



Preparing for Retirement

Pre-Medicare Retirees



Planning Your Future

Eligibility

John Deere healthcare benefit programs for pre-Medicare retirees are for John Deere U.S. Flex retirees* who:

- Are not eligible for Medicare (generally under age 65)
- Have company-subsidized healthcare benefits in retirement
- If not eligible for subsidized retiree medical coverage, you may have COBRA continuation coverage available.

These plans also cover eligible spouses, surviving spouses (those married before the retiree's retirement date), as well as eligible dependents of Medicare retirees.

Retirees who are married to (or a surviving spouse of) another John Deere employee with salaried healthcare benefits, have the option of:

- Enrolling as individuals, or
- Enrolling under their spouse's healthcare coverage as a household

Employees, retirees, spouses, and dependents may only be covered under one company-sponsored medical or dental plan.

** Refer to the Salaried or Management Represented Wage Summary Plan Descriptions for Flex Retiree eligibility details.*



Understanding Your Healthcare Options

What Stays the Same in Retirement

The medical benefit plans for pre-Medicare retirees are CarePlus or CarePlusMAX. These are the same healthcare benefit programs you have access to as an active John Deere employee.

Both plans:

- Offer a tax-favored Health Savings Account (HSA) with a company contribution and optional personal contributions
- Offer choices on how you spend and save your healthcare dollars
- Continue to offer negotiated rates with in-network providers
- Support a focus on shared responsibility
- Provide access to health and wellness resources
- Provide company subsidized premiums

John Deere proactively manages our health plans to deliver the most value for you and your families and to align with the requirements of the Affordable Care Act.

Health Savings Account Contributions

If you enroll in CarePlus or CarePlusMAX, the company contributes \$750 annually for single coverage or \$1,500 annually for family coverage in 2023.

You can still make personal contributions to your HSA; however, instead of an automatic payroll deduction, you'll make your HSA contribution directly to Fidelity Investments. In retirement, your personal HSA contributions:

- May be made with a personal check or Electronic Funds Transfer (EFT)
- Provide tax savings by reducing your taxable income when you file your tax return

Personal contributions may be made at any time throughout the year, up to the annual IRS statutory limits. Your balance carries over each year, and can be used as you choose or invested, allowing it to grow for future needs.

Please consult your tax advisor for specifics on how HSA contributions may affect your personal tax situation.

What's Different in Retirement

Moving from active to retired status does bring a few changes to your health plans.

- Your premiums will be deducted post tax from your pension check instead of your paycheck.
- Medical and dental benefits are combined as one annual election in retirement.
- The method for making personal contributions to a Health Savings Account (HSA) is different, along with the way you receive tax savings (see "Health Savings Account Contributions" above).
- You no longer qualify for a limited purpose Flexible Spending Account (FSA). Pre-tax participation in a limited purpose Flexible Spending Account (FSA) ends. You can temporarily continue participating by making contributions on an after-tax basis (COBRA). Contact the John Deere Benefits Center at 1-844-689-7833 for more information.

- You have the ability to opt-out of the John Deere plans and receive Retiree Medical Credits (if eligible)* for current or future use. You can re-enroll in the John Deere plans during open enrollment or at the time of a qualifying life event status change prior to Medicare eligibility.
- You have the ability to change healthcare plan and coverage category at time of retirement.

As a reminder of what is covered under CarePlus and CarePlusMAX, please refer to your Summary of Benefits information on the UPoint website at www.yourbenefitresources.com/deere

** Retiree Medical Credits are company-provided, tax-free funds that you may use to reimburse yourself for qualified medical expenses. For more information or to determine if you are eligible for Retiree Medical Credits, contact the John Deere Benefits Center at 1-844-689-7833.*

Making Your Transition

Transition Year

The year you turn age 65 and become eligible for Medicare is called your transition year. In your transition year, you have the option to remain in CarePlus or CarePlusMAX for Pre-Medicare Retirees for the remainder of the calendar year, or you can receive Retiree Medical Credits if you have company-subsidized healthcare in retirement. Regardless of which option you choose, you are still required to enroll in Medicare Parts A and B. Medicare will become your primary coverage.

Alight Retiree Health Solutions will send you a letter before you turn 65. The letter will include more details on your transition year, including changes on how you manage your benefits and enrollment instructions.

If you turn 65 prior to February 2nd, there is no transition year. You will receive Retiree Medical Credits if you are eligible for company-subsidized healthcare in retirement.

What if my spouse is eligible for Medicare?

When one spouse is Medicare eligible, and one is not, they are considered a “Combination Couple.” If your spouse is eligible for Medicare, he or she is required to enroll in Medicare Parts A and B. Your spouse will be eligible to receive Retiree Medical Credits. You will continue to enroll your John Deere healthcare plan until you reach Medicare eligibility.





Resources and Support

Supporting You in Managing Your Health

All of these resources available to you as an active employee continue to be available in your retirement at little or no cost while you are enrolled in CarePlus or CarePlusMAX.

- **2nd.MD** allows you to connect with board-certified, expert doctors for a second medical opinion via phone or video, all within a matter of days and at no cost to you.
- **Liveandworkwell** assistance program is a resource to help support your health, finances, and family. It includes confidential counseling, resources, and information for personal, financial, legal and other issues 24 hours a day, 7 days a week.
- **Real Appeal** is a clinical weight management program for those enrolled in a medical plan, paid as a preventive benefit.
- **Quit for Life® Tobacco Cessation** is a clinically-proven, confidential resource to support your efforts to quit. The telephone-based program includes confidential counseling and no-cost nicotine replacement therapy.
- **RallySM** is a personalized digital wellness website. It gives you the tools to help you build positive habits, and stick to them.

Additional health and wellness resources are available through UnitedHealthcare. Visit www.myuhc.com for details.

Resources and Support

Contact Information

There are a variety of resources available to help you as you transition to retirement.

Questions on Retiree Benefits, Eligibility, or Enrollment	Alight's John Deere Benefits Center	www.yourbenefitsresources.com/deere 1-844-689-7833
Claims and Plan Details	UnitedHealthcare@ myHEALTH	1-888-JDEERE1 (1-888-533-3731) or www.myuhc.com
Health Savings Account and Investment Information	Fidelity Investments@	1-800-354-3427 or www.netbenefits.com/deere
Health and Wellness Information	Alight's UPoint website	www.yourbenefitsresources.com/deere 1-844-689-7833
Flexible Spending Account Information	Alight's Your Spending Account™ (YSA)	www.yourbenefitsresources.com/deere 1-844-689-7833



This material is intended to present a brief summary of the healthcare benefits that are available to you; however, this material does not, of itself, create or modify your benefits. The terms of the applicable benefit plans, and all company actions administering or interpreting these plans, continue to control.

Deere & Company reserves the right to suspend, amend, modify, or terminate the Plan(s) in any manner at any time, including the right to modify or eliminate any cost-sharing between the company and participants. Changes, which can be made at any time, are made by action of the company's board of directors, or to the extent authorized by resolution of its board of directors, or by the Deere & Company Compensation Committee. In the event of a conflict between the language of the official Plan Documents and this document, the language of the official Plan Documents will control.

The information contained is based on the company's interpretation and understanding of the state and federal tax codes and regulations on the date of this publication. These laws and regulations, as well as the company's interpretations, may change from time to time. Details of the health plans and tax code regulations, as well as governmental rulings, may also affect the answers to the questions provided in these materials. Participants should seek more information from their tax advisors in order to gain a full understanding of HSAs and RMCs and how the various state and federal tax laws govern their use.

ACA Section 1557 Nondiscrimination Notice

The John Deere Health Benefit Plans for Salaried and Wage Employees comply with applicable Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-888-533-3731 TTY/TDD: 711.