



GROUP BENEFITS, LLC

# Planning for Medicare Open Enrollment

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Educational Webinar for American Bar Association Members

Please Note: This webinar is for informational purposes only. Opinions shared by the panel do not reflect the official position of the ABA.

# AGENDA

- Introductions
- Medicare Open Enrollment
- Preparing for Open Enrollment and What to Ask Yourself
- Refresher on What is Not Covered by Medicare
- Finding the Coverage That Best Fits Your Needs
- Individual vs Group Coverage
- What is the ABA Medicare Program and What it Means to You
- Live Question & Answer Session

Welcome



The ABA Insurance Program works with Amwins  
Group Benefits to offer ABA members and their  
families the opportunity to attend this complimentary  
virtual webinar.

[www.ABAinsurance.com](http://www.ABAinsurance.com)

# Introduction



**Chris Reilly**

**Senior Vice President & National Practice Leader**

- 25+ years of insurance industry knowledge and expertise in retiree healthcare programs.
- As the National Practice Leader of Retiree Solutions at Amwins, Chris is focused on strategies and solutions to help partners and clients every day.



**Jeff Morris**

**Relationship Manager**

- 5+ years of insurance industry knowledge and expertise in retiree healthcare programs.
- As a Relationship Manager, Jeff serves as the primary point of contact for clients while placing an emphasis on building positive working relationships.

# Medicare Enrollment Periods

- Initial Enrollment Period (IEP)
  - Begins 3 months prior to the month of turning 65 and continues through the end of the third month after
- General Enrollment Period (GEP)
  - Allows individuals who did not enroll in Part B during the IEP to enroll between January 1 – March 31 of each year for a July 1 effective date. However, you may be subject to penalties
- Special Enrollment Period (SEP)
  - Allows individuals who delayed enrolling in Part B because they were receiving benefits through an employer as an active employee (or dependent of someone who is); SEP runs 8 months from the time of retirement or loss of coverage

# Yearly Medicare Open Enrollment Period



- Open Enrollment Period gives beneficiaries an opportunity to make changes to their current Medicare coverage each year
  - Often individuals opt to change their coverage if they need a plan that's either more or less comprehensive than what they currently have
- If a change in coverage is made, your new coverage will start on 1/1/2022
- **Who is eligible?** Anyone enrolled in either Medicare, Medicare Advantage, or Part D. If you have not yet enrolled in Part A or Part B, this coverage election period would not apply to you

## Things to Consider – medicare.gov\*

**Costs**

**Coverage**

**Your Other  
Coverage**

**Prescription  
Drugs**

**Doctor and  
Hospital  
Choice**

**Quality of  
Care**

**Travel**

\*<https://www.medicare.gov/what-medicare-covers/your-medicare-coverage-choices/consider-these-7-things-when-choosing-coverage>

## Getting Ready for Open Enrollment

- **Questions to ask yourself before you choose plans:**
  - Am I happy with my current coverage?
  - Has my health changed? Do I have a specialist that I see more frequently?
  - Am I on any new prescriptions? Do I anticipate an increase/decrease in my drug utilization?
  - Do I want to think about a lower deductible or higher deductible plan?
  - Has my income changed?
  - Have I moved, or do I have multiple houses?
  - Which plan do I have today (Medicare Advantage or Supp)?
  - Am I on a group plan or individual plan today?



# Refresher – What is NOT covered by Medicare?

- Acupuncture
- Dental care/dentures
- Cosmetic surgery
- Custodial care
- Health care while traveling outside the U.S.
- Hearing aids
- Orthopedic shoes
- Outpatient prescription drugs (covered under Part D)
- Routine foot care
- Routine eye care and eyeglasses

# Medicare Marketplace Plans

**Medigap**

**Medicare  
Advantage**

**Medicare  
Part D**

# MEDIGAP

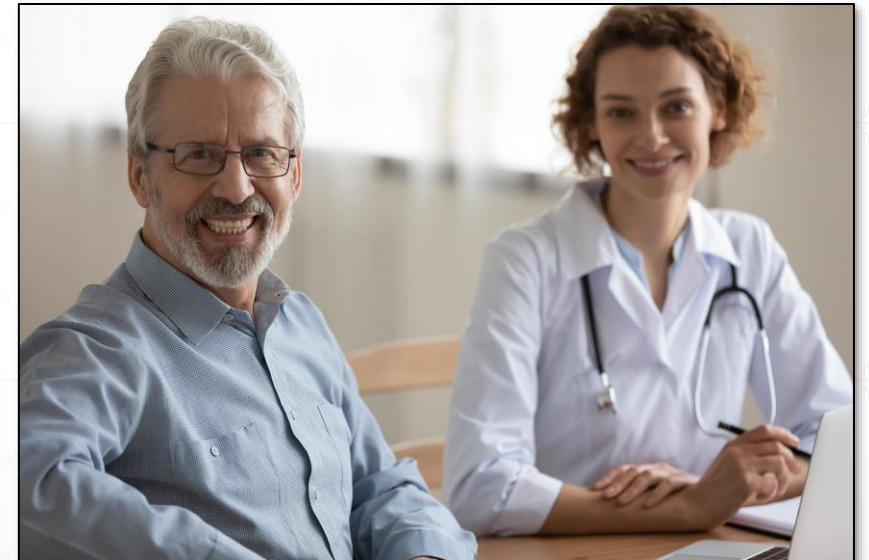
- Medicare Supplement Insurance Policies
  - Sold by private companies
- Fill the gaps in Original Medicare
  - Deductibles, coinsurance, copayments
- Standardized plans in all but three states
  - Minnesota, Washington, Wisconsin
- All plans with same letter
  - Have same coverage
  - Only the costs are different



Medigap Benefits	Medigap Plans									
	A	B	C	D	F*	G	K**	L**	M	N
Part A Coinsurance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Up to 365 Days	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Part B Coinsurance	✓	✓	✓	✓	✓	✓	50%	75%	✓	✓
Blood	✓	✓	✓	✓	✓	✓	50%	75%	✓	✓
Hospice Care Coinsurance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Skilled Nursing Coinsurance			✓	✓	✓	✓	50%	75%	✓	✓
Part A Deductible		✓	✓	✓	✓	✓	50%	75%	50%	✓
Part B Deductible			✓		✓					
Part B Excess Charges					✓	✓				
Foreign Travel Emergency (Up to Plan Limits)			✓	✓	✓	✓			✓	✓

# MEDICARE ADVANTAGE

- Health plan options approved by Medicare
  - Another way to get Medicare coverage
  - Still part of the Medicare program
  - Run by private companies
- Medicare pays amount for each member's care
- May require you to use a network
- Most offer comprehensive coverage including Part D
- Does not work with Medigap policies
- Can only join/ leave plan during certain periods



# MEDICARE PART D

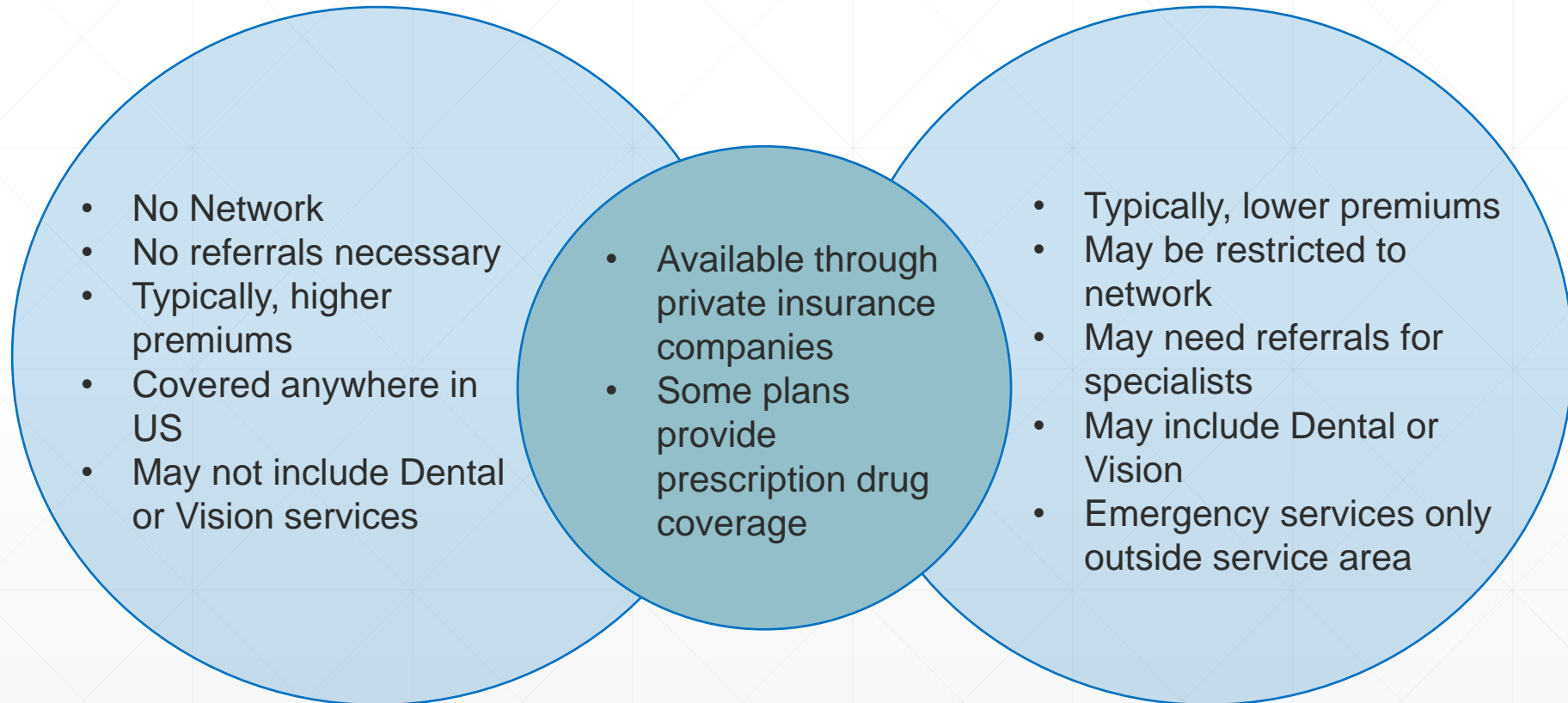
- Available for all people with Medicare
- Provided through
  - Medicare Prescription Drugs Plans
  - Medicare Advantage Plans
- Its optional
  - You can choose a plan and join
- Plans have formularies
  - Lists of covered drugs (must include range of drugs in each category)
- You pay a monthly premium, deductibles, and copayments



Annual Deductible	Initial Coverage	Coverage Gap (donut hole)	Catastrophic Coverage
<p>\$0 - \$480 Member pays 100%</p> <ul style="list-style-type: none"> <li>You pay for the cost of your drugs until you reach the plan ded. amount.</li> <li>Some plans do not have a deductible.</li> <li>If your plan does not have a deductible, your coverage starts with the first prescription you fill.</li> </ul>	<p>\$4,430 Member pay 25% Plan pays 75%</p> <ul style="list-style-type: none"> <li>You pay a co-pay or co-insurance</li> <li>The plan pays the remainder</li> <li>You stay in this stage until your total OOP costs reach this amount</li> </ul>	<p>\$7,050 Member pays 25% Plan/Manufacture pays 75%</p> <ul style="list-style-type: none"> <li>You pay 25% of the costs for brand name drugs</li> <li>25% of the costs for generic drugs</li> <li>You stay in this stage until your total OOP costs reach this amount</li> </ul>	<p>\$3.95 - \$9.85 or 5% Member pays 5% Plan pays 15% Government pays 80%</p> <ul style="list-style-type: none"> <li>You pay a small co-pay or co-in for drugs, the greater of 5% of drug costs or \$3.95 for generic and \$9.85 for brand name</li> <li>You stay in this stage for the rest of the year</li> </ul>



# Medigap vs. Medicare Advantage





# ABA Medicare Program



- Medicare Concierge Service.
  - Dedicated & experienced Medicare Benefit Specialist to help future retirees transition into Medicare
  - Single source experts to cut through the clutter & confusion of Medicare to ensure retirees get the best healthcare options to meet their individual needs
- Law firm group plans and rates
  - Voluntary Medical Plan Options
  - Custom Plans not available in the Medicare Marketplace

# Law Firm Group Plans

- Can be offered as a Contributory Program or as a fully Voluntary Program with **zero cost to the employer.**
- Hybrid Solution that gives retirees access to the best group and individual plans available today. Member can switch between individual, and group plans during Annual Open Enrollment
- The program includes an account management team including dedicated benefit specialists, relationship manager, and an implementation coordinator.
- Amwins will manage the ongoing retiree eligibility, enrollment, marketing, communications, HRA administration, billing & collection

# Law Firm Group Plans

<b>FULLY INSURED CUSTOM PLANS</b>	<b>Option 1 (Plan G 2000)</b>	<b>Option 2 (Plan G 1000)</b>	<b>Option 3 (Plan G)</b>
Calendar Year Deductible*	\$203.00	\$250.00	\$203.00
Member Part B Co-Insurance	20%	10%	0%
Out-of-Pocket Maximum**	\$2,000.00	\$1,000.00	\$203.00
Lifetime Benefit Maximum	Unlimited	Unlimited	Unlimited

# Group Plans vs. Individual Plans

Group Coverage	Individual Coverage
<ul style="list-style-type: none"><li>• Employer sponsored coverage</li></ul>	<ul style="list-style-type: none"><li>• Available to everyone on the marketplace</li></ul>
<ul style="list-style-type: none"><li>• No underwriting</li></ul>	<ul style="list-style-type: none"><li>• May be subject to underwriting</li></ul>
<ul style="list-style-type: none"><li>• Customized coverage not offered on the Marketplace</li></ul>	<ul style="list-style-type: none"><li>• Wide array of coverage options</li></ul>
<ul style="list-style-type: none"><li>• Coverage tends to be richer</li></ul>	<ul style="list-style-type: none"><li>• Various price points</li></ul>
<ul style="list-style-type: none"><li>• Members have the option to drop the group coverage and switch to individual coverage if they wish</li></ul>	<ul style="list-style-type: none"><li>• Members can only transition to group coverage if their employer offers a group program</li></ul>

# Open Enrollment Case Study

## Example 1:

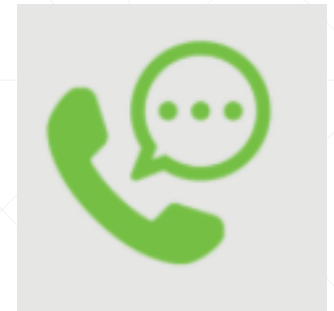
- Member was enrolled in a group Rx plan with a relatively high premium
- After comparing her options with ABA Insurance Medicare team, it was determined the member has had a low drug utilization this past year and was only taking generic medications
- Due to the member's recent change in health (low drug utilization/generic drugs only), the member opted for a low premium individual Rx plan which covered the few drugs the member was on
- This saved the member well over \$1,000/year in plan premiums

# Open Enrollment Case Study

## Example 2:

- Member was enrolled in a low-cost individual plan that sufficed for several years. The member had only been taking 1-2 generic brand drugs, so the low-cost individual Rx plan worked well for the member.
- However, the member's health began declining prior to OE and the low premium individual Rx plan no longer met the member's increase in drug utilization
- After discussing their options with the ABA Insurance Medicare team, this member opted for a Group Rx plan, which had a higher premium, but the coverage was more comprehensive and met the member's needs for more costly drugs
- Although the premium was higher, the member still saved money since the individual Rx plan would have required the member to pay a much higher amount in OOP costs

- **Interested in reviewing your individual plan options?**
  - Contact a Benefits Specialist
  - 1-800-347-9637
- **Interested in having your firm offer the ABA Group Medicare Program?**
  - Contact Jeff Morris
  - [Jeff.morris@amwins.com](mailto:Jeff.morris@amwins.com)
  - 401-739-5940





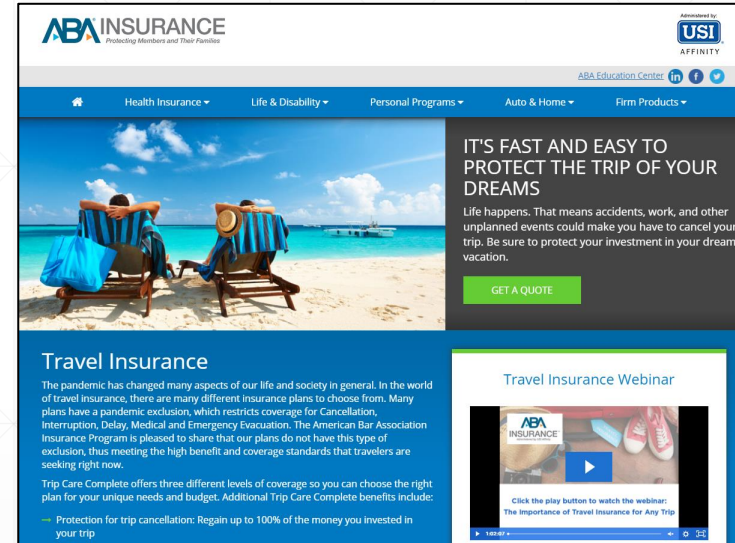
# Additional ABA Insurance Solutions for 65+



The screenshot shows the ABA Insurance website's "Dental and Vision Insurance" section. The header includes the ABA Insurance logo, "Protecting Members and Their Families", and the USI Affinity logo. A navigation bar lists "Health Insurance", "Life & Disability", "Personal Programs", "Auto & Home", and "Firm Products". The main content area features a family photo and the text "HERE'S SOMETHING TO SMILE ABOUT!" followed by a description of the dental and vision network. Two green buttons, "GET A DENTAL QUOTE" and "GET A VISION QUOTE", are visible. Below the main text, there is a section titled "Dental and Vision Insurance" with a brief description and a "Review Your Plan Options" link. At the bottom, there are links to "View MetLife Dental Plan Details" and "View MetLife Vision Plan Details".



**Dental and Vision**



The screenshot shows the ABA Insurance website's "Travel Insurance" section. The header includes the ABA Insurance logo, "Protecting Members and Their Families", and the USI Affinity logo. A navigation bar lists "Health Insurance", "Life & Disability", "Personal Programs", "Auto & Home", and "Firm Products". The main content area features a beach scene with two people relaxing and the text "IT'S FAST AND EASY TO PROTECT THE TRIP OF YOUR DREAMS". Below this, there is a section titled "Travel Insurance" with a brief description of the pandemic's impact on travel insurance. A "Travel Insurance Webinar" section is also visible, featuring a video player with a play button and a link to "Click the play button to watch the webinar: The Importance of Travel Insurance for Any Trip".



**Travel Insurance**



# ABA Insurance Group Dental & Vision

- ABA members have access to MetLife Group Dental and Vision plans
- Before you renew any plan, you may want to compare with the group plans you have access to as an ABA member
- Three dental and two vision plan options available

[www.ABAinsurance.com/dental-vision](http://www.ABAinsurance.com/dental-vision)

The screenshot shows the MetLife website interface for ABA Insurance. On the left is a blue vertical banner with the text "Dental Insurance". The main content area has a white background. At the top right of the content area are the MetLife logo and the ABA Insurance logo with the text "Administered by USI Affinity". Below the logos, a paragraph states: "Dental insurance can help you maintain good oral health and avoid costly treatments down the road." This is followed by a link: "Learn more about this plan — view [FAQ](#) and [Plan Summary](#)." Below this is a section titled "Find your rate" with a subtext: "Enter your information below to get your initial semi-annual rate. (All fields required)". There are three input fields: "Plan" (a dropdown menu), "Level of Coverage" (a dropdown menu), and "Zip Code" (a text box). To the right of these fields is a blue button labeled "APPLY NOW". Below the input fields is a button labeled "SEE YOUR QUOTE". Underneath this button, the text "Semi-annual = \$0.00" is displayed. At the bottom, a section titled "Premium amounts for other payment frequencies:" lists: "Monthly = \$0.00", "Quarterly = \$0.00", and "Annual = \$0.00".

# ABA Insurance Travel Insurance Solutions

- ABA members have access to travel insurance products that can better protect you or your spouse/partner both internationally or domestically
- Understand your Medicare coverage and fill in the gaps with important travel insurance protection
  - Emergency Medical
  - Trip Interruption and Cancellation
  - 24/7 Worldwide Assistance Services

[www.ABAinsurance.com](http://www.ABAinsurance.com)

The screenshot displays the ABA Insurance website. At the top, the ABA Insurance logo is on the left, and 'Administered by: USI AFFINITY' is on the right. Below the logo is the tagline 'Protecting Members and Their Families'. A navigation bar includes links for 'ABA Education Center' and social media icons. The main menu features categories: Home, Health Insurance, Life & Disability, Personal Programs, Auto & Home, and Firm Products. The hero section shows a couple relaxing on a beach with the text 'IT'S FAST AND EASY TO PROTECT THE TRIP OF YOUR DREAMS'. Below this is a 'GET A QUOTE' button. The 'Travel Insurance' section explains that the pandemic has changed travel insurance needs and that ABA's plans do not have pandemic exclusions. It lists benefits of the Trip Care Complete plan, including 100% trip cancellation coverage. A video player for a 'Travel Insurance Webinar' is shown at the bottom right, with a play button and a description: 'Click the play button to watch the webinar: The importance of Travel Insurance for Any Trip'.

# Closing Remarks and Q&A Session

Thank you all for attending today's webinar. We hope that you found it informative.

**Concierge Team: 1-800-347-9637**

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