12.2.10 STAFF RETIREMENT

Stanford or its affiliates offer a variety of retirement plans to international employees, depending on the
country of work and citizenship of the employee.

Authority:
Approved by the Vice President for Human Resources.

1. Retirement Plans

Stanford or its affiliates offer a variety of retirement plans to international employees, depending on the
country of work and citizenship of the employee. When it is not feasible to offer a retirement plan in a country,
a monthly retirement allowance is provided in lieu of a formal retirement savings plan. Refer to Global HR
Programs to determine eligibility for retirement benefits outside of the US.

2. Official University Retirees

University Administrative Guide requirements to be an Official University Retiree may apply to global
employees, depending on the relationship of the affiliate. Refer to Global HR Programs to determine eligibility.

3. Official University Retiree Benefit Programs for Global Employees

- **US Taxpayers returning to the US**: Official Retirees who are US taxpayers may participate in University-
  provided US retiree medical and dental plans on the same basis as campus employees. At age 65, 
  retirees and spouses must apply for and maintain Medicare Parts A and B.
- **Official International Retirees**: Official Retirees who are not US taxpayers do not qualify for US retiree 
  medical plans as they are not eligible for Medicare. They may be eligible for Perquisites.
- **Perquisites**: All Official Retirees may use University libraries and recreation/athletic facilities and receive 
  staff discounts for certain athletic events, as provided by the rules and policies of the department which 
  provides the services or facilities.