

**ANNUAL HRA AMOUNT FOR
POST-65 MEDICARE RETIREE HEALTH PLAN COVERAGE
EFFECTIVE JANUARY 1, 2019**

	Indexed* HRA Amount	
	Years of Service	Annual Amount (per individual)
If you become retiree health eligible BEFORE January 1, 2018	15 – 19 years	\$1,212
	20 – 24 years	\$1,500
	25+ years	\$1,800

*Indexed subsidies will be reviewed every 2-3 years and may increase over time based on the cost of medical care

	Frozen** HRA Amount	
	Years of Service	Annual Amount (per individual)
If you become retiree health eligible AFTER January 1, 2018	15 – 19 years	\$1,140
	20 – 24 years	\$1,416
	25+ years	\$1,704

** Frozen subsidies will not be reviewed annually but will remain fixed dollar subsidy amounts

**MONTHLY COSTS FOR
PRE-65 RETIREE HEALTH PLAN COVERAGE
EFFECTIVE JANUARY 1, 2019***

INDEXED¹ (Retiree Health eligible before January 1, 2018)			
TYPE OF COVERAGE	YEARS OF SERVICE		
	15-19	20-24	25+
Retiree Before Age 65	\$533.00	\$399.00	\$266.00
Each Dependent Before Age 65	\$710.00	\$532.00	\$355.00
HSA Silver Plan: Retiree < age 65	\$426.00	\$320.00	\$213.00
HSA Silver Plan: Dependent < age 65	\$568.00	\$426.00	\$284.00

¹ Rates are reviewed annually and may increase based on the cost of medical care, however you and Grainger share the increase.

For a team member who retires after age 55, the maximum rate including dependents will be **\$1,953** per month. (Retiree's contribution and the spouse/dependents contributions are all based on the retiree's years of service).

Maximum contribution for a team member who retires after age 55 with a Domestic Partner/Dependents will be **\$3,256** per month. (Retiree's contribution is based on years of service; domestic partner/dependents contribution is based on retirement prior to age 55).

FROZEN SUBSIDY² (Retiree Health eligible on/after January 1, 2018)			
TYPE OF COVERAGE	RETIREMENT AFTER AGE 55 YEARS OF SERVICE		
	15-19	20-24	25+
Retiree Before Age 65	\$637.00	\$530.00	\$423.00
Each Dependent Before Age 65	\$848.00	\$705.00	\$562.00
HSA Silver Plan: Retiree < age 65	\$509.00	\$424.00	\$338.00
HSA Silver Plan: Dependent < age 65	\$678.00	\$564.00	\$449.00

² Subsidy from Grainger is frozen so as the cost of medical increases, you will assume the cost of the increase.

For a team member who retires after age 55, the maximum rate including dependents will be **\$2,333** per month. (Retiree's contribution and the spouse/dependents contributions are all based on the retiree's years of service).

Maximum contribution for a team member who retires after age 55 with a Domestic Partner/Dependents will be **\$3,329** per month. (Retiree's contribution is based on years of service; domestic partner/dependents contribution is based on retirement prior to age 55).

*Effective Jan. 1, 2013: U.S. team members within five years of retirement eligibility were grandfathered under Grainger's previous retiree health plan contribution structure. All other eligible U.S. team members hired prior to Jan. 1, 2013, are eligible to receive an annual fixed-dollar subsidy toward the cost of Grainger retiree health coverage if they retire from Grainger.