

FACULTY TRANSITION WEBINAR SERIES

Retirement Nuts and Bolts **December 21, 2022**

Panelists: Dee Dee Chen, MS; Nicholas Martin; Ellen Nelson;
Virginia Rosales; and Lisa Staffiere, LICSW, CEAP, RYT

This handout includes:

- Copy of “Your Steps to Retirement” presentation by Virginia Rosales
- Copy of “Medicare Basics” presentation by Dee Dee Chen
- Copy of “MGB EAP” presentation by Lisa Staffiere
- Retirement Checklist
- MGPO Retirement Checklist

Retirement Nuts and Bolts
“Your Steps to Retirement”

presentation by Virginia Rosales

Your Steps to Retirement



Your Steps to Retirement

Retirement Checklist (Nuts and Bolts)

December 2022


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Agenda - Retirement Checklist:

- A. Retirement Calendar: when financial decisions are needed – at least six months to retirement**
 - 1. six months prior
 - 2. three months prior
 - 3. one-two months prior
- B. Retirement Planning Decisions:**
 - 1. Your Retirement Income Plans
 - 2. Your Medical Insurance coverage
- C. Retirement Resources available to help with the decision-making process:**
 - 1. Within MGB; Via Benefits, EAP, Ask my HR, Professional Staff Benefits
 - 2. Outside of MGB; SHINE, Social Security Administration, MetLife, John Hancock



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Your Steps to Retirement



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Six months prior to retirement:

Project Your Future Retirement Income from all sources, including personal savings:

Social Security Office: Estimate how much money you will receive in monthly Social Security payments (visit <http://www.ssa.gov> or call 1-800-772-1213). Review the specific rules on when you can start receiving Social Security payments.

Academic Annuity Plan (AAP): View your account balances through Fidelity's NetBenefits site (<https://netbenefits.com/MGB>). Contact Fidelity at 855-999-1747 and/or TIAA at 1-800-842-2776 or 781-314-2422 for a individual complimentary session to obtain an in-depth overview of your 403(b) and AAP portfolios and options.

Cash Balance Plan: Log onto the MGB Retirement Portal (UPoint) from Alight www.AskMyHRportal.com Alight Retirement Support Specialists are available at 833-885-5656, weekdays 8am to 4pm

Financial Advisor: for assistance in preparing a budget to determine your ongoing expenses



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Your Steps to Retirement

Important to know:

Required Minimum Distributions (RMD):

If you are still an active employee, even if you are older than age-72, you can delay RMD until after you retire. This applies even if you are full-time, part-time or even a per diem employee.

If you have assets outside of MGB, you need to start taking a RMD from these accounts, once you reach age-72. Best to contact the administrator of those non-MGB account for more information.

When your MGB-related employment ends, you must begin receiving RMD from your MGB retirement plans, no later than April 1st of the year after you reach age-72.

If you withdraw less than the RMD, you will be subject to a federal penalty *plus the tax owed*. Review with the retirement plan administrator and/or your tax advisor.



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MGPO Financial Planning Program:

Visit: <https://mgpo.partners.org/MGPOCentral/HR/FinancialPlanningProgram.html>

Eligibility for Reimbursement:

- All benefit eligible MDs and PhDs on the monthly MGPO payroll

Program provides access to the following:

- Reimbursement of up to \$1,500 (taxable) for financial planning.
- Help choosing a financial planner. List of reviewed providers available online

Example of Expenses eligible for reimbursement include:

- Financial Planning, Estate Planning (including Wills and Trusts), Education, Tax Planning, Advisory Service



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Your Steps to Retirement

Six months prior to retirement:

Plan Your Retiree Medical Plan Strategy:

Social Security Office: Confirm your Medicare Part A coverage and review the steps to enroll in Medicare Part B. You can do this by visiting: www.ssa.gov/benefits/medicare/ by calling (800-772-1213, weekdays 7a.m. and 7p.m.) or by going in-person to a local Social Security office.

Serving the Health Insurance Needs of Everyone (SHINE): Provides information on health insurance options and counseling to all MA residents. To find and schedule an appointment with a SHINE counselor call MassOptions (800-243-4636). Visit: <https://www.mass.gov/service-details/find-a-shine-counselor>

Via Benefits: You can *view and review* information on the <https://my.viabenefits.com/mgh> site, however, it is too early to enroll six months before retirement.

Employee Assistance Program (EAP): Review the retirement resources available <https://eap.partners.org>



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MGH MGPO Retiree Medical Program:

Via Benefits Visit: <https://my.viabenefits.com/mgh>

Eligibility:

All MGH/MGPO employees of retirement age with a vested accrued benefit under the Cash Balance Retirement Plan and/or Academic Annuity Plan

Via Benefits:

- Largest private Medicare Marketplace which includes Medicare Supplement Insurance (Medigap), Medicare Advantage and Part D Prescription Drug plans. Also – information on dental and vision plans
- They provide:
 - Cost and plan comparisons on their website
 - Personalized assistance by licensed benefit advisors, at no cost to you
 - Assistance with enrolling by phone (866-201-0546, weekdays 8am-7pmET). Before your enrollment call, collect a list of your prescriptions and your physicians and the facilities you wish to use



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Your Steps to Retirement

Important to Know:

- **If you are still working, older than age-65, and insured in our group medical plan**, then you can wait to enroll, and pay, for Medicare Part B (redundant) since you are insured under MGB Health Plan.
Note: You are eligible to enroll in Medicare Part A as of age 65. You are not charged for Part A.
- **When you are no longer benefit eligible and/or your employment ends**, your MGPO benefits end.
Goal: To coordinate the end of your MGB Health Plan with the start of Medicare B and your Medigap or Medicare Advantage coverage
- **Retiree medical insurance is individual only. There is no family medical coverage option available.**



3 Months Prior to Retirement



Your Steps to Retirement

Three months prior to retirement:

- **Notify your department and MGPO benefit consultant of your intention to retire.**
- **Contact Social Security and apply for Medicare Part A and B**
 - Go online—my social security account status www.socialsecurity.gov
 - Call Social Security at 800-772-1213 (weekdays 8am 7pm)
 - Visit the Social Security Office. Most are open and some require appointments <https://www.ssa.gov/agency/emergency>
- **Academic Annuity Plan:** For an in-depth overview of your 403(b) and AAP portfolio and options
 - **Fidelity** at 855-999-1747
 - **TIAA** at 1-800-842-2776 or 781-314-2422 (Antonios Giakomis)
- **Cash Balance Plan:** Contact Alight Retirement Support Center (833-885-5656, weekdays 8am to 5pm)



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1-2 Months Prior to Retirement



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Your Steps to Retirement

One-Two months prior to retirement:

If you retire

- **before age-65**, then you can pay to continue your MGB Health Plan through COBRA, for up to 18 months or until age-65, whichever comes first, after you are no longer eligible for MGH/MGPO benefits.
- **at age-65 plus**, then you will be eligible to buy a plan to supplement Medicare
 - Contact VIA Benefits (at 866-201-0546) for information on the plans and rates, once the retirement process has begun and your information has been sent over to VIA Benefits.



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Retire!!!



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Your Steps to Retirement




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Post-Retirement (after employment ends):

COBRA package:
HealthEquity Wage Works will mail COBRA information to you to your home address. You will be offered the opportunity to pay to continue the same medical, dental and vision coverage you had while an active employee

- **If you are older than age-65 and Medicare-eligible:** It is best *not* to continue your MGB Health plan coverage under COBRA. This will ensure that when you enroll in Medicare Parts B & D that you are not charged a "late enrollment penalty".

MetLife Insurance:
Offers you the opportunity to pay to continue your group life insurance



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Your Steps to Retirement

MGPO Professional Staff Benefits Section of HR:

Your benefits consultant, based on the first letter of your last name is:

A-G	Susan Frain	sfrain@partners.org	(617) 726-9264
H-O	Amy Vacchina	avacchina@partners.org	(617) 724-9357
P-Z	Paula E. Murphy	pmurphy30@partners.org	(617) 643-3711

- For detailed information on the retiree medical plan and the financial planning program: Akmaral Kuserbayeva, Benefit Specialist: akuserbayeva@partners.org
- Virginia Rosales, Benefits Manager: vrosales@partners.org
- Dee Dee Chen, Director, Professional Staff Comp and Benefits: ddchen@partners.org
- **MGPO Professional Staff Benefits Office, MGH-Bulfinch Building, 1st floor, Room 126**



In Closing - Retirement Checklist:

Agenda:

A. Retirement Calendar: when financial decisions are needed – at least six months to retirement

1. six months prior
2. three months prior
3. one-two months prior

B. Retirement Planning Decisions:

1. Your Retirement Income Plan
2. Your Medical Insurance Plans coverage

C. Retirement Resources available to help with the decision-making process:

1. Within MGB; Via Benefits, EAP,
2. Outside of MGB; SHINE, Social Security Administration, MetLife, John Hancock, others



Your Steps to Retirement



Retirement Nuts and Bolts
“Medicare Basics”

presentation by Dee Dee Chen



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Medicare Basics

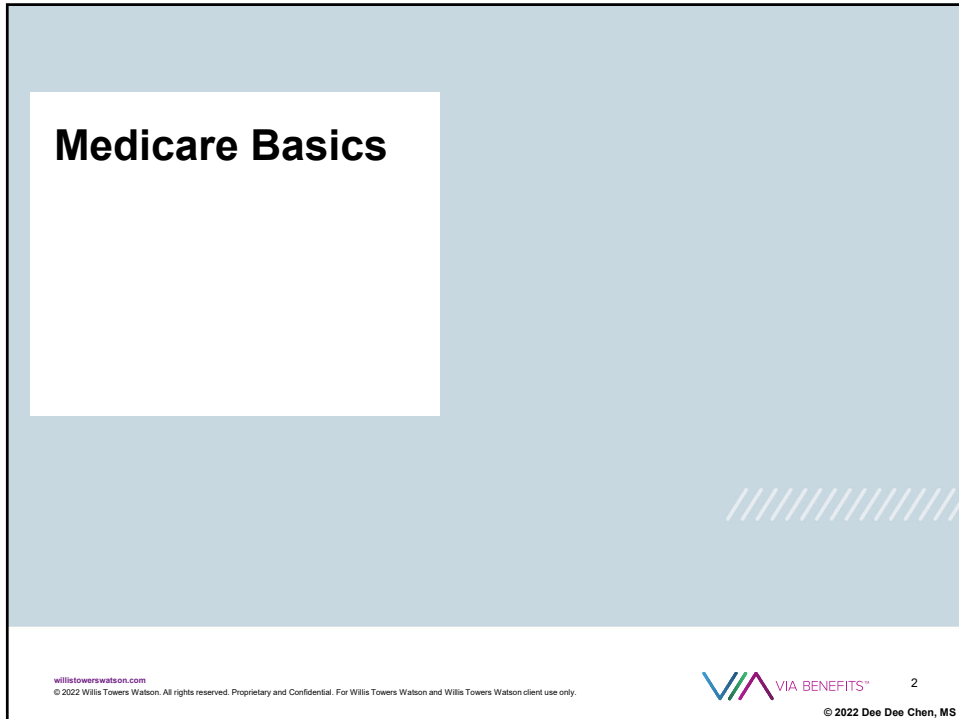
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 **Massachusetts General Hospital**
Founding Member, Mass General Brigham

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Medicare Basics



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Medicare Basics

The Medicare Marketplace **CMS**

Medicare is health insurance for individuals age 65 years and older, some pre-65 with disabilities, and those with ESRD (End-Stage Renal Disease) and ALS (Lou Gehrig's Disease)

Started in 1965; nothing to do with ACA (64 and under)

- **Medicare** is health insurance for individuals age 65 and older, regardless of income
- **Medicaid** is a state and federal program of health insurance for the financially challenged

CMS administers both Medicare and Medicaid, as well as SCHIP (State Children's Health Insurance Program)

- Collectively, these three health care programs benefit more than 80 million Americans

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Original Medicare – Parts A & B

Medicare Part A = Hospital Coverage

Medicare Part B = Medical Coverage


Automatically enrolled into Part B, so must opt out if you are still working when you are first Medicare-eligible.

There are financial exposures (gaps) inherently designed in Medicare Part A and Part B – how CMS funds Medicare.


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Medicare Part A Financial Exposures

Original Medicare Part A you pay:

- 40+ Quarters = **Premium-Free**
- 30-39 quarters **\$274** monthly
- < 30 quarters **\$499** monthly
- Deductible **\$1,556** 
[Re-setting, not annual]
- Hospital Co-Pays
 - Days 61-90 **\$389** per day
 - Days 91-150 **\$778** per day

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Medicare Part B Financial Exposures


Original Medicare Part B you pay:

- Part B premium of **\$170.10** monthly in 2022
- Annual Deductible **\$233**
- Co-Insurance **20%**

An Income Related Monthly Adjustment Amount [IRMAA] may also be incrementally added, based upon your IRS-reported income.

 **[\$91K/\$182K]**

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Medicare Part B - IRMAA

Your premium will change based on income as follows:

Your annual income		Your monthly premium in 2022
Individuals	Couples	
Equal to or below \$91,000	Equal to or below \$182,000	\$170.10
\$91,001 - \$114,000	\$182,001 - \$228,000	\$238.10
\$114,001 - \$142,000	\$228,001 - \$284,000	\$340.20
\$142,001 - \$170,000	\$284,001 - \$340,000	\$442.30
\$170,001 - \$499,999	\$340,001 - \$749,999	\$544.30
\$500,000 and above	\$750,000 and above	\$578.30

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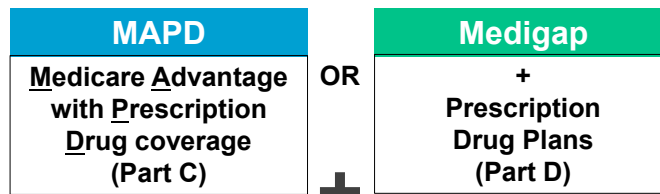
How Medicare Coverage Works

CMS

**Original Medicare
 Parts A & B**



Additional Coverage



Optional Coverage

Dental & Vision Plans

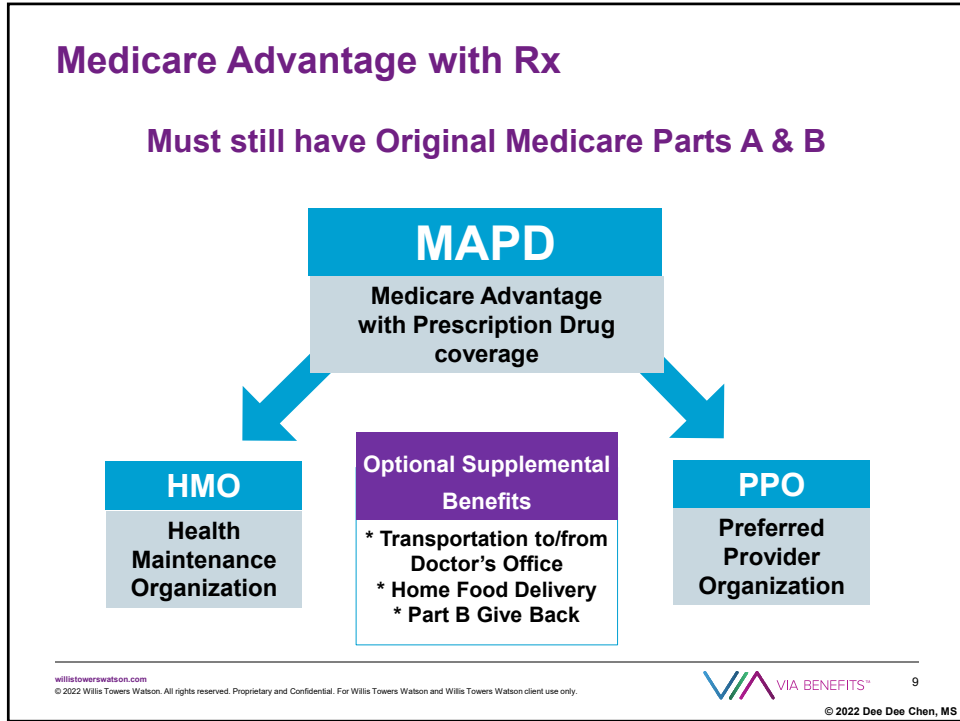
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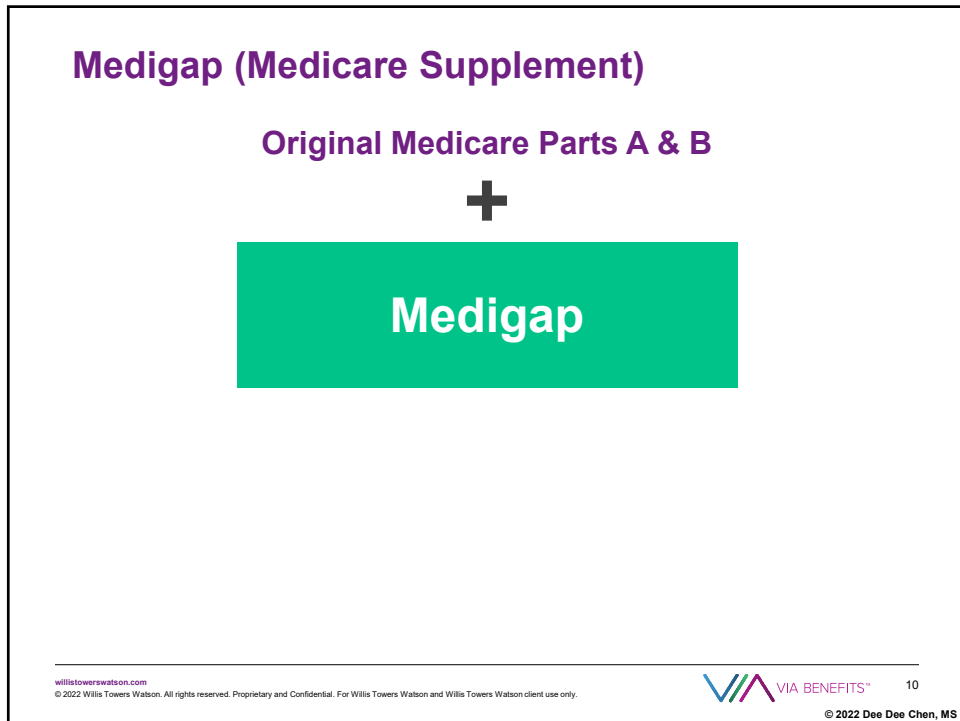
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Medicare Basics

Medicare Supplement Insurance (MediGap) – Massachusetts ONLY

Medigap Benefits	Medigap Plans		
	Core Plan	Supplement 1	Supplement 1A
Basic benefits	Yes	Yes	Yes
Part A: inpatient hospital deductible	No	Yes	Yes
Part A: skilled nursing facility coinsurance	No	Yes	Yes
Part B: deductible*	No	Yes*	No
Foreign travel emergency	No	Yes	Yes
Inpatient days in mental health hospitals	60 days per calendar year	120 days per benefit year	120 days per benefit year
State-mandated benefits (yearly Pap tests and mammograms. Check your plan for other state-mandated benefits.)	No	Yes	Yes

*Supplement 1 Plan (which includes coverage of the Part B deductible) will no longer be available to people who are new to Medicare on or after January 1, 2020. These people can buy Supplement 1A Plan. However, if you were eligible for Medicare before January 1, 2020 but not yet enrolled, you may be able to buy Supplement Plan 1.

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Medicare Supplement Insurance (Medigap)

Single-Lettered Plans in 47 States [different in MA / MN / WI]

Several states have special GI rules, including CT, NY; MA, ME; CA, OR, IL, ID, NV; WA, MO

Benefits	Medicare Supplement Insurance (Medigap) Policies								Medicare-Eligible Before 2020 ONLY	
	A	B	D	G	K	L	M	N	C	F
Medicare Part A coinsurance and hospital costs	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Medicare Part B coinsurance or copayment	100%	100%	100%	100%	50%	75%	100%	100%	100%	100%
Blood (first 3 pints)	100%	100%	100%	100%	50%	75%	100%	100%	100%	100%
Part A hospice care coinsurance or copayment	100%	100%	100%	100%	50%	75%	100%	100%	100%	100%
Skilled nursing facility care coinsurance			100%	100%	50%	75%	100%	100%	100%	100%
Part A deductible		100%	100%	100%	50%	75%	50%	100%	100%	100%
Part B deductible									100%	100%
Part B excess charges*				100%						100%
Foreign travel emergency (up to plan limits)			80%	80%			80%	80%	80%	80%

Source: CMS

* No Excess Charges States - CT, MA, MN, NY, OH, PA, RI, VT

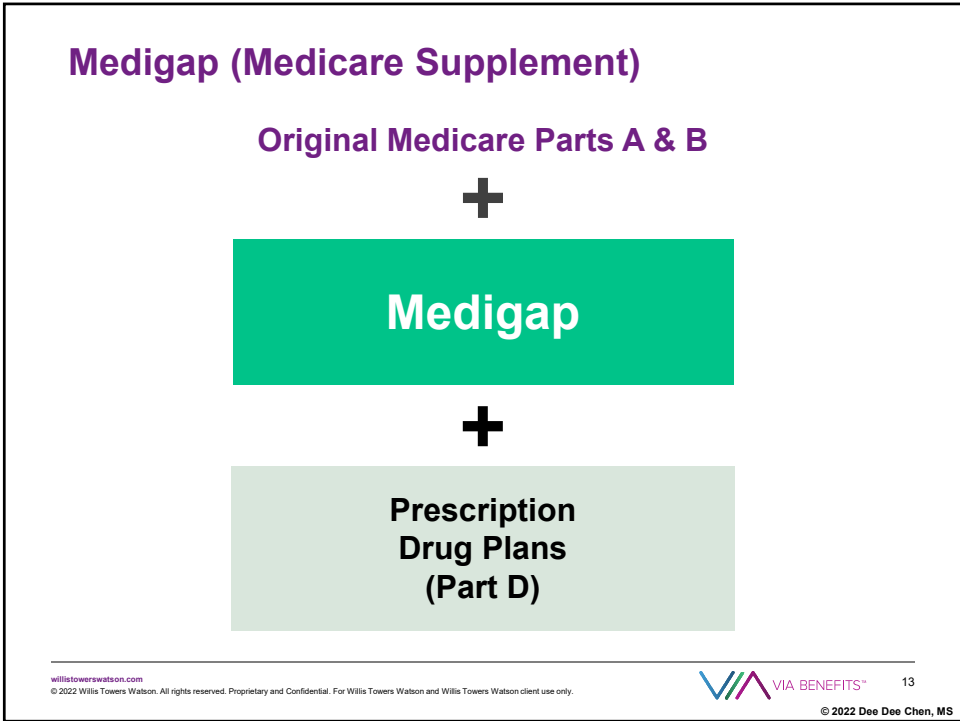
Out-of-Pocket limit in 2022
\$6,620 \$3,310

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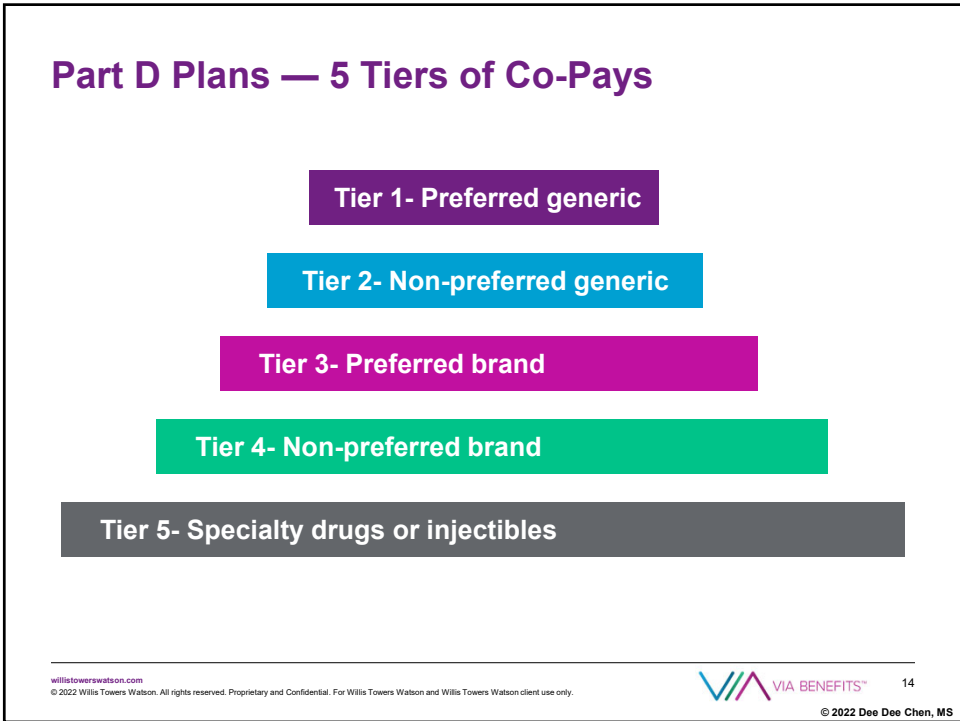
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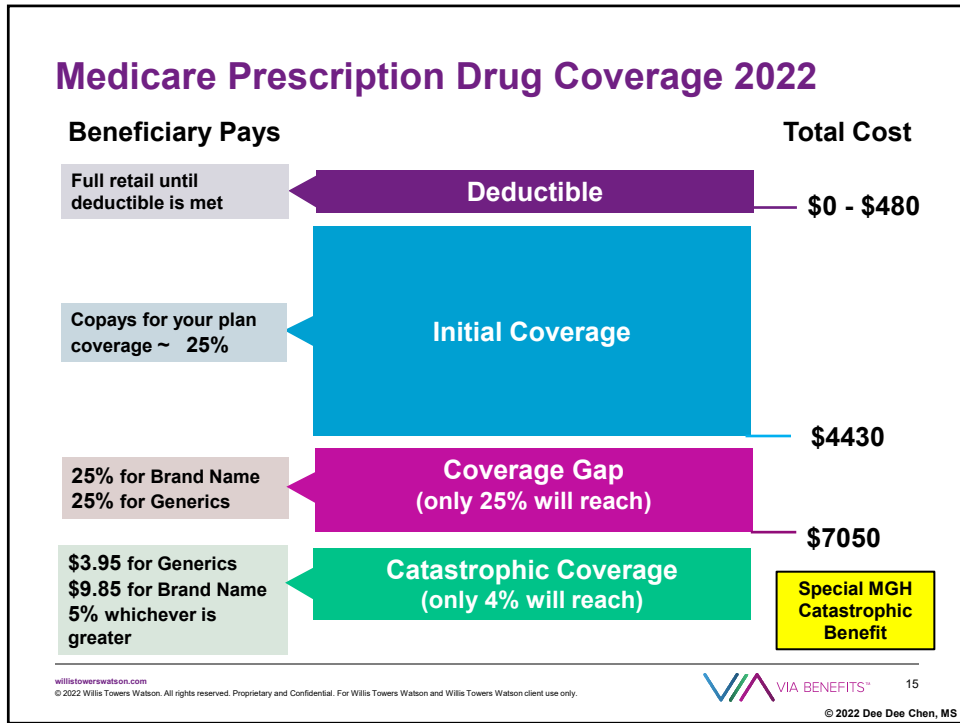
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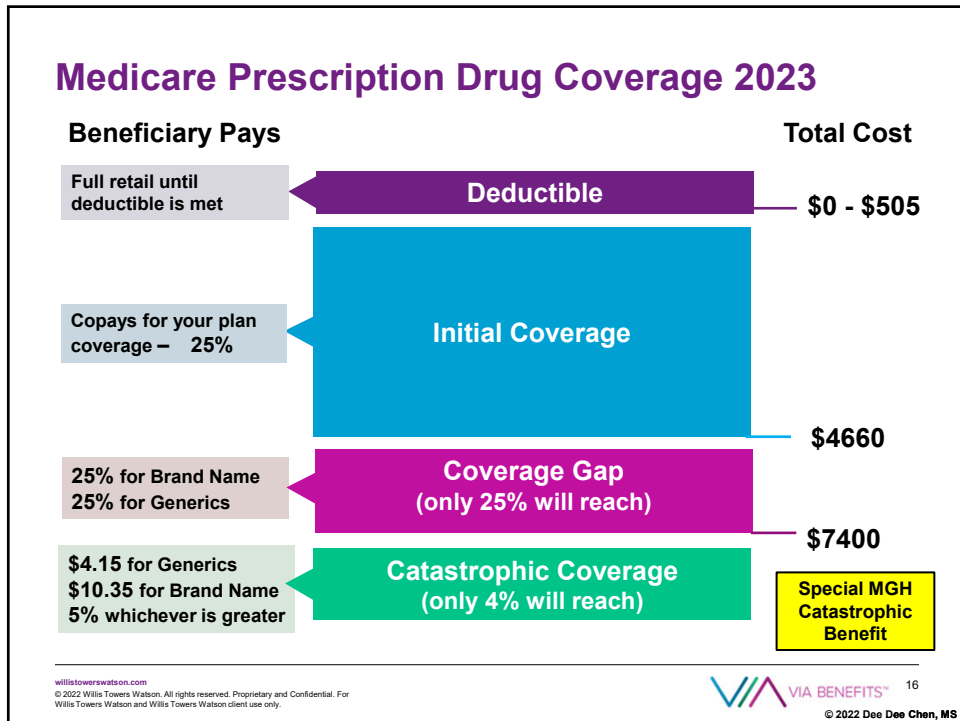
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Health Reimbursement Arrangement (HRA)

If you are eligible
 MGH will make an **ANNUAL** contribution to a Health Reimbursement Arrangement (HRA)

Tax-free account
 Used to reimburse you for eligible health care expenses

Get reimbursed
 For eligible medical, prescription drug, dental and vision premiums (even Part B & LTC premiums); as well as eligible out-of-pocket healthcare expenses.

Your HRA funding will be available on the 1st of the month you enroll (prorated). Unused funds **DO** rollover

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When To Enroll In Coverage

Your 7-month Initial Enrollment Period (IEP)

3 months prior 2 months prior 1 month prior 1 month after 2 months after 3 months after

No delay or break in coverage You turn 65 OR Retire if over 65 Delayed start and a possible break in coverage

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Retirement Nuts and Bolts
“EAP as a Resource”

presentation by Lisa Staffiere

EAP as a Resource



Mass General Brigham

Mass General Brigham Employee Assistance Program (EAP)

*Lisa Staffiere, LICSW, CEAP
Senior EAP Consultant*

2022


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Health Insurance Resources

[Massachusetts Health Connector](#) is a resource for MA residents searching for health and dental insurance plans. Outside of the open enrollment period, you can apply at any time of the year for dental plans if you experienced a qualifying event like retirement.

SHINE (Serving the Health Insurance Needs of Everyone) Program
<https://www.mass.gov/health-insurance-counseling>
Free health insurance information and counseling to MA residents with Medicare and their caregivers. People who have Medicare or who are about to become eligible for Medicare can meet with a counselor to learn about benefits and options available. To find a local SHINE counselor call MassOptions at **800-243-4636**, or TTY/ASCII 800-439-2370.



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EAP as a Resource

Transitioning into Retirement

AARP, Inc. – explore life after work - [Reimagine Your Life](#)

[Retirement 563 – The Non-Financial Aspects of Retirement](#)

[Very Well Mind – 8 Tips for Adjusting to Retirement](#)

[Help Guide – Adjusting to Retirement: Handling the Stress and Anxiety](#)

[Osher Lifelong Learning Institute](#) at UMass Boston offers lifelong learning, trips, and social activities for those over age 50

[UMass Lowell Learning in Retirement Association](#) provides college-level, low-cost learning experiences



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Volunteer Opportunities

[Encore Boston Network](#) - a coalition of organizations and professionals dedicated to strengthening communities by engaging the talents of people in volunteer opportunities.

<https://www.mass.gov/volunteering-and-giving> volunteer opportunities at the MA Department of Children and Families.

<https://www.boston.gov/departments/age-strong-commission/volunteer-opportunities-older-people> - volunteer opportunities based on your interests, location and time.

<https://www.massgeneral.org/volunteer> Help make a difference in the lives of patients by volunteering at MGH.



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EAP Support

- Free, confidential, voluntary services for faculty/staff, employees and household members
- EAP offers in-person, video or phone visits
- Call to speak to a counselor 866-724-4327
- 24/7 On-Call Capability for crises
- [Recorded relaxation sessions](#) for viewing anytime



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Don't Worry Alone

Contact EAP 866-724-4327
eap.partners.org



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Retirement Checklists

RETIREMENT CHECKLIST

SIX MONTHS OR MORE BEFORE YOU PLAN TO RETIRE

- Obtain an estimate** of your Social Security income benefit online at <http://www.ssa.gov> or call 1-800-772-1213.
- Review the Retirement Resources** available online through the Employee Assistance Program (EAP) by clicking [here](#).
- Consider reaching out to Serving the Health Insurance Needs of Elders (SHINE)**, a volunteer organization that provides support to people approaching retirement age. SHINE offers health insurance information on hundreds of supplemental Medicare plans and can answer any questions you may have. Please visit the Massachusetts Office of Elder Affairs at <https://www.mass.gov/service-details/find-a-shine-counselor>
- Review an estimate** of your Cash Balance Retirement Plan by logging into the Mass General Brigham Retirement Portal at <http://digital.alight.com/mgb>.
- Consider contacting a financial adviser** to prepare a budget that can help identify how much you'll need for ongoing expenses.
- Contact Fidelity** at 855-999-1747 or TIAA 800-842-2776 for a one-on-one session to get an in-depth overview of your 403(b) portfolio and options.
- Review your beneficiaries** in your Fidelity or TIAA account and on PeopleSoft. If you are married, your spouse is automatically your primary beneficiary for the Cash Balance Retirement Plan, but you will need to contact Alight Solutions 833-885-5656 to establish a secondary beneficiary.

THREE MONTHS PRIOR TO PLANNED RETIREMENT DATE

- Notify your manager** and department of your intent to retire.
- Notify Alight Solutions** (833-885-5656) or go to the Mass General Brigham Retirement Portal at <http://digital.alight.com/mgb> and request retirement initiation for the Cash Balance Retirement Plan.
- Contact the HR Support Center** 833-275-6947 or www.askmyhrportal.com with any questions. If age 65 or older request an Employment Information Form to provide to Social Security to sign up for Medicare Part B.
- If you are over 65**, contact the Social Security Administration online at <http://www.ssa.gov> or call 1-800-772-1213 to calculate and/or start your monthly Social Security retirement income benefit and enroll in Medicare Parts A and B. If you are married, you will be asked to provide your spouse's Social Security Number and date of birth.

RETIREMENT CHECKLIST

TWO MONTHS BEFORE RETIREMENT

- If you retire at or after 65** you will be eligible to purchase a Medicare supplement through a private Medicare Exchange called VIA Benefits. Please contact at 866-201-0546 for information on the plans and rates once the retirement process has begun and your information has been sent over to VIA Benefits.
- If you retire at or after 65** you and have participated in a Retiree Medical Savings Account (RMSA) contact Alight Solutions about using your account in retirement 833-885-5656 or <http://digital.alight.com/mgb>
Please contact HR Support for cost & information about Medicare Supplement Medex 3.
- If you retire under age 65** your insurance can continue through COBRA for up to 18 months or age 65 whichever comes first after coming off payroll.
- If you have Long-Term Care Insurance**, contact John Hancock at 1-800-560-4111 to convert your Group Long-Term Care Insurance to an Individual Policy. Your group coverage will end on your termination of employment effective date.

POST-RETIREMENT

- Look for your COBRA packet in the mail** approximately 2-3 weeks following your retirement date. The third-party administrator for COBRA is Benefit Strategies. If you are over 65 and Medicare eligible, you can choose COBRA for 18 months. It is important to note that you will have to pay a late enrollment penalty when you sign up for Medicare Parts B & D (if applicable). If you elect COBRA, you will lose your eligibility once you turn 65.
- Consider** converting your group life insurance policy to an individual policy. Contact MetLife 877-275-6387 within 30 days of coming off payroll.
- If you have Long-Term Care Insurance**, contact John Hancock at 1-800-560-4111 to convert your Group Long-Term Care Insurance to an Individual Policy. Your group coverage will end on your termination of employment effective date.
- Contact your 403(b) Plan Vendor(s):**
 - Fidelity can be reached at 1-855-999-1747
 - TIAA can be reached at 1-800-842-2776
- Questions about your last paycheck:**
Contact us at 1-833-ASK-MYHR (275-6947) and press 6 when prompted.
- Update your address** whenever you move to ensure any retirement materials are sent to your current location. Please contact us & your local post office to forward your mail.

If you have questions, please contact the HR Support Center by [submitting an online request](#), or by calling 1-833- Ask-myHR (275-6947).

The checklist to begin the process of preparing for your retirement from the MGH.

Six months or more before you plan to retire

- **Obtain** an estimate of your Social Security income benefit online at <http://www.ssa.gov> or call 1-800-772-1213
- **Consider reaching out to Serving the Health Insurance Needs of Elders (SHINE)**, a volunteer organization that provides support to people approaching retirement age. SHINE offers health insurance information on hundreds of supplemental Medicare plans and can answer any questions you may have. Please visit the Massachusetts Office of Elder Affairs at <http://www.mass.gov/elders/healthcare/shine>
- **Review** an estimate of your Cash Balance Retirement Plan using www.AskMyHRportal.com (if applicable) or call Alight at 1-833-885-5656
- **Consider** contacting a financial adviser to prepare a budget that can help identify how much you'll need for ongoing expenses. Do not forget to use your Financial Planning Program reimbursement benefit, if you did not use it in last 5 years.
- **Contact** Fidelity at 855-999-1747 or TIAA at 1-800-842-2776 for a one-on-one session to get an in-depth overview of your 403(b) portfolio and options.
- **Review your beneficiaries** in your Fidelity/TIAA account and on PeopleSoft. If you are married, your spouse is automatically your primary beneficiary for the Cash Balance Retirement Plan, but you will need to contact the HR Support Center at 1-833-ASK-MYHR (875-6947) to establish a secondary beneficiary.

Three months prior to planned retirement date

- **Notify your Department** and benefits consultant of your plan to retire.
- **If you are turning 65 or over**, contact the Social Security Administration online at <http://www.ssa.gov> or call 1-800-772-1213 to calculate and/or start your monthly Social Security retirement income benefit and enroll in Medicare Parts A and B. If you are married, you will be asked to provide your spouse's Social Security Number and date of birth.

For retirees who are 65 or older:

- Our Supplemental plan is administered by **Via Benefits**, formerly known as OneExchange, a resource that offers our retirees state-of-the-art access to the nation's largest Medicare marketplace. Retirees also have the guidance of Via Benefit's licensed benefit advisors, who have helped hundreds of thousands of Medicare eligible retirees, their spouses, and eligible dependents find and enroll in supplemental health care coverage in the individual market. There is no cost for this assistance. Active employees age 64 or older may contact Via Benefits at 1-866-201-0546 for more information about medical options and for a specialist to answer any questions. Plus, retirees may find information on www.My.Viabenefits.com/MGH.com
- **Please contact Professional Staff Benefits Office at least 3 months before your planned retirement date.** Your benefit consultant will advise you regarding the retirement process. In some cases, you may be eligible for a subsidy and/or reimbursement of qualifying retiree medical expenses through a Health Reimbursement Account (HRA). A benefit advisor from Via Benefits will arrange a convenient time to discuss all your options, as well as the retiree medical enrollment process, to ensure that there is no break in your medical coverage and help you find the retiree medical plan that best meets your and your family's needs.

For retirees under age 65:

- Retirees who are ages 55 to 64 are eligible to enroll in Partner's Plus
- Just as with active employees, retirees may also choose the level of coverage (Employee Only or Family) that suits their individual circumstances.
- COBRA rates apply for the first 18 months. Early retiree age-graded rates apply after COBRA coverage runs out.

If you have Long-Term Care Insurance, contact John Hancock at 1-800-560-4111 to convert your Group Long-Term Care Insurance to an Individual Policy. Your group coverage will end on your termination of employment effective date.

Post retirement

- **Look for your COBRA packet in the mail** approximately 2-3 weeks following your retirement date. The third-party administrator for COBRA is Voya/Benefit Strategies. Employees over 65 who are Medicare eligible are eligible for 18 months of COBRA. However, if such employees use COBRA coverage, they will have to pay a late enrollment penalty when they sign up for Medicare Parts B & D (if applicable), because COBRA is not a creditable coverage. Employees who will turn 65 within 18 months after retirement will lose their COBRA eligibility upon turning 65.
- **Consider converting** your group life insurance policy to an individual policy
- **Contact your 403(b) Plan Vendor(s).**
 - Fidelity can be reached at 1-855-999-1747
 - TIAA can be reached at 1-800-842-2776
- **If you have questions about your last paycheck**, please contact your Benefits Consultant
- **Update** your address whenever you move to ensure any retirement materials are sent to your current location. Please contact us as well as your local post office to forward your mail.
- **Review your beneficiaries** in your Fidelity/TIAA account and on PeopleSoft. If you are married, your spouse is automatically your primary beneficiary for the Cash Balance Retirement Plan, but you will need to contact the HR Support Center at 1-833-ASK-MYHR (875-6947) to establish a secondary beneficiary.

If you have questions, please contact your Benefits Consultant:

If your last name starts with letters:	Consultant	Email	Phone number
A-G	Susan Frain	sfrain@partners.org	(617) 726-9264
H-O	Amy Vacchina, CEBS	avacchina@partners.org	(617)-724-9357
P-Z	Paula Murphy	pmurphy30@partners.org	(617) 726-9356

Others You May Wish to Contact:

- MGH-based malpractice inquiries - MGHMGPOMalpractice@partners.org
- Akmaral Kusherbayeva CEBS, Professional Staff Analyst, Financial Planning Program and Retiree Medical Program - akusherbayeva@partners.org
- Virginia Rosales – Manager, Professional Staff Benefits Office, vrosales@partners.org
- Dee Dee Chen, Director, Professional Staff Benefits Office, ddchen@partners.org

Online Resources You May Find Useful

Social Security Retirement benefits

<http://www.socialsecurity.gov/pgm/retirement.htm>

Medicare

<http://www.medicare.gov/>

Medicare Part A: a federally funded health insurance plan. It is designed for people age 65 or older and some disabled people under age 65. Medicare Part A pays for inpatient hospital care, skilled nursing facility care, nursing home care, hospice and home health services.

Medicare Part B: Pays for [outpatient hospital care](#), doctor visits, and many other medical services not covered by Part A.

Medicare Frequently Asked Questions

<https://faq.ssa.gov/en-US/topic/?id=CAT-01092>

Medicare Enrollment (online)

<http://www.socialsecurity.gov/medicareonly/>

<http://www.socialsecurity.gov/pgm/medicare.htm>

SHINE (Serving the Health Information Needs of Elders):

A Medicare and health insurance resource for seniors.

<http://www.mass.gov/elders/>