

Employee Turning 65 Years of Age

A guide for GuideStone Group Plans employers for non-medical products

Will the employee continue working or retire?

Employee continues working

Inform employee of the following coverage changes and options:

- Employee Term Life Plan, AD&D and Employee Supplemental AD&D coverage will reduce by 35% effective January 1 after reaching age 65.
- Spouse Term Life Plan coverage may reduce, if necessary, not to exceed 50% of the combined total of Employee Term Life and Employee Optional Life plans.
- Spouse Supplemental AD&D coverage will reduce to 50% of the Employee Supplemental AD&D coverage.
- Inform employee of options for converting lost life coverage.

Employee retires

Inform employee of the following coverage changes and options:

- AD&D, Employee Supplemental AD&D and disability coverage is terminated.
- Employee may retain \$20,000 in retiree life coverage if it is offered by the employer and the employee is eligible. Employee may also retain a maximum of \$10,000 in spouse life coverage.
- Inform employee of option to port or convert lost life coverage.
- Employee may retain dental coverage if it is offered by the employer and the employee is eligible.

This is a general guide for employer use in discussing common employee benefit changes with employees. Please contact your GuideStone administrator with specific questions. The official plan documents and insurance contracts set forth the eligibility rules, limitations, exclusions and benefits. These alone govern and control the actual operation of the plan.

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Employee continues working



Employer PPO coverage will be primary.

- Employee remains on PPO coverage.
- Inform employee whether their PPO prescription coverage is creditable toward Medicare Part D.
- If employee's current plan is not creditable, employee has the opportunity to change to a creditable plan if offered by their employer.

Employee retires



Medicare coverage will be primary.

- Inform employee whether their PPO prescription coverage is creditable toward Medicare Part D.
- PPO medical plan will terminate.
- Confirm employee has enrolled in Medicare Part B if the employee plans to enroll in a Medicare-coordinating plan with Part B coverage.
- Employee can enroll in a Medicare-coordinating plan offered by their employer by completing the Medicare enrollment form (included in *Medicare-Coordinating Plans Packet*) and submitting it to GuideStone by the 20th day of a given month in order for coverage to be effective the first day of the following month.

Note: If a Medicare-coordinating plan is not offered in Group Plans, the employee may be eligible to enroll in coverage through Personal Plans.

