

Are You Nearing Age 65?

Important Information About Medicare

Original Medicare and Your GuideStone Group Health Plan

As you near Medicare eligibility, we want to share helpful information about the coordination between Original Medicare and your GuideStone® group health plan.

When you have group health plan coverage and remain actively employed when you reach age 65, Medicare will be secondary to your GuideStone coverage (i.e., the GuideStone health plan will pay first).

Because there will be no change in your GuideStone coverage or how it pays, you may or may not want to enroll in some Medicare parts.

With that in mind, most people find that it is better to wait and sign up for parts of Medicare after your employment ceases. You should not incur any penalties for waiting to enroll, as long as you do so within the set time parameters at your retirement.

Medicare Basics

Three months prior to turning age 65, you may sign up for Medicare and choose whether to enroll only in Part A or also to enroll in Part B. What do these cover?

Part A Covers:

- Inpatient care in a hospital
- Inpatient care in a skilled nursing facility (not custodial or long-term care)
- Hospice care
- Home health care

Part B Covers:

- Medically necessary doctors' services
- Preventive care
- Outpatient care
- Home health services
- Durable medical equipment
- Other medical services

Part D Covers:

- Prescription drugs

Part A

Part A is usually premium-free (if you and/or your spouse paid Medicare taxes — paid in 40 quarters — during your working years). If you are not eligible for premium-free Part A and you don't enroll when you're first eligible, your monthly premium may be increased by 10% once you do enroll in Part A. You will pay this higher premium for twice the number of years you had the opportunity to enroll in Part A and failed to do so.

Part A (continued)

It is important to note that you may want to sign up for Medicare Part A during your initial enrollment period because it could be used as your secondary coverage in the event of hospitalization. If your current group plan is a Health Savings Account (HSA)-qualified High Deductible Health Plan (HDHP) and you are contributing to an HSA, signing up for Part A may impact your contribution eligibility.

If you don't enroll in Part A during your initial enrollment period, you may have the chance to sign up for Medicare during a Special Enrollment Period (SEP). If you're covered under a group health plan based on current employment, you have a SEP to sign up for Part A and/or Part B anytime as long as:

- You or your spouse (or family member if you're disabled) is working.
- You're covered by a group health plan through the employer or union based on that work.

You also have an eight-month SEP to sign up for Part A and/or Part B that starts the month after:

- Employment ends, or
- Group health plan coverage ends — whichever comes first

Part B

Part B requires that you pay a monthly premium. You may sign up at age 65 or — because you are covered under a group health plan — you may choose to wait until just before your retirement.

- If you do not sign up when first eligible and have a break in coverage between your group health plan and when Part B begins, your premium may increase by 10% for every 12-month period you could have had Part B coverage and did not enroll. You will have to pay this penalty as long as you have Part B.
- If you are retiring, make sure you are enrolled in Medicare Part B if you plan to enroll in a Medicare-coordinating plan with Part B coverage.

Part D

Part D is an optional benefit offered to everyone who has Medicare.

- If you decide not to enroll in Medicare drug coverage when you're first eligible, you'll likely pay a late enrollment penalty if you join later — unless you can show proof that you had other creditable prescription drug coverage. Generally, you'll pay this penalty for as long as you have Medicare prescription drug coverage.

If your current GuideStone health coverage is considered Medicare creditable, GuideStone can provide you with a notice that states your current prescription plan is considered "creditable coverage" for Part D.

- To get Medicare drug coverage, you must join a Medicare plan that offers prescription drug coverage. GuideStone Medicare-coordinating plans include "creditable coverage" for Part D.
- Drug plans vary in cost and the drugs covered. Check with your employer to see if your current prescription coverage is creditable toward Medicare Part D.

Signing Up For Medicare Is Easy!

When should you sign up for Medicare Part A and Part B?

You have three opportunities to enroll in Medicare Part A and Part B:

- 1 Generally, your first opportunity to enroll comes during what is called “the seven-month period”. Your seven-month enrollment period for both Part A and Part B coverage begins three months before the month in which you turn age 65 and ends three months following the month in which you turn 65.
- 2 You can sign up during the general enrollment period, which is January 1–March 31 each year. Coverage becomes effective on July 1.
- 3 You also have an eight-month SEP that starts the month after your group health coverage provided by your employer ends – whichever occurs first.

Other SEP rules may apply. Failure to enroll at one of these preapproved times may result in a penalty.

How do you enroll?

Simply go to [SSA.gov](https://ssa.gov) during your enrollment period, set up an online account and follow the prompts to enroll in Medicare.

If you choose to enroll only in Part A, you will be prompted to answer questions as to why you do not want Part B, and you would respond that you are covered by a group health plan.

To learn more about your Medicare options, you may want to request a copy of *Medicare & You* from the Centers for Medicare & Medicaid Services (CMS) if you did not receive one automatically – available at [Medicare.gov/Medicare-and-You](https://www.medicare.gov/Medicare-and-You).

Health Care in Retirement

Are you planning to retire and transition to Medicare when you turn 65?

GuideStone Medicare-coordinating plans combine the convenience of health and prescription drug coverage all in one plan. They coordinate with Original Medicare (Parts A and B) to bring value from a provider that shares your values. Plus, GuideStone Medicare-coordinating plans allow you to choose any care provider who accepts Medicare.

Ready to get started? Check with your employer to see if they offer GuideStone Medicare-coordinating plans.

If Your Employer Offers GuideStone Medicare-coordinating Plans

Simply complete the *Medicare-coordinating Plans – Retiree Enrollment* form included in the [Group Plans Medicare-coordinating Plans Packet](#) and submit to GuideStone by the 20th day of a given month in order for coverage to be effective the first day of the following month.

If you have questions about the GuideStone Medicare-coordinating plans that your employer offers, contact your health plan administrator. And remember our team is always available to help walk you through the process.

If Your Employer Does Not Offer GuideStone Medicare-coordinating Plans

- View the [Care Plans Product Guide](#)
- Complete the [Personal Plans Medicare-coordinating Plans Packet](#)
- Visit [Get A Quote](#) for pricing information

If you have questions about Personal Plans Medicare-coordinating plans, call us at **1-844-INS-GUIDE** (1-844-467-4843).

Additional Information You Need to Know About GuideStone Coverage in Retirement

1

Dental Coverage

- If your employer offers dental coverage and you are eligible, you can remain on that dental coverage after you are retired.
- If your employer does not offer dental coverage, you may be eligible for dental coverage through GuideStone's Personal Plans.

2

Vision Coverage

- If your employer offers vision coverage and you are eligible, you can remain on that vision coverage after you are retired.
- If your employer does not offer vision coverage, you may be eligible for vision coverage through GuideStone's Personal Plans.

3

Term Life Coverage

- If your employer offers life coverage to retirees and you are eligible, you may retain up to a maximum amount of \$20,000 of coverage. If your spouse is covered at the time of your retirement, they may be eligible to retain up to a maximum amount of \$10,000 of coverage.
- You also have the option to port or convert any lost life coverage that is currently in place. You have 31 days to port or convert. Ask your Group Plans administrator for more information.

4

Accidental Death & Dismemberment (AD&D)

- This coverage is terminated at retirement.

5

Disability

- This coverage is terminated at retirement.