

# **Benefits Summary for Terminating Employees**

## **2018**

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## **2018 Benefits Summary**

### **For Terminating Employees**

This booklet provides information regarding your benefit coverage when you terminate your employment with TVA. For more information regarding your benefits, please refer to the Employee Benefits website (<http://insidenet.tva.gov/benefits>), the Retirees section of [www.tva.com](http://www.tva.com), or contact one of the resources shown on the *Contact Information* list on page 15.

## **MEDICAL PLAN**

### **Active Employee Medical Coverage**

If you currently have TVA medical coverage, it will stop at the end of the month in which your employment terminates.

### **Retiree Medical Coverage**

#### **Eligibility**

You are eligible to continue medical coverage for yourself and for your eligible dependents in one of the retiree medical plans, if you covered yourself and/or your dependents under a TVA medical plan on your last day of work, *and* you:

- are ACTUAL AGE 50 with at least 5 years of service as a full-time annual TVA employee (if you were hired on or after January 1, 2005, you must be actual age 55 with 10 years of actual TVA service); or
- are at least ACTUAL AGE 60 with no service requirement; or
- are any age, with at least 5 years of service as a full-time annual TVA employee, who is terminated due to a reduction in force (voluntary or involuntary); or
- are any age, are eligible for a disability retirement benefit from the TVA Retirement System (TVARS), and have either been approved for a disability retirement benefit by TVARS or terminate TVA employment because of a disability, as determined by the Chief Human Resources Officer; or
- are any age, with at least 5 years of actual TVA service, not be eligible for a TVARS disability retirement benefit, and be currently approved and receiving core long-term disability benefits from TVA's long-term disability benefits administrator; or
- retire with an immediate benefit from Federal Employees Retirement System (FERS) or Civil Service Retirement System (CSRS).

*Note: Because it is important that your service dates are accurate, it is recommended that you review your service dates in the PLUS Portal before you terminate.*

## Enrollment

To enroll in retiree medical coverage, you must complete TVA form 17328 retiree medical application (included in this document) and submit it to TVA Employee Benefits. *Retiree medical election forms must be received by TVA Employee Benefits within 30 days after termination in order to maintain eligibility for retiree medical coverage.*

Individual or family coverage? If you currently have individual coverage as an active employee, you cannot elect family coverage at retirement. If you have eligible dependents at termination and do not elect coverage for the dependents when you leave TVA, you will not be allowed to cover those dependents in the future.

### ***If you do not enroll in retiree medical coverage:***

If you are eligible for medical coverage as a retiree and you do not elect coverage at termination, you will not be given another opportunity to enroll in a TVA-sponsored medical plan. (See special provisions applicable to TVA couples if your spouse is also a TVA employee or retiree.)

### ***If you terminate your retiree medical coverage:***

If you elect retiree medical coverage at the time you leave TVA and later elect to terminate that coverage, you will not be given another opportunity to re-enroll in a TVA-sponsored medical plan.

### ***If your spouse or dependent loses eligibility for TVA retiree medical coverage:***

You must notify TVA Employee Benefits within 30 days if a spouse or dependent child is no longer eligible for coverage and must respond to requests for information needed to confirm eligibility.

Coverage for a spouse ends on the date of legal separation or divorce. Coverage for a dependent child ends on the date the child becomes ineligible (e.g., date child turns 26 date of legal separation/divorce for step-children). Note that dependent children turning 26 years old will be automatically removed from coverage. No action is required by you.

## Retiree Medical Plan Options

### **Retirees and dependents NOT eligible for Medicare**

You, and any covered dependents, that are not yet eligible for Medicare, have a choice of the 80% PPO Plan or Consumer-Directed Health Plan. See the *Retiree Medical Information and Forms* section for a comparison of the medical plans.

You will have the opportunity during the Annual Election Period, which happens during the fall, to select a medical plan option for the following year.

### **Retirees and dependents eligible for Medicare**

You, and any covered dependents, that are eligible for Medicare and are at least age 65, cannot be covered by the 80% PPO or Consumer-Directed Health Plan. Instead, you will be eligible to enroll in healthcare coverage through a private Medicare exchange provided by Via Benefits (formerly known as OneExchange).

Most individuals will become eligible for Medicare upon reaching age 65. **To avoid a lapse in healthcare coverage, you, or your covered dependent, can contact Via Benefits to enroll in a supplemental Medicare plan prior to your active coverage ending.** There is a 63-day grace period after your active coverage ends, but coverage would not go into effect until the first day of the following month in which you enroll. Any covered family members not yet eligible for Medicare will be eligible to participate in the 80% PPO or Consumer-Directed Health Plan.

**IMPORTANT:** If you - as the TVA retiree - are eligible for Medicare and at least age 65, and do not enroll in a medical plan through Via Benefits, none of your dependents will be eligible to be covered in TVA's Retiree Medical plans (i.e., 80% PPO or CDHP). In addition, if any of your dependents are eligible for Medicare, at least age 65, and do not enroll in a medical plan through Via Benefits, your Healthcare Credit, if applicable, could be reduced.

Some individuals, however, will become eligible for Medicare before age 65 due to disability. You, and any covered dependents, that are eligible for Medicare and under age 65, have the option of enrolling in one of TVA's medical plan options (i.e., 80% PPO or Consumer-Directed Health Plan) or enrolling in a supplemental Medicare plan through Via Benefits. If you choose to enroll in a plan through Via Benefits, you should do so prior to your active coverage ending to avoid a lapse in coverage. Note that if you choose to enroll in a plan through Via Benefits, you will NOT have the opportunity to enroll in a TVA group plan in the future unless you lose your Medicare eligibility.

**TVA reserves the right to amend, modify, suspend or terminate its retiree health plans, in whole or in part. Amendments, modifications, suspensions or terminations to the TVA retiree health plans may be made for any reason, and at any time, and may, in certain circumstances, result in the reduction or elimination of benefits or other features of the plans to the extent permitted by law. TVA's rights described above include the right, at any time, to (i) obtain coverage and/or administrative services from additional or different insurance carriers or third party administrators, (ii) revise the amount of the retirees' contributions toward the cost of coverage, and (iii) revise or eliminate TVA's contributions toward the cost of coverage.**

## Retiree Medical Plan Premiums and Assistance

As of January 1, 2018, the full monthly premiums are:

	<b>Individual</b>	<b>Family</b>
80% PPO Plan	\$702	\$1,688
Consumer-Directed Health Plan (CDHP)	\$418	\$995

### **TVARS Supplemental Benefit for TVARS Members**

Many retirees will receive a supplemental benefit from TVARS if they meet eligibility requirements. If eligible, this amount will be provided as additional income on your retirement benefit statement. You do *not* have to enroll in a TVA-sponsored medical plan (i.e., 80% PPO or Consumer-Directed Health Plan) or a supplemental Medicare plan through Via Benefits to receive this vested benefit.

*You should contact TVARS to determine your eligibility for this benefit and, if eligible, the amount of the benefit in your case.*

### **TVA Contributions for Retirees not Eligible for TVARS Supplemental Benefit**

Retirees who are not members of TVARS but instead are members of FERS or CSRS (or who are disabled) and who meet the eligibility criteria below will receive a contribution toward the cost of retiree medical coverage directly from TVA as long as they remain eligible for and continue to be enrolled in a TVA-sponsored medical plan (i.e., 80% PPO or Consumer-Directed Health Plan) OR a supplemental Medicare plan through Via Benefits. If eligible, this contribution will be provided as a credit against the retiree's TVA-sponsored medical plan if applicable; otherwise to a Health Reimbursement Arrangement administered by Via Benefits.

The TVA Contribution will not exceed the actual amount of your TVA retiree medical premiums (i.e., 80% PPO or Consumer-Directed Health Plan). See page 6 for premiums. If Medicare-eligible and enrolled through Via Benefits, the premium is based on \$290.

#### Eligibility:

To qualify for a TVA contribution, the retiree must be:

- A FERS/CSRS eligible retiree who ceases to be a TVA employee on or after January 1, 2009, and after reaching actual age 55 and having 5 years of actual full-time TVA service; or

- A FERS/CSRS eligible retiree upon reaching actual age 55 and who ceases to be a TVA employee on or after January 1, 2009, due to an involuntary reduction in force, after reaching actual age 50 and having performed 5 years of actual full-time TVA service; or
- A full-time annual TVA employee who retires on a disability retirement, or who is otherwise determined by TVA to be disabled at the time of separation from TVA employment, and who is not otherwise eligible for a contribution hereunder or for a supplemental benefit under TVARS Rules.

Effective January 1, 2018, the TVA contribution for eligible retirees is \$10.17 per month for each year of actual combined Federal service (actual full-time TVA and Federal civilian service). The minimum contribution is for 5 years of actual combined Federal service. Effective January 1, 2018, individuals eligible for a TVA contribution will also receive an additional contribution of \$82.81 per month under this plan.

Contributions made by TVA under this plan are subject to annual adjustments based on increases in the Consumer Price Index (CPI), not to exceed plan maximums. CPI adjustments to these additional contributions will stop when these benefits reach \$12.00 and \$120.00, respectively.

### **TVA Health-Care Credit for Retirees**

The TVA Health-Care Credit provides a credit to those eligible based on years of TVA service and monthly base pension amount. Retirees who meet the eligibility criteria below will receive a credit toward the cost of retiree medical coverage directly from TVA as long as they remain eligible for and continue to be enrolled in a TVA-sponsored medical plan (i.e., 80% PPO or Consumer-Directed Health Plan) OR a supplemental Medicare plan through Via Benefits. If eligible, this credit will be provided as a credit against the retiree's TVA-sponsored medical plan if applicable; otherwise to a Health Reimbursement Arrangement administered by Via Benefits.

The Health-Care Credit is in addition to any supplemental benefit provided by TVARS or contributions from TVA for CSRS/FERS retirees. However, the credit will be reduced by the amount of the supplemental benefit or contributions. **The TVA credit under this plan will not exceed \$450 per month.**

#### **Eligibility:**

- To receive this credit, a retiree must be at least actual age 55, must have at least 20 years' actual TVA service and must be receiving the original supplemental benefit from TVARS, not just the additional benefit (or a comparable credit from TVA for retirees who are not eligible for the TVARS supplemental benefit). Disabled retirees are exempt from the 20 year service requirement.
- Eligible retirees who are under age 55 but meet the other criteria will receive this credit when they reach age 55. Qualifying survivors of deceased retirees and employees will receive the credit when the retiree or employee would have reached age 55. Upon

reaching age 55, disabled retirees will receive the minimum Health-Care credit, based on 20 years of TVA service, or the contribution based on their years of TVA service, whichever is greater.

- Retirees who have more than 20 years of TVA service but less than 25 years will receive a contribution based on 20 years of service. Retirees who have more than 25 years of service but less than 30 will receive a contribution based on 25 years of service. No additional credit will be given for TVA service over 30 years.

*Note: Because it is important that your service dates are accurate, it is recommended that you review your service dates in the PLUS Portal before you terminate.*

**Determining the Health-Care Credit Amount**

The plan is designed to place a limit on the out-of-pocket amount eligible retirees pay for medical coverage. The limit is based on \$290 if the retiree is eligible for Medicare and enrolled through Via Benefits or the cost of the 80% PPO medical plan if the retiree is not yet eligible for Medicare. Retirees not eligible for Medicare (or those eligible for Medicare but are under age 65) will still be able to choose from the CDHP or 80% PPO options, but the TVA-provided credit calculation will be based on the 80% PPO plan premium.

If the retiree’s monthly base pension is less than \$2,000 per month:

20 years of TVA service	Retiree’s out-of-pocket cost, after applying the TVARS supplemental benefit, will not be more than 25 percent of the premium.* If the retiree’s health-care credit reaches the maximum of \$450 per month, the retiree’s out-of-pocket cost may be greater than 25 percent.
25 years of TVA service	Retiree’s out-of-pocket cost, after applying the TVARS supplemental benefit, will not be more than 20 percent of the premium.* If the retiree’s health-care credit reaches the maximum of \$450 per month, the retiree’s out-of-pocket cost may be greater than 20 percent.
30 years of TVA service	Retiree’s out-of-pocket cost, after applying the TVARS supplemental benefit, will not be more than 15 percent of the premium.* If the retiree’s health-care credit reaches the maximum of \$450 per month, the retiree’s out-of-pocket cost may be greater than 15 percent.

\*Premium is based on \$290 if Medicare-eligible *or* the 80% PPO medical plan if not Medicare-eligible.



If the retiree's monthly base pension is \$2,000 or more per month:

20 years of TVA service	Retiree's out-of-pocket cost, after applying the TVARS supplemental benefit, will not be more than 30 percent of the premium.* If the retiree's health-care credit reaches the maximum of \$450 per month, the retiree's out-of-pocket cost may be greater than 30 percent.
25 years of TVA service	Retiree's out-of-pocket cost, after applying the TVARS supplemental benefit, will not be more than 25 percent of the premium.* If the retiree's health-care credit reaches the maximum of \$450 per month, the retiree's out-of-pocket cost may be greater than 25 percent.
30 years of TVA service	Retiree's out-of-pocket cost, after applying the TVARS supplemental benefit, will not be more than 20 percent of the premium.* If the retiree's health-care credit reaches the maximum of \$450 per month, the retiree's out-of-pocket cost may be greater than 20 percent.

\*Premium is based on \$290 if Medicare-eligible *or* the 80% PPO medical plan if not Medicare-eligible.

**This TVA-provided healthcare credit is not a vested benefit and TVA reserves the right to amend the plan or terminate this benefit at any time.**

Examples of TVA Health-Care Credit Calculation

25 Years of TVA Service	
Base Pension At Least \$2,000/month	
Age 58	
80% PPO Plan Premium, Family	\$1,688.00
25% of Premium*	<u>-\$422.00</u>
Difference to be covered by TVARS Supplemental Benefit and TVA Credit	\$1,266.00
Less TVARS Supplemental Benefit and	-\$435.49

Additional Benefit	
TVA Health-Care Credit	450.00**

20 Years of TVA Service Base Pension At Least \$2,000/month Age 58	
80% PPO Plan, Individual, + One Medicare-Eligible Enrolled Through Via Benefits	\$992.00
30% of Premium*	<u>-\$297.60</u>
Difference to be covered by TVARS Supplemental Benefit and TVA Credit	\$694.40
Less TVARS Supplemental Benefit and Additional Benefit	-\$435.49
TVA Health-Care Credit	\$258.91

25 Years of TVA Service Base Pension Less Than \$2,000/month Age 66	
2 Medicare-Eligibles Enrolled Through Via Benefits	\$580.00
20% of Premium*	<u>-\$116.00</u>
Difference to be covered by TVARS Supplemental Benefit and TVA Credit	\$464.00
Less TVARS Supplemental Benefit and Additional Benefit	-\$435.49

TVA Health-Care Credit	\$28.51
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\*Retiree out-of-pocket maximum per credit plan guidelines

\*\*Maximum credit amount per credit plan guidelines

## **Paying for Your TVA Retiree Medical Coverage**

### First Month's Premium

If you are enrolling in retiree medical coverage through TVA (i.e., 80% PPO or Consumer-Directed Health Plan), you must pay your first full month's premium prior to enrolling. (Note: This change was effective October 1, 2018.) Premiums to be paid are shown on page 6. If you are going to receive any premium assistance such as the TVA Contribution or TVA Health-Care Credit, you will still need to pay the full monthly premium. Any premium assistance will be calculated and retroactively applied on a future deduction.

To pay your first month's premium, follow the instructions below:

1. Go to [www.pay.gov](http://www.pay.gov)
2. Select **FIND AN AGENCY** at the top of the page
3. Select the letter '**T**' under the Find an Agency category
4. Select **Tennessee Valley Authority (TVA)**
5. Select **Continue to the Form** within the red box to proceed to the TVA Medical Benefit Form
6. Select **Continue to the Form** within the red box again
7. Select **TVA Retiree Medical Benefits** as the type of payment
8. Submit proof of payment, along with TVA Retiree Medical Application, to TVA Employee Benefits within 30 days of retirement

### Pension Payroll Deduction

After your first month's premium payment, your monthly cost for retiree medical coverage through TVA can be deducted from your monthly retirement pension. There will not be a deduction from your first pension check. Deductions will begin on your second or third pension check. Due to the final calculations of premiums due and any Health-Care credit, you may see varying deduction amounts over your first few pension checks until all calculations and adjustments are completed. If you do not see a medical premium deduction listed by your third pension check, contact TVA Employee Benefits immediately.

### Bank Draft

If you do not receive a monthly pension, or the amount of your monthly pension does not allow for your full medical plan deduction, you must have your premium deducted from your bank account by completing a bank draft form TVA 17534 (included in this package). *If premiums are not paid, coverage will be canceled for nonpayment and may not be reinstated.*

## Paying for Your Via Benefits Medical Coverage

If you or your dependent are eligible for Medicare and enroll in supplemental Medicare coverage through Via Benefits, you will pay your premium directly to the insurance carrier with whom you choose to enroll. Premiums will not be paid to TVA or deducted from your monthly retirement pension.

## TVA Retiree Couples

Retirees cannot be both a subscriber and dependent in a TVA-sponsored medical plan. If a TVA retiree's spouse is a TVA employee, the retiree covered at retirement, either as a subscriber or as a dependent in a TVA-sponsored medical plan, may choose either family or individual coverage within 30 days of:

- death of the spouse; or
- divorce or legal separation from the spouse; or
- spouse's termination from TVA; or
- last covered dependent other than spouse becoming ineligible provided that he/she met the eligibility criteria for retiree medical at the time he/she terminated employment from TVA; or
- retiree/spouse turns 65 and becomes Medicare-eligible.

Example: You and your spouse both worked for TVA. Your spouse retired and has been covered on your active employee medical plan as a dependent. You are now retiring. If your spouse qualified for retiree medical at the time he/she retired from TVA, your spouse has the option to enroll in retiree medical as a subscriber so long as he/she does so within 30 days of your termination. You and your spouse can each have individual policies, or one of you can have family coverage.

TVA retiree couples should consider any Health-Care Credit each may be eligible for when determining the manner in which they plan to continue their medical coverage in retirement. The Health-Care Credit reduces the amount you pay out of pocket each month for medical coverage. See the *TVA Health-Care Credit For Retirees* section for more information.

## Continuation of Medical Coverage if Ineligible for Retiree Medical

If you are not eligible to continue medical coverage through the retiree medical plan, you can continue your medical plan coverage for up to 3 months after termination.

To continue your coverage, follow the instructions below:

1. Go to [www.pay.gov](http://www.pay.gov)
2. Select **FIND AN AGENCY** at the top of the page
3. Select the letter '**T**' under the Find an Agency category
4. Select **Tennessee Valley Authority (TVA)**
5. Select **Continue to the Form** within the red box to proceed to the TVA Medical Benefit Form

6. Select **Continue to the Form** within the red box again
7. Select **TVA Employee Extended Medical Benefits Coverage** as the type of payment

You will not be billed by TVA. The first payment is due by the first of the month following termination. After that, payments are due by the 15th of the month preceding the month for which payment is being made. For example, if you leave September 30, your payment for October is due October 1. November's payment is due by October 15. December's payment is due by November 15.

If you have questions regarding the rates for coverage you may contact TVA Employee Benefits. *If you do not make the payment, your medical coverage will be canceled.*

### Medical Plan Premiums

Premiums payable to continue medical coverage under this provision are the same premiums applicable to TVA retirees. As of January 1, 2018, the full monthly premiums are:

	<b>Individual</b>	<b>Family</b>
80% PPO Plan	\$702	\$1,688
Consumer-Directed Health Plan (CDHP)	\$418	\$995

Note that if you are enrolled in the Consumer-Directed Health Plan while continuing your coverage beyond termination, TVA will not provide any contribution to your health savings account.

### **HealthCheck Benefit Credit**

If you are currently receiving a benefit credit earned from your participation in HealthCheck, the last benefit credit will appear on your final regular payroll. You will no longer be eligible for this credit.

## **DENTAL PLAN**

### **Active Employee Dental Coverage**

Dental coverage under TVA's plan for employees stops at the end of the month in which your employment terminates and cannot be continued after you leave TVA.

NOTE: Certain limited circumstances exist in which benefits can be provided for services that are concluded after your employee plan coverage ends:

- Charges for dentures will be payable if the impression was taken prior to termination of coverage and the dentures are installed within two months following termination of coverage
- Charges for fixed bridgework, crowns, and gold restorations will be payable if the tooth was prepared prior to termination of coverage and the bridge, crown, or gold restoration is placed within two months following termination of coverage
- Charges for endodontics, including root canal therapy, will be payable if the tooth was opened prior to termination of coverage and the expenses in connection with the endodontic treatment are incurred within two months following such termination.

## Retiree Dental Coverage

A retiree who receives a monthly pension benefit has the option to purchase dental coverage from Delta Dental Plan of Tennessee (DDP). A retiree must enroll within 30 days of their date of retirement or they will not be given another opportunity to elect retiree dental coverage unless one of the following applies:

- an open enrollment period is designated in the future; or
- the retiree has deferred his/her pension benefit to a future date. The retiree will become eligible when he/she begins receiving a benefit check.

To enroll, retirees should complete the TVA Retiree Dental Enrollment form. The form explains the options for payment of premiums after the first three-month period. A form authorizing bank-draft payment of monthly premiums is included if needed. All retiree dental forms must be mailed to Delta Dental at the address shown on the forms.

## Retiree Dental Plan Premiums

As of January 1, 2018, the monthly premiums are:

Employee Only: \$33.42

Family: \$78.87

For more detailed information see the *Delta Dental Information and Forms* section for a description of the Retiree Dental Plan.

## LIFE AND DISABILITY PLANS

### Supplemental Life Insurance Plan

Supplemental life insurance coverage stops at the end of the month in which your employment terminates. To be eligible to convert your life insurance to an individual policy, you must apply within 31 days of termination.

Conversion rates are different from current rates and are established by the insurance company. For additional information regarding conversion, contact Unum (See Contact Information on page 16).

### **Federal Employees Group Life Insurance (FEGLI)**

When you terminate employment and your FEGLI coverage stops, except by waiver or cancellation, your coverage automatically continues for an additional 31 days after the termination date. There is no extension of coverage during the following situations:

- When you waive or cancel your insurance
- When your annuity or compensation is terminated and your FEGLI stops
- When a family member loses his/her eligibility
- There is no extension beyond 31 days.

If you have had FEGLI coverage for at least five years (or as long as you have been eligible if you have not been eligible for at least five years), you may continue FEGLI if you elect to receive an immediate retirement benefit. TVARS will provide information on continuing FEGLI as a retiree.

If you are not eligible for a TVARS-provided retirement benefit, or you elect to receive a lump-sum payout of your cash balance account, you may convert FEGLI coverage to a direct-pay policy. The FEGLI conversion form may be obtained by contacting TVA Employee Benefits or from the FEGLI website at [www.opm.gov/forms/pdf\\_fill/sf2819.pdf](http://www.opm.gov/forms/pdf_fill/sf2819.pdf). You must apply for conversion within 31 days of termination. FEGLI information may also be found at the FEGLI website at [www.opm.gov/insure/life](http://www.opm.gov/insure/life).

### **Accidental Death and Dismemberment Plan**

Accidental death and dismemberment coverage stops at the end of the month in which your employment terminates. You can convert your coverage if you apply within 31 days after coverage terminates.

Conversion rates are different from current rates and are established by the insurance company. For additional information regarding conversion, contact Unum (See Contact Information on page 16).

### **Optional Long-Term Disability**

If your employment is ending due to a disability, you may qualify for disability benefits from Unum. For more information, or to initiate a claim, contact Unum.

Optional long-term disability insurance coverage stops on the date your employment terminates. To be eligible to convert your long-term disability coverage to an individual policy, you must:

- apply within 31 days of termination, and
- have been insured under the TVA group plan for at least 12 months, and

- your TVA employment must have been terminated for reasons other than retirement or disability.

Conversion rates are different from current rates and are established by the insurance company. For more information, contact Unum (See Contact Information on page 16).

## FLEXIBLE SPENDING ACCOUNTS

Contributions to the flexible spending accounts and participation in the accounts stop when you leave TVA. You can receive reimbursement for eligible expenses that were incurred prior to the date of your termination. Expenses incurred after your termination are not reimbursable. You will forfeit any money left in your accounts at termination after all claims have been paid.

Employees participating in the flexible spending accounts must file for reimbursement for eligible expenses incurred in 2018, prior to date of termination, by April 15, 2019. All claims are filed with WageWorks at [www.wageworks.com](http://www.wageworks.com). For more information, contact WageWorks.

## CONTACT INFORMATION

Vendor/Customer Service	Contact	Website
<b>TVA Employee Benefits</b>	TVA Connect: 888-275-8094 Select Benefits 8:00 a.m – 4:45 p.m. ET Monday – Friday	<a href="http://www.tva.com/retireportal">www.tva.com/retireportal</a> email: <a href="mailto:TVAEmployeeBenefits@tva.gov">TVAEmployeeBenefits@tva.gov</a>
<b>BlueCross BlueShield of Tennessee (Medical and Chronic Condition Management)</b>	800-245-7942 24 hours a day, seven days a week	<a href="http://www.bcbst.com">www.bcbst.com</a>
<b>BlueCross BlueShield of Tennessee (Vision)</b>	877-342-0737 7:30 a.m – 11:00 p.m. ET Monday – Saturday 11:00 a.m – 8:00 p.m. ET Sunday	<a href="http://www.bcbst.com">www.bcbst.com</a>
<b>Delta Dental</b>	800-223-3104 8:00 a.m – 8:00 p.m. ET Monday – Friday	<a href="http://www.deltadentaltn.com">www.deltadentaltn.com</a>
<b>Express Scripts (Prescription)</b>	800-935-6203 24 hours a day, seven days a	<a href="http://www.express-scripts.com">www.express-scripts.com</a>



<b>Drugs)</b>	week	
<b>HSA Bank (Health Savings Account)</b>	844-650-8934 8:00 a.m – 10:00 p.m. ET Monday – Friday 10:00 a.m – 2:00 p.m. ET Saturday  Member Portal Live Online Chat: 7:00 a.m. – 9:00 p.m. ET Monday – Friday	<a href="http://www.hsabank.com/tva">www.hsabank.com/tva</a>  To enroll online: <a href="https://secure.hsabank.com/tvaenroll">https://secure.hsabank.com/tvaenroll</a>
<b>Unum (Claims)</b>	866-673-9940 8:00 a.m. – 8:00 p.m. ET Monday – Friday	<a href="http://www.unum.com">www.unum.com</a>
<b>Unum (Port/Conversion)</b>	866-220-8460 8:00 a.m. – 6:00 p.m. ET Monday – Friday	
<b>Via Benefits (Medicare)</b>	844-620-5725 8:00 a.m. – 9:00p.m. ET Monday – Friday	<a href="http://www.my.viabenefits.com/tva">www.my.viabenefits.com/tva</a>
<b>WageWorks (Flexible spending accounts)</b>	877-WAGEWORKS (877-924-3967) 8:00 a.m. – 8:00p.m. ET Monday – Friday	<a href="http://www.wageworks.com">www.wageworks.com</a>

Be sure to notify TVARS and TVA Employee Benefits if you have a change in address.

## **BENEFITS CHECKLIST FOR RETIREES**

### **To enroll in retiree medical coverage:**

- If you or a covered dependent are eligible for Medicare, contact Via Benefits to enroll in a supplemental Medicare plan up to 3 months prior to your active coverage ending
- Complete TVA form 17328 Retiree Medical Application, even if Medicare-eligible
- Complete TVA form 17534 Retiree Medical Bank Draft if necessary
- Pay your first full month's premium online at [www.pay.gov](http://www.pay.gov)
- Return forms and proof of payment to TVA Employee Benefits within 30 days of retirement
- If enrolling in the CDHP, you must follow the instructions on page 2 of the Retiree Medical Application in regards to opening an HSA, even if you already have a HSA as an employee.

### **To enroll in retiree dental coverage:**

- Complete enrollment form and direct debit form or choose other payment method
- Return forms to Delta Dental within 30 days of retirement.

### **To convert life insurance coverage:**

- Complete conversion application and submit to Unum within 31 days of termination.

### **To convert accidental death & dismemberment coverage:**

- Complete conversion application and submit to Unum within 31 days of termination.

### **Flexible spending accounts**

- Determine if any money is left in flexible spending accounts
- File for reimbursement by deadlines for eligible expenses incurred prior to termination.

### **FEGLI**

- Check with TVARS regarding retiree FEGLI coverage

#### **To convert FEGLI coverage, if not eligible for retiree coverage:**

- Complete conversion application from TVA Employee Benefits
- Submit application within 31 days of termination

### **Reminders**

- Review your service dates in the PLUS Portal before you terminate
- Notify TVA Employee Benefits if you or any of your dependents become eligible for Medicare before age 65
- Notify TVARS and TVA Employee Benefits if you have a change in address
- Notify TVA Employee Benefits if a spouse or dependent child is no longer eligible for coverage

## **BENEFITS CHECKLIST FOR TERMINATING EMPLOYEES (OTHER THAN RETIREES)**

### **To continue medical coverage for up to 3 months:**

- Pay your premium online at [www.pay.gov](http://www.pay.gov)
  - First payment due by the first of the month following termination
  - Following payments due by the 15th of the month preceding the month for which payment is being made.

### **To convert life insurance coverage:**

- Complete conversion application and submit to Unum within 31 days of termination.

### **To convert accidental death & dismemberment coverage:**

- Complete conversion application and submit to Unum within 31 days of termination.

### **To convert long-term disability coverage:**

- Complete conversion application and submit to Unum within 60 days of termination.

### **Flexible spending accounts**

- Determine if any money is left in flexible spending accounts
- File for reimbursement by deadlines for eligible expenses incurred prior to termination.

### **FEGLI**

- Check with TVARS regarding retiree FEGLI coverage

#### **To convert FEGLI coverage, if not eligible for retiree coverage:**

- Complete conversion application from TVA Employee Benefits
- Submit application within 31 days of termination

## **RETIREE MEDICAL PLAN INFORMATION AND FORMS**

The following information and forms can be found on pages 21 – 26.

- TVA Medical Plan Information
- Retiree Medical Application
- Bank Draft Authorization

## **RETIREE DENTAL PLAN INFORMATION AND FORMS**

The following information and forms can be found on pages 27 – 30.

- Dental Plan Information
- Dental Plan Application
- Bank Draft Authorization