

## Benefits that Travel:

Ask your HR about your portable benefits. This means that when you leave your employer plan, you can take these benefits with you at your own expense. Examples of these types of coverage are listed to the right.

- Life Insurance
- Long-Term Care Insurance
- Disability Insurance
- Accident Insurance, Critical Illness, etc.
- Cancer Policies, etc.

## Retirement Accounts:

As you leave your employer, you want to make sure you have the information necessary to have access these accounts post employment. These are a few of the most common plans, yours may not be listed. Take time to understand and manage these accounts as you transition.

- HSA Account
- FSA Account
- 401k plan
- HRA Account
- Other retirement plans

## Benefit Planning:

What are your goals? Are you simply transitioning from one employer to another, or are you looking to replace your health benefits? Your answers will help us guide in finding a plan that meets your needs. From short-term medical plans to COBRA, we'll help you understand your options.

- Individual/Family Medical Plan
- Short-Term Medical Plans
- Medicare Advantage Plans
- Medicare Supplement Plans
- Prescription Drug Coverage

## Benefit Education:

Depending on the type of benefits you need, we can help you understand the plans. Each coverage option is created for different purpose. You may need insurance to bridge coverage from one plan to the next or you may be looking to replace your current coverage.

- Date coverage needed: \_\_\_\_\_
- Coverage needed: \_\_\_\_\_
- Plans you are replacing: \_\_\_\_\_
- Your budget: \_\_\_\_\_
- Other: \_\_\_\_\_

## We have added a few links to assist with your transition of coverage



Visit our website to research options and learn about the services available to you.



Register for a Medicare webinar if you or your spouse are retiring or over 62 years old.

We understand that retirement can be stressful and overwhelming. We are here to help you find the options you that are right for you and your family. We look forward to assisting you.



**800-936-1405**



Do you have questions and want to meet with your dedicated advisor? Use this booking link to schedule the support you need.

Transitions is here to guide and assist you with enrollment in the plans and products that will best meet your needs as you leave your employer's health plan and benefits. Your employer has provided our service and support to you, there are no fees to utilizing our services.

This overview will serve as guide to help with any new enrollment needs or continuation of employer benefits. We encourage you to call and speak with your dedicated advisor to understand your medical needs and financial budget. We will help you understand the additional options available to you, as well as COBRA.

Sincerely,  
Your Transitions Team

**The Process:**

The process is straight forward and simple. We make sure that you understand how your enrollment process works.



Schedule a consultation with a dedicated advisor.



During the initial call we will discuss your timeline for coverage, confirm Medicare enrollment, assist with plan selection, and confirm continuity of benefit needs.

If you are married, we recommend having your spouse's information available as well. They are welcome to join the cal. Calls generally last

**Understanding your own personal needs is important as we begin the research on the medical plans that will meet your needs. Think about how you would answer the following questions:**

Do you need coverage for  
 \_\_\_less than 3 months \_\_\_less than 12 months \_\_\_More than 12 months?

How many people are you needing to cover?  
 Yourself:\_\_\_ Spouse:\_\_\_(M\_F\_) Children: \_\_\_ (insert number)

Are you or anyone needing coverage, currently being treated for a health conditions? Yes\_\_\_\_\_ No\_\_\_\_\_

If yes, please explain: \_\_\_\_\_

Is anyone needing coverage taking medications? Yes\_\_\_No  
 If yes, please list:

Medication: \_\_\_\_\_ Dosage \_\_\_\_\_ Frequency: \_\_\_\_\_  
 Medication: \_\_\_\_\_ Dosage \_\_\_\_\_ Frequency: \_\_\_\_\_  
 Medication: \_\_\_\_\_ Dosage \_\_\_\_\_ Frequency: \_\_\_\_\_  
 Medication: \_\_\_\_\_ Dosage \_\_\_\_\_ Frequency: \_\_\_\_\_

**COBRA STATEMENT:**

**Policy Statement:** Covered employees and their dependents who lose insurance coverage for any of the following reasons are eligible to continue medical and dental insurance through COBRA: termination, reduction in hours, divorce or legal separation, death of the employee, eligibility for Medicare, or loss of dependent child status under the plan. All administrative rules and processes, such as open enrollment periods, as well as changes in plan benefits and premiums, apply to those on the continuation of coverage.

The options that are being reviewed with you are not intended to replace your COBRA benefit access. COBRA is available to you and your covered members; this is to offer you alternative option should COBRA not fit your needs.

**Medicare and COBRA:**

COBRA (Consolidated Omnibus Budget Reconciliation Act) coverage, retiree health plans, VA coverage, and individual health coverage (like through the Health Insurance Marketplace) aren't considered coverage based on current employment. You aren't eligible for a Special Enrollment Period to sign up for Medicare when that coverage ends. To avoid paying a higher premium, make sure you sign up for Medicare when you are first eligible.

COBRA is **NOT** creditable coverage for Medicare Part B, and this has caused problems for individuals when they decide to enroll in Medicare Part B AFTER they are initially eligible.

Under current law, COBRA coverage does not count towards creditable coverage for Medicare Part B. This means that when your COBRA ends and you decide to sign up for Medicare Part B AFTER you could have initially signed up, you will face a 10% per year for life penalty on the cost of Part B.

**If you or your spouse are over 64 or Medicare eligible, talk to your advisor before enrolling in COBRA.**