

### Overview

As you begin the transition into retirement, you will want to include your healthcare benefits at the forefront of your planning process. This summary and checklist are designed to help you to evaluate your healthcare benefit options and understand any changes in your benefits that will take place upon your retirement.

### Important Information that Impacts Your Healthcare Benefits

In order to continue your USG Healthcare Coverage as a retiree, you and any dependents you want covered must be enrolled in USG healthcare plan at the time you retire. If you are currently not enrolled in a USG healthcare plan and wish to carry coverage as a retiree, you will need to enroll during Open Enrollment, the year prior to your retirement.

#### Are you planning to retire soon & you and/or your covered dependents are under age 65?

If you or your covered dependents are under 65, your healthcare, dental, vision and life insurance coverage options will remain the same as active employees and the tobacco surcharge question will apply.

#### Are you planning to retire soon & you and/or your dependents are age 65 or older?

If you or your covered dependents are age 65 or older, your healthcare coverage options will differ from active employees. It is important that you notify your HR/Benefits office at least 3 months prior to your date of retirement and learn about your new coverage options. Your dental, vision and life insurance coverage options will remain the same.

There are several actions items that you must complete to ensure you do not have a gap in your healthcare coverage.

- **Enroll in Medicare A and B as your Primary Healthcare Coverage:** When you retire, your USG healthcare coverage will end as of the date of your retirement. You should ensure that effective upon your retirement you are enrolled in Medicare A and B, which will serve as your primary healthcare coverage in retirement.
- **Enroll in Secondary Healthcare Coverage through the Aon Retiree Health Exchange:** In order to receive the USG healthcare benefit in retirement, your secondary healthcare coverage must be purchased through the Aon Retiree Health Exchange. You will receive a designated amount in a Health Reimbursement Account (HRA) from the University System of Georgia to assist in paying for your secondary healthcare plan premiums and other out of pocket eligible healthcare expenses.

**Enroll in Voluntary Benefits through the University System of Georgia:** In order to receive the USG voluntary benefit in retirement, you will need to enroll in the voluntary benefit coverage option of your choice prior to retirement.

For more information concerning your healthcare and voluntary benefit options in retirement, please contact your institution HR/Benefits Office.

## USG Retirement Healthcare Benefits Checklist

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**Schedule time to speak with your institution's HR/Benefits Office at least 3 months prior to your anticipated retirement date**

During your counseling session, maximize your time by providing the following details to your counselor:

- Are you or your covered dependents 65 years or older?
- Are you or your covered dependents that are 65 years or older enrolled in Medicare B? If so, provide copy of your Medicare Card to your institution's HR/Benefit office.
- Are you or your covered dependents planning to move out of the country?

**Enroll in Medicare A and B Coverage for Your Primary Healthcare Coverage**

If you or your covered dependents are 65 years or older OR within 3 months of your 65<sup>th</sup> birthday, you should enroll in Medicare B coverage, if you are not currently enrolled.

**Schedule time to speak with your Aon Benefit Advisor**

If you or your covered dependents are 65 years or older, your information will be passed to Aon and a dedicated Benefits Advisor will contact you soon to explore your secondary healthcare coverage options and what you need to do to enroll. For retiree members that are in certain countries, exclusions may apply.

**Enroll in Secondary Healthcare Coverage through the Aon Retiree Health Exchange**

Your dedicated Aon Benefits Advisor will assist you with the enrollment process. For retiree members that are in certain countries, exclusions may apply.