Summary of Material Modifications (SMM) for The Segal Group Retiree Health Plan

Effective January 1, 2020

Plans Available to Pre-65 Retirees and their Families

Pre-65 retirees and their eligible dependents must choose the same health plan. However, if a spouse or spousal equivalent is over 65, and the retiree is pre-65, the spouse or spousal equivalent may only choose a Medicare Advantage Plan and the retiree may purchase coverage under The Company Sponsored Health Plan.

Plans Available to Retirees over age 65 and their Families

Retirees who are over age 65 may no longer purchase coverage for themselves and their eligible spouse under The Company Sponsored Health Plan. Retirees and their eligible spouses over 65 may only purchase coverage through a Medicare Advantage Plan (MAP) offered to retirees nationally.

In general, retirees over age 65 and their eligible dependents must choose the same health plan. However, retirees over age 65 who elect a MAP, and whose eligible spouse is under age 65, or who have eligible dependents under age 65, may only continue coverage for the spouse and dependents under The Company Sponsored Health Plan.