



The Medicare Map . . .

Helping you and your clients navigate the Medicare Maze



Help your clients avoid the pitfalls of COBRA and Medicare!

The Federal rules that apply while someone is **still working** and eligible for Medicare are very different from when someone **stops working** and is on COBRA.

Here's what you need to know:

1. To delay enrolling in Medicare past age 65 one must have "*creditable coverage*" (ie. **still working** and covered by an employer group health plan). This avoids late penalties and gives eligibility for a Special Enrollment Period (SEP) to enroll in Medicare when the group plan ends. **COBRA is NOT creditable coverage by Medicare's definition because the still working requirement is not met.**
2. If a person goes beyond 12 months without Medicare Part B after losing group coverage, they will be subject to a lifetime penalty. **COBRA does NOT qualify as coverage.**
3. People who are enrolled in COBRA and do not enroll in Medicare Part B within 8 months of losing group coverage, **will not be eligible for an SEP.** They will be required to enroll in Medicare during the General Enrollment Period which is January 1 - March 31st (meaning the earliest they could have Medicare start would be February 1st).
4. In general, COBRA benefits are paid **secondary** to Medicare. Meaning if someone covered by COBRA doesn't have Medicare **they may not have insurance at all.**
 - If a COBRA carrier pays as primary and later learns a person was Medicare eligible, they may **try and recover benefits paid.**

NOTE: Just to make things more confusing, **COBRA is considered "creditable drug coverage"** for most plans. Meaning late enrollment penalties for Medicare Part D (prescription drug plans) can be avoided by being on COBRA.

The complexities of Medicare and COBRA are significant (more than our highlights here), and everyone's situation applies differently. Our experience is that employers and HR departments **do not** always provide accurate guidance. The best way for you to help your Medicare aged clients is to have them contact HBS **before** making decisions about COBRA.

*We will be sure COBRA doesn't **BITE** them!*

Getting Started with MEDICARE

HBS can assist you with enrolling in Medicare whether you're joining at age 65 or older (coming off employer coverage). There is **no** cost or obligation for the services provided by the team of Medicare Specialists at HBS.

STEP 1 Contact HealthCare Benefit Services . . . a local firm in Littleton

Due to Medicare rules, you **must** initiate contact with HBS by

- o Email: advisors@medicarehbs.com ☑
- o Calling the office: 303-973-6636 ☑
- o Completing forms on their website: medicarehbs.com and clicking on the "How To Get Started" tab ☑

STEP 2 Appointment to Review ALL Your Options

An experienced Medicare Broker will prepare a thorough analysis of **ALL** the plans and options you are entitled to

- o They'll review detailed plan information and help guide you to the best plan for you
- o They offer flexible meeting options
 - A very simple Screen Share process; you just have to be able to open an email ☑
 - In person meetings at their office in Littleton ☑ you can meet at your financial advisor's office

STEP 3 Enrolling in Your Plan

HBS utilizes a streamlined electronic application process to submit your plan application. Their office will monitor your application and call you once you're enrolled and let you know when to expect your new insurance cards.

STEP 4 Ongoing Customer Service

The HBS support staff has more than 15 years of Medicare experience

- o They answer their phones - no phone tree
- o Every Fall HBS will send you a newsletter about Medicare's Annual Enrollment Period (October 15 to December 7th), and reviewing your plan
- o This annual review can save you \$100s to \$1000s per year on your medications

Medicarehbs.com
 HealthCare Benefit Services
303-973-6636

Referring Clients To HBS . . . How We Support Advisors and Help Their Clients

- We represent all plans (Medicare Supplement, Drug Plans, and Medicare Advantage), and all major companies
- Our process is thorough, no obligation and no pressure
- We're available to conduct Medicare webinars for your clients
- We are NOT your competition - Medicare and Long Term Care are all we do

Click on the "Getting Started with MEDICARE" flyer to print and share the steps of working with HBS.

To learn more about our process, visit our website or call our office 303-973-6636.

Feel free to forward The Medicare Map monthly newsletter to other advisors you think would benefit from the services of Tammy and her team.



HealthCare Benefit Services
 6638 W Ottawa Ave Ste 120, Littleton CO
 80128
 (303) 973-6636 | advisors@medicarehbs.com
www.medicarehbs.com | [LinkedIn](#)



This email was sent to {{ contact.EMAIL }} You received this email because you are registered with HealthCare Benefit Services Inc For Advisors Only - NOT approved for client use.

[Unsubscribe here](#)

© 2023 HealthCare Benefit Services Inc