USG Retiree Transition Meeting

Facilitator: Jennifer Kennington
November 7, 2018
Agenda

• Introduction
• USG Retiree Benefits
• Georgia Cares
• Aon Retiree Healthcare Exchange
• Social Security
• Wrap-Up
USG Retiree Benefits

USG benefits continued into retirement
  – Healthcare
  – Dental
  – Vision
  – Basic Life Insurance
  – Supplemental Life (if applicable)

Pre-65 USG Healthcare Plan Options
  – Blue Choice HMO, Consumer Choice, Comprehensive Care and Kaiser HMO (if applicable)
  – Pre-65 Medicare Retirees are eligible for enrollment in the Comprehensive Care and Consumer Choice plans
USG Retiree Benefits

Changes allowed during Open Enrollment

– Drop or discontinue healthcare coverage
– Participate in a different healthcare option
– Change coverage level (ex. Retiree + Spouse \(\rightarrow\) Retiree Only)

Family status changes during the year

– Becoming Medicare eligible (due to disability)
– Addition of a dependent (Marriage, birth, adoption)
– Loss of a dependent’s health coverage
– Change in a spouse’s employment status
– Loss of dependent’s coverage (Medicaid)
<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Institute</th>
</tr>
</thead>
<tbody>
<tr>
<td>31-Oct</td>
<td>9:30 AM</td>
<td>University of Georgia - Athens</td>
</tr>
<tr>
<td>2-Nov</td>
<td>9:30 AM</td>
<td>South Georgia State College</td>
</tr>
<tr>
<td>5-Nov</td>
<td>9:30 AM</td>
<td>Georgia Institute of Technology</td>
</tr>
<tr>
<td>6-Nov</td>
<td>8:30 AM</td>
<td>Augusta University</td>
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<tr>
<td>7-Nov</td>
<td>9:30 AM</td>
<td>Georgia Southwestern</td>
</tr>
<tr>
<td>8-Nov</td>
<td>8:30 AM</td>
<td>University of West Georgia</td>
</tr>
</tbody>
</table>
QUESTIONS
GeorgiaCares Program
Local Help for People with Medicare
State Health Insurance Assistance Program (SHIP)
GeorgiaCares Services

• Learn about Medicare
  ✓ Personalized counseling
  ✓ Understand your benefits
  ✓ Financial assistance programs
  ✓ Trained and certified counselors
  ✓ Medicare appeals and grievances
  ✓ Protect yourself from healthcare fraud

• Education and outreach
  ✓ Presentations
  ✓ Counseling stations
  ✓ Health and benefit fairs
  ✓ Community partnerships
Medicare 101 - Training Lessons

- Medicare Basics
  - Original Medicare (Part A and Part B)
  - Programs for People with Limited Income and Resources
- New Medicare Cards
- Medicare Open Enrollment (Oct. 15 – Dec. 7)
What is Medicare?

- Health insurance for people
  - 65 and older
  - Under 65 with certain disabilities
    - Amyotrophic Lateral Sclerosis known as Lou Gehrig’s disease (without waiting period)
  - Any age with End-Stage Renal Disease

- Administered by
  - Centers for Medicare & Medicaid Services

**NOTE:** To get Medicare Part A and/or Part B, you must be a U.S. citizen or be lawfully present in the U.S.
Original Medicare

Part A Hospital Insurance

- Inpatient hospital care
- Inpatient skilled nursing facility (SNF) care
- Blood (inpatient)
- Certain inpatient non-religious, nonmedical health care in approved religious nonmedical institutions (RNHCIs)
- Home health care
- Hospice care
<table>
<thead>
<tr>
<th><strong>Medicare Part A Covered Services</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Inpatient Hospital Stays</strong></td>
</tr>
<tr>
<td>Semi-private room, meals, general nursing, and other hospital services and supplies. Includes care in critical access hospitals and inpatient rehabilitation facilities. Inpatient mental health care in psychiatric hospital (lifetime 190-day limit). Generally covers all drugs provided during an inpatient stay received as part of your treatment.</td>
</tr>
<tr>
<td><strong>Skilled Nursing Facility Care</strong></td>
</tr>
<tr>
<td>Semi-private room, meals, skilled nursing and rehabilitation services, and other services and supplies.</td>
</tr>
</tbody>
</table>
### Medicare Part A Covered Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Home Health Care Services</strong></td>
<td>Can include part-time or intermittent skilled care, and physical therapy, speech-language pathology, a continuing need for occupational therapy, some home health aide services, medical social services, and medical supplies.</td>
</tr>
<tr>
<td><strong>Hospice Care</strong></td>
<td>For terminally ill and includes drugs, medical care, and support services from a Medicare-approved hospice.</td>
</tr>
<tr>
<td><strong>Blood</strong></td>
<td>In most cases, if you need blood as an inpatient, you won’t have to pay for it or replace it.</td>
</tr>
</tbody>
</table>
### Medicare Part A

**What's Not Covered?**

- Private-duty nursing
- Private room (unless medically necessary)
- Television and phone in your room (if there's a separate charge for these items)
- Personal care items, like razors or slipper socks
## Paying for Inpatient Hospital Stays

<table>
<thead>
<tr>
<th>For each benefit period in 2018</th>
<th>You Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Days 1-60</td>
<td>$1,340 deductible</td>
</tr>
<tr>
<td>Days 61-90</td>
<td>$335 per day</td>
</tr>
<tr>
<td>Days 91-150</td>
<td>$670 per day</td>
</tr>
<tr>
<td></td>
<td>(60 lifetime reserve days)</td>
</tr>
<tr>
<td>All days after 150</td>
<td>All Costs</td>
</tr>
</tbody>
</table>
Part A  Original Medicare Costs

| Home Health Care | ▪ $0 for home health care services
|                 | ▪ 20% of the Medicare-approved amount for durable medical equipment |
# Part A Original Medicare Costs

| Hospice Care | ▪ $0 for hospice care  
▪ A copayment of up to $5 per prescription for covered outpatient prescription drugs for symptom control or pain relief  
▪ 5% of the Medicare-approved amount for inpatient respite care (short-term care given by another caregiver so the usual caregiver can rest)  
▪ All costs for room and board for hospice care in your home or another facility where you live (like a nursing home). |
| Blood | If the hospital buys the blood, you must either pay the hospital costs for the first 3 units you get in a calendar year or have the blood donated. Otherwise, no cost. |
Part A  65 and Working

Employer has 20 or more employees.

- People with group health coverage based on current employment may be able to delay Part A and Part B and won’t have to pay a lifetime late enrollment penalty if they enroll later.
- If you want to delay both Part A and Part B coverage, you don’t need to do anything when you turn 65.
- If you’re eligible for premium-free Part A, you can enroll in Part A at any time after you’re first eligible for Medicare.
- If you aren't eligible for premium-free Part A, and you don't buy it when you're first eligible, you may have to pay a penalty.
Part B Medical Insurance Costs

- Doctors’ services
- Outpatient medical and surgical services, supplies
- Clinical lab tests
- Durable medical equipment
- Diabetic testing supplies
- Preventive services
<table>
<thead>
<tr>
<th>Medicare Part B Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Doctors’ Services</strong></td>
</tr>
</tbody>
</table>
| Services that are medically necessary (includes outpatient and some doctor services you get when you’re a hospital inpatient) or covered preventive services.
| Except for certain preventive services, you pay 20% of the Medicare-approved amount (if the doctor accepts assignment), and the Part B deductible applies. |
| **Outpatient Medical and Surgical Services and Supplies** |
| For approved procedures (like X-rays, a cast, or stitches). You pay the doctor 20% of the Medicare-approved amount for the doctor’s services if the doctor accepts assignment. You also pay the hospital a copayment for each service. The Part B deductible applies. |
Medicare Part B Coverage

Home Health Care Services

Medically necessary part-time or intermittent skilled nursing care, physical therapy, speech-language pathology services, occupational therapy, part-time or intermittent home health aide services, medical social services, and medical supplies. Durable medical equipment and an osteoporosis drug are also covered under Part B.

You pay nothing for covered services.
<table>
<thead>
<tr>
<th>Medicare Part B Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Durable Medical Equipment</strong></td>
</tr>
<tr>
<td><strong>Other (including but not limited to)</strong></td>
</tr>
</tbody>
</table>
Part B Original Medicare Costs

### Coinsurance for Part B Services

- Yearly Deductible $183
- Monthly Premium $134 (or higher)
- 20% coinsurance for most covered services, like doctor’s services and some preventive services, if provider accepts assignment
- $0 for some preventive services
- 20% coinsurance for outpatient mental health services, and copayments for hospital outpatient services
Part B Covered Preventive Services

- "Welcome to Medicare" preventive visit
- Yearly “Wellness” visit
- Abdominal aortic aneurysm screening
- Alcohol misuse screening and counseling
- Bone mass measurement
- Breast cancer screening (mammogram)
- Cardiovascular disease (CVD) Risk Reduction Visit
- Cardiovascular disease screenings
- Cervical and vaginal cancer screening
  ✓ Human Papillomavirus (HPV) Testing
Part B Covered Preventive Services

- Colorectal cancer screenings
  - Screening fecal occult blood test
  - Screening flexible sigmoidoscopy
  - Screening colonoscopy
  - Screening barium enema
  - Multi-target stool DNA test

- Depression screening

- Diabetes screening

- Diabetes self-management training
- Flu shots (Vaccine)
- Glaucoma tests
- Hepatitis B shots (Vaccine)
- Hepatitis C screening test
- HIV screening
- Lung Cancer Screening
Part B Covered Preventive Services

- Medical nutrition therapy services
- Obesity screening and counseling
- Pneumococcal shots
- Prostate cancer screening
- Sexually-transmitted infections screening and counseling
- Tobacco use cessation counseling
Programs for People with Limited Income & Resources

- Medicaid
- Medicare Savings Programs
- Extra Help/Low Income Subsidy (LIS) Program
New Medicare Cards

Current

New

![Old Medicare Card Image](image1.png)

![New Medicare Card Image](image2.png)
Medicare Open Enrollment Period

Guard Your Card.
Medicare Open Enrollment: 5 Things You Need to Do

1. Review your plan notice. Be sure to read any notices from your Medicare plan about changes for next year, especially your “Annual Notice of Change” letter. Look at your plan’s information to make sure your drugs are still covered and your doctors are still in network.
Medicare Open Enrollment: 5 Things You Need to Do

2. Think about what matters most to you. Medicare health and drug plans change each year and so can your health needs.
   ✓ Do you need a new primary care doctor?
   ✓ Does your network include the specialist you want for an upcoming surgery?
   ✓ Is your new medication covered by your current plan?
   ✓ Does another plan offer the same value at a lower cost?

Take stock of your health status and determine if you need to make a change.
3. Find out if you qualify for help paying for your Medicare. Learn about programs in Georgia to help with the costs of Medicare premiums, your Medicare Part A (hospital insurance) and Medicare Part B (medical insurance) deductibles, coinsurance and copayments and Medicare prescription drug coverage costs.
Medicare Open Enrollment: 5 Things You Need to Do

4. **Shop for plans** that meet your needs and fit your budget. A different plan may:
   - Let you go to the providers you want, like your doctor or pharmacy
   - Cover your drugs
   - Cost less
5. Check your plan’s star rating before you enroll. Plans are given an overall quality rating on a 1 to 5 star scale, with 1 star representing poor performance and 5 stars representing excellent performance. Use the Star Ratings to compare the quality of health and drug plans being offered.

<table>
<thead>
<tr>
<th>Number of stars out of five</th>
<th>Star Rating Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 stars</td>
<td>Excellent</td>
</tr>
<tr>
<td>4 stars</td>
<td>Above Average</td>
</tr>
<tr>
<td>3 stars</td>
<td>Average</td>
</tr>
<tr>
<td>2 stars</td>
<td>Below Average</td>
</tr>
<tr>
<td>1 star</td>
<td>Poor</td>
</tr>
</tbody>
</table>
Division of Aging Services
http://aging.dhs.georgia.gov/

GeorgiaCares Program 1-866-552-4464 Option 4
www.MyGeorgiaCares.org

Like us on Facebook at GeorgiaCares
www.facebook.com/GeorgiaCares
Help you can count on

Holly Kaplan
Domain Consultant

Aon Retiree Health Exchange™

Aon Retiree Health Exchange™

University System of Georgia Benefits
we provide · you decide
Help you can count on

Tammi Hartsworm
Domain Consultant

Aon Retiree Health Exchange™
Agenda

- About Aon Retiree Health Exchange
- Enrollment options
- Paying for your coverage
- HRA Review
- Support
- Enrollment Timeline and Next Steps
- Questions and answers
The goals of our meeting today are to provide you with:

• a summary of health coverage changes upon retirement and Medicare eligible

• an overview of upcoming communications, resources and key steps

• a forum to answer your questions

Learn  Prepare  Enroll

Thanks for joining us!
Introducing
Aon Retiree Health Exchange

Retiree-focused solutions

- Aon has more than 20,000 clients served, through 15,000 professionals, in more than 50 countries around the world*
- Over 500,000 retirees enrolled
- Offers a broad range of health, prescription drug, dental and vision coverage options
- Provides tools and support to help you learn, prepare and enroll in a Medicare plan(s)

Recommended** by

[Logo: National Council on Aging]
Why enroll through a private Medicare exchange?

A private Medicare insurance exchange allows you to:

• Access online tools, information and resources to help you make decisions about the coverage you need
• Compare coverage, insurance carriers and costs in an impartial manner
• Get personalized, one-on-one support to help understand your options and the enrollment process
• Enroll in the coverage option that meets your needs
Benefits Advisors

- Licensed and certified agents

- Impartial, with no financial incentive to steer you to specific health insurance carriers and/or plans

- Dedicated to you throughout the transition process

- Accommodations for the hearing impaired***

- Language assistance services are available free of charge
Account activation

Your personal Aon ID and website information will be included in the information you receive.

Once you have received your appointment letter, you can go online and:

- Confirm your appointment to speak with a Benefits Advisor and get prepared
- Update your contact information
- Add your doctors
- Add your prescriptions to the “medicine cabinet”
- Review and select plans to compare and get recommendations based on your needs and preferences

You will not see AARP UnitedHealthcare Medigap plans on our website, but they are available through a Benefits Advisor.
Plan Recommendation Tool

Here’s a quick overview of how to maximize use of your online account:

• Once you activate your account with your personal Aon ID, you’ll create a user name and password

• Log in with your username and password
To get plan recommendations that align to your needs, start by entering some basic information:

• Type of coverage you’re looking for
• Date coverage needs to start
• Demographic details (gender, date of birth, zip code)
• A few health questions
Stock your medicine cabinet

• Enter drug name, dosage and refill details
• Helps identify plans that provide coverage for your prescriptions
Tell us about the doctors you see

- Add your providers
- Helps recommend plans that include your preferred providers in the network
How often you've used medical services in the past, helps estimate what your future out-of-pocket costs may be.
- The rating score symbol next to the plan recommendation indicates how closely the plan matches your preferences. The rating includes measures of Medicare Star Ratings, consumer risk tolerance and doctor participation.
- Select “Compare Plan” for plans you’d like to see or “Save Plan” to refer back to
- View a side-by-side comparison of plans
Learn and prepare

Overview of what to expect

Review
information and booklet mailed to you

Confirm
your telephone appointment online or call us

Prepare
for your pre-scheduled phone appointment

• Review your Approaching Medicare with Confidence guide
• Confirm your online account details
• Add medications and providers
• Compare plans and add them to your cart
• Get plan recommendations
Take a closer look at your options
Current plan coverage

USG Group Sponsored Plan

Enroll through the Aon Retiree Health Exchange

Part A
covers hospital stays

Part B
covers doctors and outpatient visits

Individual Medicare Plans
Medicare options

Original Medicare

Part A covers hospital stays

Part B covers doctors and outpatient visits

Options to consider

Medicare Advantage Plans
- Medical benefits similar to those covered by Medicare Parts A and B
- Offer greater financial protection
- Most include Medicare Part D Prescription Drug coverage

OR

Medicare Supplement (Medigap) Plans
- Designed to “fill the gaps” of Medicare Parts A and B.
- Do not cover prescription drugs

Medicare Prescription Drug Plans (Part D)
- Helps pay for medications
Choosing coverage from the Individual Medicare Marketplace

Each eligible individual selects their own health or prescription drug plans

Retiree elects Medicare Advantage

Spouse elects Medicare Supplement
 Medicare Part D

Proprietary & Confidential 19
Enroll in a plan
Enrollment options

Online

• Tools and information 24/7
• Use our plan recommendation and comparison tools
• Select the plan you want, add it to your cart and enroll
• Your agreement to enroll is provided by e-signature
• Get a detailed summary of benefits
• Online help is available via live chat, email or by phone

By phone

• A Benefits Advisor will guide you through the process
• Get answers to questions and impartial, professional advice
• Choose a plan and enroll
• Your agreement to enroll is recorded over the phone
Paying for your coverage
3 ways to pay

Insurance premiums are due monthly to your carrier

- Pay by check each billing period
- Have your premium automatically withdrawn from a checking or savings account
- Most insurance providers allow automatic withdrawal as a convenient alternative to paper checks
- Pay your premium by automatic deduction from your Social Security checks
- Only available for Medicare Advantage and Part D plans
Transitioning to a Retiree Health Reimbursement Account

USG will provide financial support through a Health Reimbursement Account (HRA).

<table>
<thead>
<tr>
<th>Today</th>
<th>USG pays a portion of the monthly premium for your coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired and Medicare Eligible</td>
<td>USG provides funding into an HRA</td>
</tr>
</tbody>
</table>
Health Reimbursement Account (HRA)

HRA details:

- USG will contribute annually to an HRA
- Use funds to help pay for your plan premiums and other eligible out-of-pocket health care expenses
- HRA funds are available only if you enroll in coverage through Aon Retiree Health Exchange in a Medical and/or Prescription Drug Plan

HRA Funding for 2019:

- $2,736 annually
- Full Amount Available January 1
- Retiree and Medicare Spouse will each receive $2,736

Rollover:

- Any remaining balance in your HRA at the end of the year will roll over to the following year
Health Reimbursement Account (HRA) cont’

Joint Account:
- for Medicare-eligible retiree and Medicare-eligible dependent (if applicable)

Survivorship Rules:
- surviving spouse will receive the balance of his or her deceased spouse’s account and will continue to receive their own allocation annually

Anchor participant:
- (retiree) must enroll through the Aon Retiree Health Exchange in order for the spouse/dependent to receive the HRA
How it works

Participant

Insurance Carrier

Pays monthly premiums directly to insurance carrier

Reports health or Rx premium payments to Aon

Pays for eligible out-of-pocket expenses, such as copays or coinsurance, and submits reimbursement claims

HRA

Participant
Ongoing support
Services through Aon Retiree Health Exchange continue even after you enroll

- Answers to questions about your plans
- Help with issues that may involve your insurance carrier
- Assistance with claim denials and incorrect payments
- Help resolving billing disputes, authorization and referrals
- Medicare coordination
# Enrollment timeline

## Eligible participants

<table>
<thead>
<tr>
<th>Event</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired and Medicare Eligible</td>
<td>Receive Aon Retiree Health Exchange appointment letter and Approaching Medicare with Confidence</td>
</tr>
<tr>
<td>Once you receive your appointment letter</td>
<td>Confirm at least 2 days prior to your appointment by going online or by phone</td>
</tr>
<tr>
<td>Retired and Medicare Eligible</td>
<td>Telephone appointment with a Benefits Advisor or enroll online</td>
</tr>
<tr>
<td>Month before your effective date</td>
<td>HRA Welcome Kits mailed from Your Spending Account</td>
</tr>
</tbody>
</table>
Disclaimers

*As of 2017, aon.com/about-aon

**Aon Retiree Health Exchange is the only exchange recommended by the National Council on Aging (NCOA) for continually meeting rigorous standards of excellence. For more than 60 years, NCOA has been a leading nonprofit organization committed to improving the health and economic security of older adults.

***We comply with applicable federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex. Our carrier partners do not discriminate, exclude people or treat them differently on the basis of race, color, national origin, sex, age or disability. It's important that you are treated fairly. That's why our carrier partners follow federal civil rights laws in our health programs and activities. People with disabilities are offered free aids and services. If you are Interested in these services, call your insurance carrier's toll-free number.

†All products and company names are trademarks and registered marks of their respective holders. Use does not imply endorsement by them.
Thank you

If you have other questions, call Aon Retiree Health Exchange (866)212-5052

7 a.m. – 8 p.m. Central Time, Monday – Friday
Closed on holidays
Extended hours during Medicare’s Annual Enrollment Period
Let’s answer your questions
Social Security: Retirement 101

Securing today and tomorrow
Thinking of Retiring?

• It is a personal decision
• Decide what is the “right” age
• Working after retirement?
• Medicare considerations
• Use tools on SSA’s website to help you make an informed decision
my Social Security

Set yourself free. Open a my Social Security account today and rest easy knowing that you’re in control of your future.

Sign In or Create an Account

HAVE AN ACTIVATION CODE?

Finish Setting Up Your Account

Received assistance from Social Security to create your account? Finish the process by entering your activation code now.

socialsecurity.gov/myaccount
How to Open a *my* Social Security Account

1. Visit [socialsecurity.gov/myaccount](http://socialsecurity.gov/myaccount)
2. Select: “Sign In or Create an Account.”
3. Provide some personal information to verify your identity.
4. Choose a username and password, then select how you would like to receive a one-time security code to create your account.

*No matter what type of device you use, the *my* Social Security portal will automatically re-adjust to fit the appropriate screen size, providing you full, easy-to-use access to your personal account!*
my Social Security Services

If you receive benefits or have Medicare, you can:

• Request a replacement Social Security card if you meet certain requirements;
• Report your wages if you work and receive Disability Insurance benefits;
• Get a benefit verification letter as proof that you are getting benefits;
• Check your benefit and payment information and your earnings record;
• Change your address and phone number;
• Start or change direct deposit of your benefit payment;
• Request a replacement Medicare card; and
• Get a replacement SSA-1099 or SSA-1042S for tax season.
How Do You Qualify for Retirement Benefits?

- By earning “credits” when you work and pay Social Security taxes
- You need 40 credits (10 years of work) and you must be 62 or older
- Each $1,320 in earnings gives you one credit
- You can earn a maximum of 4 credits per year

Note: To earn 4 credits in 2018, you must earn at least $5,280.
How Social Security Determines Your Benefit

Benefits are based on earnings

- **Step 1** - Your wages are adjusted for changes in wage levels over time
- **Step 2** - Find the monthly average of your 35 highest earnings years
- **Step 3** - Result is “average indexed monthly earnings”
What Is the Best Age to Start Receiving Social Security Retirement Benefits?

Monthly Benefit Amounts Differ Based on the Age You Decide to Start Receiving Benefits

Note: This example assumes a benefit of $1,000 at a full retirement age of 66
<table>
<thead>
<tr>
<th>Year of Birth</th>
<th>Full Retirement Age</th>
<th>A $1000 retirement benefit taken at age 62 would be reduced by</th>
</tr>
</thead>
<tbody>
<tr>
<td>1943-1954</td>
<td>66</td>
<td>25%</td>
</tr>
<tr>
<td>1955</td>
<td>66 and 2 months</td>
<td>25.83%</td>
</tr>
<tr>
<td>1956</td>
<td>66 and 4 months</td>
<td>26.67%</td>
</tr>
<tr>
<td>1957</td>
<td>66 and 6 months</td>
<td>27.5%</td>
</tr>
<tr>
<td>1958</td>
<td>66 and 8 months</td>
<td>28.33%</td>
</tr>
<tr>
<td>1959</td>
<td>66 and 10 months</td>
<td>29.17%</td>
</tr>
<tr>
<td>1960 +</td>
<td>67</td>
<td>30%</td>
</tr>
</tbody>
</table>
Retirement Estimator

• Gives estimates based on your actual Social Security earnings record

• You can use the Retirement Estimator if:
  • You have enough Social Security credits at this time to qualify for benefits and
  • You are not:
    • Currently receiving benefits on your own Social Security record;
    • Waiting for a decision about your application for benefits or Medicare;
    • Age 62 or older and receiving benefits on another Social Security record; or
    • Eligible for a Pension Based on Work Not Covered By Social Security.

socialsecurity.gov/estimator
Spousal Benefits

• Benefit is up to 50% of worker’s benefit
  
  *Receive 50% if spouse is full retirement age*

• Reduction for early retirement
  
  *Example: Age 62-35%*

• The worker must be receiving benefits

• Does not reduce payment to worker

• If spouse’s own benefit is less than 50% of the worker’s, the benefits are combined
<table>
<thead>
<tr>
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<th>A $500 spouse benefit taken at age 62 would be reduced by</th>
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<tr>
<td>1960 +</td>
<td>67</td>
<td>35%</td>
</tr>
</tbody>
</table>
Benefits for Divorced Spouses

You may receive benefits on your ex-spouse's record (even if he or she has remarried) if:

• You are unmarried;
• You are age 62 or older;
• Your ex-spouse is entitled to Social Security retirement or disability benefits (age 62 or older); and
• The benefit you are entitled to receive based on your own work is less than the benefit you would receive based on your ex-spouse's work.

Note: Marriage must have lasted 10 years or longer
Examples

Ricky receives $1200 a month. Lucy files for benefits, eligible for $1000 a month. Lucy would not qualify for spousal benefits because her amount is more than half of his. She can provide for her needs through her benefit amount. Lucy is not dependent on Ricky’s benefit.

Laura files for benefits, eligible for $1800 a month. Her husband, Luke is already receiving $600.00 a month. Luke will continue to receive his $600.00 and an additional $300.00 from Laura. Luke’s benefit is less than half of Laura’s so he is dependent. Luke cannot receive the extra $300 until Laura files for benefits.
We’re There If You Lose Your Soulmate
## Survivor Eligibility Factors

<table>
<thead>
<tr>
<th>Category</th>
<th>Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child</td>
<td>May receive benefits if not married and is under age 18 (or under age 19 if still in high school)</td>
</tr>
<tr>
<td>Disabled Child</td>
<td>May receive benefits beyond age 18 if not married and was disabled before age 22</td>
</tr>
<tr>
<td>Widow / Widower Or Divorced Widow/Widower</td>
<td>May get full benefits at full retirement age – or reduced benefits at age 60 – or as early as age 50 if disabled – or at any age if caring for child under 16 or a disabled child</td>
</tr>
</tbody>
</table>
Survivor Benefits

When you pass away, your surviving spouse may:

• At age 60, receive 71.5% of your full benefit and increases each month you wait up to 100% if you start at full retirement age; or,

• At full retirement age, receive 100% of deceased worker's unreduced benefit; or,

• Claim survivor benefits at any age between 60 and full retirement age.
### Spouse (living) benefits

- Can start from age 62 to Full Retirement Age (FRA)
- 50% at FRA or less if you start prior to FRA (reduction for each month you take it early)
- Divorced spouses qualify if marriage lasted at least 10 years and other conditions are met

### Survivor (death) benefits

- Can start from age 60 to Full Retirement Age (FRA)
- 71.5% at age 60 and increases each month you wait, up to 100% if you start at FRA, or as early as age 50 if disabled
- Divorced spouses qualify if marriage lasted at least 10 years and other conditions are met
Taxation of Social Security Benefits

Your adjusted gross income

+ Nontaxable interest

+ \( \frac{1}{2} \) of your Social Security benefits

= Your "combined income"
Taxation of Social Security Benefits

If you:

**file a federal tax return as an "individual"** and your *combined income* is

- between $25,000 and $34,000, you may have to pay income tax on up to 50 percent of your benefits.
- more than $34,000, up to 85 percent of your benefits may be taxable.

**file a joint return**, and you and your spouse have a *combined income* that is

- between $32,000 and $44,000, you may have to pay income tax on up to 50 percent of your benefits
- more than $44,000, up to 85 percent of your benefits may be taxable.

**are married and file a separate tax return**, you probably will pay taxes on your benefits.

## Working While Receiving Benefits

<table>
<thead>
<tr>
<th>If you are</th>
<th>You can make up to</th>
<th>If you earn more, some benefits will be withheld</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under Full Retirement Age</td>
<td>$17,040/yr.</td>
<td>$1 for every $2</td>
</tr>
<tr>
<td>The Year Full Retirement Age is Reached</td>
<td>$45,360/yr. before month of full retirement age</td>
<td>$1 for every $3</td>
</tr>
<tr>
<td>Month of Full Retirement Age and Above</td>
<td>No Limit</td>
<td>No Limit</td>
</tr>
</tbody>
</table>

Note: If some of your retirement benefits are withheld because of your earnings, your benefits will be increased starting at your full retirement age to take into account those months in which benefits were withheld.
Applying for Benefits

3 options available to apply:

- Online
- By phone 1-800-772-1213
- At our office

You choose the most convenient option for you!

Note: Child and survivor claims can only be done by phone or in a field office (not online) at this time.
Payment Delivery Date

No partial month benefits (for age 62 must be born 1st or 2nd day of the month)

Benefits paid the month following the month they are due. (June’s payment issued in July)

Pay date based on day of workers birth:
- 1st through 10th - 2nd Wednesday
- 11th through 20th - 3rd Wednesday
- 21st through 31st - 4th Wednesday

If drawing benefits before June 1, 1997 paid on 3rd day of the month.
Medicare
When Can I Get Medicare?

65 & older
-or-
24 months after entitlement to Social Security Disability Benefits
-or-
Amyotrophic Lateral Sclerosis
-or-
Permanent Kidney Failure and receives Maintenance Dialysis or a Kidney Transplant
Social Security processes Medicare enrollment for beneficiaries.

- If receiving Social Security benefits before age 65, automatically enrolled into Part A and Part B.
- Premiums are deducted from monthly cash benefit.
- No action necessary.
If still working at age 65…..

• AND covered by health insurance from current employer or spouse’s employer, have the option to apply for Medicare Part A only.

  *NOTE*: If High Deductible HSA is your type of health insurance at age 65 do not sign up for Medicare Part A until you separate. Must stop your contributions to HSA 6 months before your retire.

• When the person who has health insurance coverage stops working, have 8 months from the day of separation to enroll into Medicare Part B.
If still working at age 65.....

• 2 months before you retire contact Social Security to request “Medicare Special Enrollment Forms.” One form for the employer and one for the applicant. Return both forms to SSA for enrollment.

• Failure to enroll timely (8 months after separating) will result in a 10% penalty of the Medicare Part B for each year you were not enrolled into Part B.
If NOT working at 65……

• Not covered under spouse’s employer’s health insurance; and,

• Waiting to start cash benefits after age 65;

• Contact Social Security 3 months before 65 to apply for Medicare only.

• Can complete Medicare only claim online. Easy and Quick!

• Will pay Medicare directly until cash benefits start.