



Important Considerations Regarding Medicare When Approaching Retirement or Termination of Employment

Notification of Retirement or Termination to your Human Resources representative(s)

- Provide HR with notice of your retirement or separation from the company as early as possible.** This ensures that HR has adequate time to address any and all pertinent issues relating to your separation from the company.

Consider the timing of your Medicare application

- Initiate the application process for Original Medicare early to avoid permanent late enrollment penalties!** The application process for Medicare Parts A (Hospital coverage) and B (medical insurance coverage) takes approximately 2 months. It's important to begin the Medicare application process early and within your '**Special Enrollment Period (SEP)**' under Medicare. If you're actively enrolled for medical under the Publicis Benefits Connection (PBC) group health benefit plans, Medicare defines your Special Enrollment Period for Part B coverage as the 8-month period immediately following your active coverage end date upon retirement or termination.

If you don't enroll for Medicare during your Special Enrollment Period, you'll be subject to a late enrollment premium penalty for as long as you have Part B and you could also experience a gap in health coverage [Note: If you're approaching age 65, you can apply for Medicare as early as 3 months prior to your 65th birthday!]

- Beware of IRS penalties for contributing to a Health Savings Account (HSA) while enrolled for Medicare or filing for Social Security.** If you're currently contributing to a Health Savings Account (HSA), don't delay in contacting Medicare at 1-800-MEDICARE (1-800-633-4227) or Health Advocate at 1-866-695-8622 for further advisement on the IRS HSA contribution rules for Medicare beneficiaries.
- The best time to enroll for a Medigap policy is the 6-month period following Medicare Part B enrollment.** Are you considering purchasing a Medigap policy to help pay for health care costs not covered by Medicare (i.e. coinsurance, copays, deductibles)? If so, be sure to purchase Medigap within 6 months of your Part B enrollment. After that 6-month window, your application will be subject to medical underwriting (with underwriting, there is the risk that your application could be denied or approved with higher premiums).

COBRA Continuation Coverage and Medicare

- You can elect or decline COBRA upon retirement/termination:** If you were actively enrolled in the Publicis Benefits Connection group health plans at retirement or termination, you can elect to continue Medical, Dental, Vision, and or Health Care FSA coverage under COBRA for up to 18 months following your active coverage end date.
- If you enroll for COBRA medical, Medicare becomes the primary health insurance and COBRA is secondary.** This means Medicare pays its portion for eligible services rendered first. Then, expenses not covered by Medicare can be submitted for payment under your COBRA medical plan. The COBRA medical plan will pay benefits (if at all) only after offsetting benefits that would be payable under Medicare .
- Late Medicare enrollment will result in denial of covered services under COBRA medical.** If you enroll for Medicare **after** your Special Enrollment Period (i.e. you're a late enrollee), the COBRA medical plan will deny coverage for medical services considered for payment through Medicare. In addition, the COBRA medical plan also reserves the right to recoup from you any payments made on your behalf for eligible services resulting from a late Medicare enrollment (as Medicare should have been the primary payer).
- If you decline COBRA, consider enrolling for prescription coverage under Medicare Part D or a Medicare Advantage Plan**
Whether you elect or decline COBRA continuation under the PBC group health plans upon separating employment, you want to ensure you have prescription drug coverage in place once your PBC group health coverage ends. Consider enrolling for prescription coverage under a Medicare Part D plan (Medicare's Prescription Drug program or a Medicare Advantage Plan (known as Part C) which is a health plan that includes Parts A, B and D coverage. Enrollment in Parts A and B is required for Medicare prescription coverage.

Reminder! Download and keep the 'Important Notice About Your Prescription Drug Coverage' for the PBC group health plan available on the PBC site at www.publicisbenefitsconnection.com under the Health tab. With this notice, you can join a Medicare prescription plan within 2 months after your active PBC coverage ends to avoid a late enrollment penalty.

Health Advocate Program resources for assistance navigating Medicare

- Begin accessing Health Advocate services by simply calling 1-866-695-8622.** You'll be placed in the care of a Personal Health Advocate to help you and/or your spouse navigate the Medicare enrollment process.
- Review Medicare related resources on the 'Health Advocate Program' page of the Publicis Benefits Connection (PBC) site.** Be sure to check out the Health Advocate Program page found on the PBC site at www.publicisbenefitsconnection.com (under the **Wellness tab**) for Health Advocate program information, as well as the following Medicare related tips and forms:

[Health Advocate ABCs of Medicare](#)

[Health Advocate's 10 Ten Things About Medicare](#)

[Application for Medicare Part B \(Form CMS-40B\)](#)

[Medicare Request For Employment Information \(Form CMS-L564\)](#)