take considerable time for your enrollment to be processed by the Centers for Medicare and Medicaid Services.
- **Important Note:** You can't report a qualifying event to the Benefits Center prior to the effective date. You must wait until your Medicare coverage takes effect in order to terminate your Donnelley Financial Solutions coverage through a qualifying event. You only have 30 days from your Medicare effective date to report this qualifying event.

Looking Ahead: What Happens When You Retire from Donnelley Financial Solutions...

- **It is best to start working with the Benefits Center two to three months before you plan to retire.**
- **Active medical coverage ends at midnight on the day you separate from your employment.** Donnelley Financial Solutions does not offer retiree medical, prescription drug or life insurance.
- **You may continue coverage for a period of time by electing COBRA.**
 - Since you will be Medicare eligible at the time you retire, any COBRA coverage you elect will be secondary to Medicare.
 - You can elect COBRA coverage for your dependents, even if you choose not to elect COBRA coverage for yourself since you are enrolled in Medicare.
 - Your COBRA coverage will continue until the end of your qualifying COBRA coverage period as long as you make your required monthly premium payment.
 - Becoming covered by Medicare at any time after enrolling under COBRA will generally cause your COBRA continuation coverage to end; however, COBRA continuation coverage of family members may be extended.
 - You will need to notify WageWorks, the COBRA Administrator, at 1-866-857-1141 if you enroll in Medicare after you have elected COBRA coverage.

Health Savings Accounts

Once you enroll in Medicare, you are no longer eligible to contribute to a Health Savings Account (HSA). This occurs even if the automatic Medicare Part A (“Hospital”) coverage goes into effect. That means, unless you actively decline Part A coverage, you need to take steps to stop your HSA contributions. To do so, please contact the Benefits Center at **1-844-44-DFSCO (1-844-443-3726)** or go online to **dfscobenefitsnow.com**. **Note you are responsible for any tax consequences if you do not take action to stop HSA contributions.**

- **You will no longer be eligible to receive future HSA contributions from the company** if you are enrolled in Medicare and continue to be enrolled in an HSA medical option as an active employee. If you are enrolled in Medicare, you are not eligible for HSA contributions – employee or employer.
- **You can continue to draw upon your HSA funds tax-free for out-of-pocket qualified medical expenses,** including certain premiums, deductibles, copays and coinsurance. For details on eligible expenses, consult IRS Publication 502 at **www.irs.gov**.
- **Once enrolled in Medicare, you can also use your HSA to pay for things other than qualified medical expenses,** although federal, and in some instances, state income taxes would apply. Also note that some states tax HSA account earnings. Please consult your tax advisor for details, including the tax rules that may be applicable in your state.

Long-Term Disability Benefits

The maximum duration for which benefits may be paid if you become disabled reduces annually if you become disabled after age 60. For more information, please see the Plan Summary for the [Long-Term Disability Program](#).

Maximum Duration of Benefits

| Age When Disabled | Benefits Payable |
|--------------------------|------------------|
| Before Age 60 | To Age 65 |
| At age 60, before age 61 | 60 months |
| At age 61, before age 62 | 48 months |
| At age 62, before age 63 | 42 months |
| At age 63, before age 64 | 36 months |
| At age 64, before age 65 | 30 months |
| At age 65, before age 66 | 24 months |
| At age 66, before age 67 | 21 months |
| At age 67, before age 68 | 18 months |
| At age 68, before age 69 | 15 months |
| Age 69 and over | 12 months |

Life Insurance

For More Information About Working Past Age 65

- If you have questions about your benefits and eligibility, please call the Benefits Center at **1-844-44-DFSCO (1-844-443-3726)**, Monday through Friday from 8:00 a.m. to 5:00 p.m. Central Time.
- For guidance on working past age 65, contact the Social Security Administration at **1-800-772-1213**.
- To learn about what happens if you start Social Security while still working, go to <http://www.ssa.gov/pubs/EN-0510069.pdf>.

The amount of life insurance for active employees age 65 and older is subject to annual age reductions in accordance with the Plan. For more information, please see the *Active Life Booklet – Certificate* at dfinsolutionsbenefits.com.

Basic Life – Age Reduction Rules

| If you are age: | Your Insurance amount will be this percentage of your Basic Life amount*: |
|-----------------|---|
| 65 | 92% |
| 66 | 85% |
| 67 | 78% |
| 68 | 72% |
| 69 | 66% |
| 70 | 63% |
| 71 | 59% |
| 72 | 57% |
| 73 | 54% |
| 74 | 51% |
| 75 | 49% |
| 76 | 48% |
| 77 | 47% |
| 78 | 45% |
| 79 | 44% |
| 80 and over | Coverage will reduce by 1% per year |

***Note:** This is based on the amount of Basic Life Insurance you would have been eligible for on the day prior to the first day of the month in which you attain age 65.

Accidental Death & Personal Loss – Age Reduction Rules

| If you are age: | Your insurance amount will be this percentage of your Accidental Death & Personal Loss coverage amount**: |
|-----------------|---|
| 70 | 65% |
| 75 | 45% |
| 80 | 30% |
| 85 and over | 15% |

****Note:** This is based on the amount of coverage you would have been.

IMPORTANT: The descriptions provided in this document are based on official Plan documents. Every effort has been made to ensure the accuracy of this material. In the unlikely event there is a discrepancy between this document, the Summary Plan Descriptions (SPDs), Summaries of Material Modifications (SMMs), any other materials summarizing the Donnelley Financial Solutions Plan and the official Plan documents, the official Plan documents will control. Donnelley Financial Solutions reserves the right to amend or terminate the Plan or programs at any time for any reason.