



SHARP

Supplemental
Healthcare Adventist
Retirement Plan

Lisa Sharpe
Assistant Administrator
SHARP

Overview of Retirement Healthcare Benefits.

Adventist Retirement



SHARP Eligibility... the process begins

Completing the retirement application is the first step in determining healthcare benefits in retirement

The service records from eAdventist Personnel and the original hard copy, are used to establish eligibility for SHARP.

- 15 years of qualifying church service as determined by retirement application processing.

The Employer/HR verifies the years of service on the service record and then completes the SHARP application in the Benefits Calculator.

- DC Only retiree: Complete the SHARP Only tab of the Benefits Calculator.

SHARP Eligibility... the process begins

SUPPLEMENTAL HEALTHCARE, ADVENTIST RETIREMENT PLAN					Not Required	
Enrollment Form for 2024 (page 12 disclaimer also required)						
Church Service Only	Eligible for Assistance? Y or N			DOB	SS#	
Retiree	N			1/0/1900	000-00-0000	
Spouse	N			1/0/1900	000-00-0000	
65+ Only	Retiree	Spouse	Monthly Cost	Retiree Cost	Spouse Cost	
65+ Dental/Vision/Hearing			\$105	\$0	\$0	
Less Earned Credit				\$0	\$0	
Personal DVH Cost				\$0	\$0	
Pre-65 Only						
Pre-Medicare Medical			\$517	\$0	\$0	
Pre-Medicare Rx			\$154	\$0	\$0	
Pre-Medicare DVH			\$105	\$0	\$0	
SS/MC disability? Y/N						
SHARP Base Option				\$0	\$0	
SHARP Rx				\$0	\$0	
SHARP DVH				\$0	\$0	
Total Pre-65 Cost				\$0	\$0	
Less Pre-65 Earned Credit				\$0	\$0	
Personal Pre-65 Cost				\$0	\$0	
Name - Non MC Child <26	DOB	SS#				
Total Non-Medicare Cost				\$0	\$0	
Less Non-MC Earned Credit				\$0	\$0	
Personal Non-Medicare Cost				\$0	\$0	
Total Personal Monthly Cost				\$0	\$0	
Monthly Payroll Withholding for SHARP					\$0	
SHARP Declined? Y or N			Reason Declined?			

SHARP Eligibility... the process begins

Page 5

Authorization Agreement for Recurring Direct Payments (ACH Debits)		Required for SHARP enrollment	
AUTHORIZATION			
I hereby authorize Adventist Retirement to electronically collect standard SHARP fees (contributions) from my bank account indicated below. Adventist Retirement will debit my bank account monthly as I have indicated below.			
BANK INFORMATION		ALL FIELDS MUST BE COMPLETED	
Bank Name:			
Type of Account:	<input type="checkbox"/> Checking	<input type="checkbox"/> Savings	(Please contact your bank for the correct routing number)
Routing Number:			
Account Number:			
<input type="checkbox"/>	I acknowledge that my account will be debited monthly in 12 equal payments beginning on December 15 for January's fees, and then monthly on the 15th day of every month thereafter.		
HOW TO CONTACT ME			
My email address:	Last 4 digits of SSN: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>		
My phone numbers:	Home:	Mobile:	
My mailing address:			

SHARP Pre-Medicare/Non-Medicare Options



A Retiree or Spouse less than age 65 may enroll in one or more of the SHARP Pre-Medicare options.

- ✓ Pre-Medicare Medical Only Option
- ✓ SHARP Rx Option
- ✓ SHARP DVH Option

- Each Option has a monthly cost/person. (see the SHARP page on the calculator)
- The Earned Credit Subsidy is only available to a less-than-age 65 retiree with 40 or more years of service.

A Retiree may enroll children, up to age 26, in the Non-Medicare Option.

- ✓ Provides, medical, Rx and DVH benefits.
- ✓ This option has a monthly cost/child (see the SHARP page on the calculator).




Pre-Medicare/Non-Medicare Earned Credit

Applicable *only* if the retiree is eligible for SHARP Earned Credit



2024 PRE-MEDICARE/NON-MEDICARE EARNED CREDIT TABLE

Years of qualifying church service	35+	30-34	25-29	20-24	15-19	8-14*	1-7*
Category	A	B	C	D	E	F	G
Pre-Medicare Medical	\$440	\$385	\$330	\$275	\$220	\$170	\$110
Pre-Medicare Rx/DVH	\$200	\$180	\$160	\$140	\$120	\$100	\$80
Non-Medicare	\$130	\$115	\$100	\$80	\$65	\$50	\$35



SHARP Pre-65 w/Social Security Disability as Primary

SHARP provides a benefit for retiree/spouse less than age 65 on Social Security disability with Medicare as primary coverage. Each Option has a monthly cost/person. (see the SHARP page on the calculator)

- Base Option (medical only)
- DVH Option
- Rx Option



Earned Credit Subsidy is only available to a less-than-age 65 retiree with 40 or more years of service.



<65



SHARP Pre-65 on Social Security Disability

(only available if retiree has 40+ years of service credit)



2024 EARNED CREDIT TABLE for less than age 65, SOCIAL SECURITY DISABILITY ELIGIBLE PARTICIPANT							
Years of qualifying church service	35+	30-34	25-29	20-24	15-19	8-14*	1-7*
Category	A	B	C	D	E	F	G
Standard SHARP	\$220	\$200	\$175	\$155	\$130	\$110	\$90

SHARP – Exchange

(Medicare Marketplace Exchange)



The Process --

At age 65, employees become eligible for Original Medicare Part A (hospital) and Part B (medical).

- ✓ If covered by an employer plan, they are not required to enroll in Medicare Part B or Part D.
 - If they maintain employer healthcare, they do not use the Medicare benefits until retirement.
- ✓ 2 months before the retirement date the **Retiree notifies Medicare** of the upcoming loss of the employer healthcare coverage.
 - Medicare only starts on the 1st of the month.
 - SHARP Does Not activate a retiree's Medicare benefit.



DO NOT encourage the retiree to enroll in any type of Medicare insurance plan before they talk to SHARP!

SHARP Exchange Benefit Flow Chart... Who's Who



ARHE (Alight)

Alight Retiree Health Solutions contracted with Adventist Retirement to assist the retiree and/or spouse age 65+, with the selection of prescription drug and a Medicare supplemental insurance plan.

SHARP DVH

Dental/Vision/Hearing Benefit is a SHARP benefit administered by the third-party vendor, Adventist Risk Management (ARM). ARM contracts with WebTPA to process claims for SHARP DVH as well as Pre-Medicare and Non-Medicare enrollments.

HRA

Health Reimbursement Account

Adventist Retirement funds an account for the retiree based upon their qualifying years of service.

*Alight manages the HRA through Your Spending Account (YSA)



alight

WHAT TO
EXPECT...

Alight Retiree Health Solutions

- EDUCATION KIT:
- Pre-appointment letter
- Member specific account ID number
- Date and Time of the appointment
- HRA amount
- Adventist Retirement dedicated website:
www.retiree.alight.com/adventistretirement

Once the Education Kit is received, retirees can set up an online account and review available plans.

The Retiree must call and confirm their appointment.
CMS/Medicare rules require the retiree to reach out for assistance in finding insurance coverage.

Health Reimbursement Account (HRA)



Adventist Retirement contributes an annual subsidy to the HRA account.

- The contribution is not taxable, and the retiree cannot make contributions to the HRA.
- Unused HRA dollars roll over year to year.
- At the death of the retiree, unused funds come back to the Plan. (The eligible surviving spouse keeps the HRA funds until their death)
- The HRA is intended to help the retiree pay their monthly insurance premiums.

The retiree must enroll in either a medical or a prescription drug plan through Alight to establish eligibility for the HRA.

- An enrollment through Alight must be maintained each year. Gaps in enrollment result in a permanent loss of the HRA benefit.



2024

HRA Table

How benefits
are funded

2024 HRA ANNUAL CONTRIBUTION TABLE

Years of qualifying church service		DVH Annual Contribution per member	HRA Annual Contribution per member	Total Annual Contribution per member
Category A	35+	\$780	\$1620	\$2400
Category B	30-34	\$696	\$1464	\$2160
Category C	25-29	\$612	\$1308	\$1920
Category D	20-24	\$528	\$1152	\$1680
Category E	15-19	\$444	\$996	\$1440
Category F	8-14*	\$360	\$840	\$1200
Category G	5-7*	\$276	\$624	\$900

***divorce shared service**

If the Retiree opts out of DVH, the DVH contribution will be added to the HRA contribution. This is a life-time choice, and the Retiree cannot enroll in SHARP DVH in the future, unless they have an age-65 open enrollment.

Reminder...

- ✓ Retirees should not enroll in any type of Medicare supplement, Medicare Advantage or Medicare Part D (drug) plan until they go through the Alight Retiree Health Exchange process.
- ✓ If the employer is extending healthcare beyond the retirement effective date, let us know!
- ✓ Retirees have a limited Medicare Special Enrollment Period and must get enrolled through Alight during that period to be eligible for the HRA.





Online Training Opportunities

There are multiple options for learning opportunities about Medicare and SHARP prior to retirement.

- Our website at www.adventistretirement.org; Click on the Employee Tab.
- Alight Retiree Health Solutions video library: HRA, Medicare, Premium reimbursement, Submitting Claims and the Catastrophic HRA benefit.
- Alight Retiree Health Solutions Pre-Retirement Brochure (pdf) – available to Employers and shared with Retirees when enrolling.
- SHARP – Ex policy documents available on our website for download.
- Revised *Thinking About Retirement* brochure available on our website.



Your SHARP Team

Email: SHARP@NADAdventist.org
Call: 443-391-7338



Lisa Sharpe
Assistant Administrator
SHARP Manager

lisasharpe@nadadventist.org
443-391-7337



Bonnie Bensink
SHARP Assistant
(R-Z)

bonniebensink@nadadventist.org
443-391-7335



Gayle Fell
SHARP Assistant
(A-G)

gaylefell@nadadventist.org
443-391-7336



Lisa Turpen
Associate Administrator
Defined Benefit
SHARP

lisaturpen@nadadventist.org
443-391-7307

With you on the journey