Indiana State University
Ten-Year Retirement Plan
Faculty, Executive/Exempt/Non-Exempt Staff
Effective July 1, 2013

<table>
<thead>
<tr>
<th>Retirement Requirement Date</th>
<th>Years of Service by Retirement</th>
<th>Earliest Age of Retirement</th>
<th>Retirement Notice to be Given</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open</td>
<td>10</td>
<td>62</td>
<td>90 days</td>
</tr>
</tbody>
</table>

Eligible Employees:

- Includes benefit eligible employees. (does not include temporary employees)
- Must be age 62 or older by the time of retirement.
- Must have 10 or more years of consecutive benefits-eligible service by the retirement date.

Benefits for Eligible Employees:

- Retiree Title – Emeritus/Emerita Faculty title only in accordance with University Policy.
- Continued Use of Student Recreation Center for the employee (spouse must pay the regular rates for the SRC membership)
- Lifetime hangtag for on campus surface lot parking at no charge (does not include garage tag)
- Continue use of the University Library as a retiree (check with the Library for details)
- Continued use of ISU email address.
- Phased Retirement if applied for and approved by the Director/Dean/Vice President. Phased retirement must be negotiated prior to requesting Provisional Retirement.
- Opportunity to Convert life insurance or Port/Convert Voluntary Life Insurance if done within 31 days of the retirement date. (employee must be enrolled in these plans at the time of retirement to participate)
- COBRA coverage will be offered to retiring individuals if applicable. The retiree must pay 102% of the total health coverage rate. ISU will not subsidize this rate.
- Retiring employee may buy into the University’s Retiree Medicare Supplement Plan. The retiring employee must:
  - be enrolled in the ISU Health Coverage at the time of retirement
  - be 63 ½ or older to use COBRA to age 65 to enroll in the ISU Medicare Supplement
  - be age 65 or older at the time of retirement to enroll in the ISU Medicare Supplement
  - enroll in both Parts A and B of Medicare to be effective on the first of the month following retirement.
  - pay 100% of the cost of the plan (ISU will not subsidize this rate)

Benefits do Not Include:

- Dental coverage
- Dependent Child, Employee or Spouse Fee Waiver

Approved by the ISU Board of Trustees, May 3, 2013