

# Are You Covered Under Your or Your Spouse's Group or Retiree Health Plan?

There are many different coverage issues that have to be reviewed and clarified about how a Group or Retiree Plan coordinates benefits when you become eligible to enroll in Medicare. Please review your situation below and gather the requested information so that we can assist you in making sure you and your family receive maximum health benefits at the best price available.

## I AM STILL WORKING AND HAVE A GROUP PLAN WITH MY EMPLOYER

- Typically your Employer's Human Resource Department will send you a packet explaining how the Group plan coordinate's benefits with Medicare and whether you need to enroll in Medicare Part B now or not. If the Group Plan is PRIMARY INSURANCE after you turn 65, then you typically won't be required to obtain Medicare Part B but you may want to enroll in Medicare Part A – which is usually free. The documentation will also include a "Letter of Creditable Coverage" clarifying whether the Prescription Drug portion of the plan is creditable with Medicare approved drug plans. Request this information if you have not received it.
- Do you have a younger spouse or children covered under your Group plan that you need to continue providing health insurance for?
- How much is your monthly Employee Contribution for the Group plan today?
- Find out what your premiums will be after you turn 65 (and it may vary if you enroll in Medicare Parts A & B).
- Does your company (or a former Employer) provide you coverage under a Retiree Plan or Health Retirement Account (HRA) when you turn 65?
- Obtain a Summary of Benefits for your Group plan(s) that explains deductibles, co-pays, out of pocket maximums, prescription drug benefits, etc.

## I AM COVERED UNDER MY OR MY SPOUSE'S GROUP OR RETIREE PLAN

- Like the first bullet under the section above, you should receive a Packet explaining the rules of the Group Plan that pertain to your ability to stay on the plan or not when you turn 65. And it should also clarify whether you need to Enroll in Medicare Part B now or not.
- Obtain the "Letter of Creditable Coverage" that states whether the Prescription Drug portion of the Group/ Retiree Plan is creditable with Medicare Approved Drug plans.
- Does the Group Plan end when you turn 65? Are you eligible for an HRA that assists you with your Medicare related premiums and out of pocket expenses? If so, you should receive a packet no later than 30 days before the month you turn 65 explaining how to enroll in the HRA, etc. Many large employers like IBM, 3M, AT&T, USAA, etc have established HRAs for Retirees and their spouses when either turns 65. Obtain a copy of the HRA enrollment packet if an HRA is available.
- If you are eligible to stay under the Group Plan after age 65 – what will the coverage cost whether you need to enroll for Medicare Parts A & B or not?
- Obtain a Summary of Benefits for the Group Plan that explains deductibles, co-pays, out of pocket maximums, prescription benefits, etc.

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It is important to properly review ALL options available to you when you turn 65 and first become eligible for Medicare. Not doing so could result in costly penalties for you under Medicare Parts B & D later. And you may lose the Medigap plans "guaranteed coverage" window that is available within 6 months of your turning 65 and first eligible to enroll in Medicare Part B.

We appreciate your assistance in gathering as much of this information about your group or retiree plan prior to our first meeting so we can properly evaluate and explain all your options to you.

