

## Synopsys Bridge to Medicare Plan

Effective for terminations from March 1, 2019 onward

### OVERVIEW

Synopsys is pleased to design and sponsor The Bridge to Medicare Plan health care benefit for employees contemplating retirement. This plan provides employees certainty regarding their health care benefit needs between their employment at Synopsys and eligibility for Medicare.

### WHAT IS THE BRIDGE TO MEDICARE PLAN?

The Bridge to Medicare Plan allows employees who terminate employment with the Company at age 59.5 or older who have worked a minimum of ten (10) years at Synopsys to obtain extended health care coverage until the earlier of the date they turn age 65 or become eligible for Medicare. The intent of the plan is to provide employees who wish to retire prior to being Medicare eligible an option for continuous health benefit coverage for themselves and their eligible dependent.

### CAN YOU GIVE ME AN EXAMPLE OF HOW THIS WORKS?

Let's say you are age 60 and after working at Synopsys for 10 years decide that it's time to retire.

- You would elect to continue your Synopsys sponsored health plan coverage under COBRA. COBRA allows you to continue your coverage for up to 18 months post termination. Bridge to Medicare eligibility is contingent upon enrollment under COBRA for the maximum coverage period and must be continuous with no break in coverage
- At the end of the COBRA coverage period you are now age 61.5.
- You can then elect to continue coverage on a Synopsys sponsored medical plan under the Bridge to Medicare Plan. In this scenario, you would elect the coverage for 3.5 years until you are eligible for Medicare coverage at age 65.

### WHAT IF I'M ALREADY 65?

You are already eligible for Medicare therefore the Bridge to Medicare Plan doesn't apply to you.

### WHAT IF I AM ALREADY 65, BUT MY SPOUSE/DOMESTIC PARTNER IS NOT?

Since you are already eligible for Medicare, you are not eligible for the Bridge to Medicare Plan. However, your eligible spouse/domestic partner is eligible for Bridge to Medicare for up to 3 years.

### WHAT HAPPENS TO MY SPOUSE/DOMESTIC PARTNER'S COVERAGE IF I TURN 65 WHILE ON THE BRIDGE TO MEDICARE PLAN?

Your eligible spouse/domestic partner can continue coverage on the Bridge to Medicare Plan for up to 3 years after you become eligible for Medicare.

## WHAT COVERAGE WOULD I HAVE UNDER THE BRIDGE TO MEDICARE PLAN?

The Bridge to Medicare plan provides coverage under the Synopsys Health Savings (HS) Basic Plan and provides for medical coverage only. For additional information visit our benefits website at <https://benefits.synopsys.com/>

## HOW MUCH DOES THIS COST?

Bridge to Medicare premium payments are governed by COBRA rules. The rate structure is based on the group enrolled with the rates available at the time the participant elects the Bridge to Medicare Plan.

## DEFINITION OF TERMS:

**COBRA:** COBRA (the Consolidated Omnibus Budget Reconciliation Act) allows you the option to continue your Synopsys sponsored Medical, Dental, Vision and EAP coverage, in any combination, for up to 18 months post termination (longer under certain circumstances), with no lapse in coverage, at applicable COBRA rates.

**MEDICARE:** Medicare is the federal health insurance program for people over 65 years of age, and for certain younger people with disabilities. For more information visit [www.medicare.gov](http://www.medicare.gov)

## ELIGIBLE DEPENDENTS INCLUDE:

Your Spouse, that is, your same or opposite sex lawful husband or wife under the laws of the state of your domicile;

Your “*Eligible Domestic Partner*,” that is, your same or opposite sex domestic partner, registered domestic partner, or civil union partner.

## SPECIAL NOTES REGARDING ELIGIBILITY:

For simplicity, the term “*Spouse*” is used throughout this document to refer to both same and opposite sex legally married Spouses and same and opposite sex Eligible Domestic Partners.

For more information on COBRA or Bridge to Medicare and cost of coverage, contact US Benefits Department at [Benefits@synopsys.com](mailto:Benefits@synopsys.com)

**THIS IS A SUMMARY ONLY AND DOES NOT GOVERN THE TERMS FOR COBRA OR BRIDGING MEDICARE. THIS IS FOR YOUR INFORMATION AND IS NOT PART OF THE FY2020 U.S. VOLUNTARY RETIREMENT PROGRAM.**