FA Benefits First American

Retiree Toolkit

Planning for your retirement is one of the most important steps you will take in life, and this guide is designed to help you plan and learn what to expect before and after you retire. There are steps that you need to take before, during and after retirement to ensure that you have the right health and financial benefits to fit your needs. The following pages give you a timeline of actions to take, things to expect and informative links and contact information.

People First

FA Benefits
your retirement benefits toolkit

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TAKE ACTION

MEDICAL, DENTAL AND VISION COVERAGE

When you retire from First American, Via Benefits will help you navigate Medicare, and assist you with identifying and enrolling in an individual Medicare supplement plan and individual dental and vision plans.

Via Benefits is a free resource that offers access to a state-of-the-art Medicare marketplace with a wide variety of individual plans from the nation's leading health insurers. The Via Benefits marketplace has Medicare Supplement Insurance (Medigap), Medicare Advantage and Part D Prescription Drug plans, plus dental and vision plans. To help you decide which plan or plans are right for you based on your unique needs, a certified and licensed benefit advisor will help you research options, assist, and advise you. The benefit advisors go through a rigorous training, certification, and licensing process before they talk to you. Many of the benefit advisors are on Medicare themselves and bring firsthand experience with comparing and enrolling in plans.

Working with Via Benefits, you not only have access to benefit advisors, you also have access to an online Medicare marketplace. The marketplace is rich with information and easy-to-use online tools that help you evaluate and understand the plans available to you.

As you approach your retirement date, you can contact Via Benefits to explore and understand your options. You may also enroll in an individual plan through your own broker. If you retire prior to age 65, Via Benefits can help you find medical coverage that may be less expensive than taking COBRA. For more information about Via Benefits for Medicare-eligible and non-Medicare eligible retirees, contact them by telephone prior to retirement or online 24/7 post retirement, at:

WHEN YOU SHOULD CALL VIA BENEFITS

- **When you are newly retired or will retire in the next three months and are Medicare eligible,** you qualify for a Special Enrollment Period (SEP), during which you can enroll through the individual Medicare market. You can enroll up to three months prior to your new effective date, which will be the first day of the month following the date you retire.
- **During the Medicare Open Enrollment Period (OEP)**, you can contact Via Benefits each year to review your current medical providers and medical plan, your prescriptions and prescription drug coverage and/or to enroll in a plan.
- **If you move out of your plan's area or your current plan is discontinued, you may qualify for a Special Enrollment Period (SEP).** If you receive a notice from your insurance carrier that you plan will be discontinued, or when you have a new address due to a move, call Via Benefits to discuss the options available to you.

What to expect from Via Benefits:

- Personalized, step-by-step guidance
- Unbiased, objective support
- Efficient, accurate enrollment
- Support after you enroll

	Pre-retirement	Post-retirement
Ages 55-64:	1-844-498-5564	1-844-498-5564 or https://marketplace.viabenefits.com/firstam
Age 65+:	1-844-686-0477	1-844-686-0477 or https://my.viabenefits.com/firstam

WHAT TO EXPECT

MEDICARE

Medicare is a government program that provides access to basic medical coverage. Medicare helps with the cost of health care, but it does not cover all medical expenses. On average, Medicare health coverage is currently estimated to cover only about 50% of an individual's total health care expenses in retirement. First American partners with Via Benefits (see "Take Action" section for information on Via Benefits) to help its Medicare-eligible retirees identify and enroll in individual Medicare supplement plans that can help pay expenses that Medicare doesn't cover. You may also enroll in Medicare supplement plans through your own broker.

Know Your Medicare ABCs

Medicare has four parts, which work together to provide you with coverage of many health care services. Here is an overview of the four parts:

Part A: Hospital insurance *	Helps cover inpatient hospital care, skilled nursing facility care, home health care, and hospice care. Depending on your situation, you may be automatically enrolled in Part A or you may need to actively enroll. Please contact Medicare at 1-800-MEDICARE (1-800-633-4227) with questions.
Part B: Medical insurance **	Helps cover doctors' services, preventive care, outpatient medical and surgical services, diagnostic X-rays/lab tests, and other outpatient services.
Part C: Medicare Advantage plans **	Medicare Advantage plans are offered by private insurance companies approved by Medicare and cover hospital costs (Part A), medical costs (Part B), and sometimes prescription drug costs (Part D). Medicare Advantage plans may also offer extra coverage, such as vision and hearing coverage.
Part D: Medicare prescription drug coverage **	Helps pay for medications prescribed by a doctor. These plans are offered by private insurance companies and are approved by Medicare.

* If you are enrolled in and receiving Social Security benefits (regular or disability) when you turn 65, you will be automatically enrolled in Part A. Part A does not require payment of monthly premiums.

** Parts B, C and/or D require enrollment and payment of monthly premiums.

ENROLLING IN MEDICARE

If you are already collecting Social Security when you turn 65, you will be automatically enrolled in Medicare Part A but **you must actively enroll in Part B** when you become eligible or need it. In addition, if you want Medicare Part C or Part D, you must actively enroll.

If you are within three months before or after turning age 65 and not yet ready to collect your Social Security benefits, you can apply for Medicare benefits online or by calling Social Security at **1-800-772-1213**, Monday through Friday, 4 a.m. to 4 p.m. Pacific time. You can also find a Social Security office near you at medicare.gov.

BE SURE TO ENROLL IN PARTS A AND B

Note: You must be enrolled in Medicare Parts A and B to enroll in a Medicare supplement (Medigap), Medicare Part D, or Medicare Advantage plan. Contact 1-800-Medicare (1-800-633-4227) to enroll or visit medicare.gov.

How Medicare Coordinates Benefits with Other Health Plans

If you are still working when you enroll in Medicare, your medical plan with First American (referred to as an Employer Sponsored Medical Plan) will pay first as your primary coverage and Medicare will pay as your secondary coverage. You should tell your health providers to bill your First American health plan first to avoid Medicare complications.

Once you are retired and no longer enrolled in an “employer sponsored medical plan” (whether that be a First American health plan, or other employer sponsored group health plan in which you are enrolled), your Medicare plan will pay first and individual Medicare supplement plans pay second. To learn more about how Medicare coverage coordinates with other insurance, refer to:

- The official U.S. government site for Medicare at medicare.gov
- Medicare at 1-800-MEDICARE (1-800-633-4227)
- Medicare & You handbook, available from medicare.gov/medicare-and-you

IMPORTANT THINGS TO KNOW ABOUT MEDICARE

Medicare Part B and Part D Costs

If your yearly income in 2021 was:			Your Monthly premium in 2023 for Medicare Part B is:	Your Monthly premium in 2023 for Medicare Part D is:
File individual tax return	**File joint tax return**	**File married & separate tax return**		
$97,000 or less	$194,000 or less	$97,000 or less	$164.90	Your plan premium
above $97,000 up to $123,000	above $194,000 up to $246,000	N/A	$230.80	$12.20
above $123,000 up to $153,000	above $246,000 up to $306,000	N/A	$3329.70	$31.50
above $153,000 up to $183,000	above $305,000 up to $366,000	N/A	$428.60	$50.70
above $183,000 and less than $500,000	above $366,000 and less than $750,000	above $97,000 and less than $403,000	$527.50	$70.00
equal to or above $500,000	equal to or above $750,000	equal to or above $403,000	$560.50	$76.40

Medicare and COBRA Coordination

The way that COBRA and Medicare coordinate depends on which form of insurance you have first. While it is possible to get COBRA if you already have Medicare, it is not usually possible to keep COBRA if you have it before you become Medicare-eligible. For example:

- If you are already enrolled in COBRA when you become Medicare-eligible, your COBRA coverage usually ends on the date your Medicare coverage becomes effective. You should enroll in Part B immediately because you are not entitled to a Special Enrollment Period (SEP) when COBRA ends. Your spouse and dependents may continue COBRA coverage for up to 36 months or until they reach Medicare eligibility, whichever comes first.
- You may be able to keep your COBRA coverage for services that Medicare does not cover. For example, if you have COBRA dental insurance, the insurance company that provides your COBRA coverage may allow you to drop your medical coverage but keep your dental coverage for as long as you are entitled to COBRA. Contact your plan administrator for more information.
- If you are already enrolled in Medicare Part A or Part B when you become eligible for COBRA coverage, you must be allowed to enroll in COBRA. Medicare will become your primary insurance, and COBRA will be secondary. COBRA coverage is typically expensive, but it may be helpful if you

have high medical expenses, and your plan covers your Medicare cost-sharing or offers other needed benefits.

Penalties for Late Medicare Enrollment, Part B and Part D:

Part B

If someone is not currently employed and enrolled in an employer sponsored health care plan and delays enrolling in Medicare Part B beyond their initial enrollment window, they will be penalized 10% of the monthly premium for every 12 months that enrollment was delayed. The cost of this penalty will be added to the person's ongoing premium cost for as long as the person is enrolled in Medicare Part B. "Currently employed" means someone older than age 65 who has employment rights, is on sick leave, or has been temporarily laid off.

For Example: Assume the Base Monthly Premium is $164.90 and the person enrolled 12 months late. Here is how the monthly premium plus penalty would be calculated:

Base Monthly Premium	10% Penalty for Enrolling 12 Months Late	Monthly Premium Plus Penalty
$164.90	$164.90 x 10% = $16.49	$164.90 + $16.49 = $181.39

Part D

The penalty for late enrollment or having non-creditable coverage is equal to 1% of base rate of coverage for each month delayed beyond the initial enrollment window. This penalty rounded to the next $0.10 and will be added to the person's ongoing premium cost for as long the person is enrolled in Medicare Part D.

For Example: Assume the Base Monthly Premium is $31.50 and the person enrolled 12 months late. Here is how the monthly premium plus penalty would be calculated:

Base Monthly Premium	1% Penalty for Each Month without Creditable Coverage	Monthly Premium Plus Penalty
$31.50	**.12** (12% penalty) x **31.50** (2023 base beneficiary premium) = **$3.78** **$3.78** rounded to the nearest $0.10 = **$3.80**	$31.50 + $3.80 = $35.30

SOCIAL SECURITY

Social Security benefits replace a percentage of your earnings when you retire, and they continue for as long as you live. For many people, Social Security is just ***one*** source of retirement income.

Important Things to Know

- **Your Social Security benefit is based on your average pay during your top 35 working years.** Social Security calculates your monthly benefit amount using your average pay during the 35 years that you earned the most money. Your actual earnings are adjusted to account for inflation. Use the Social Security Administration's online Quick Calculator for a benefit estimate based on your date of birth and current year's earnings
- **If you elect Social Security, you can no longer contribute to your Health Savings Account (HSA).** You must stop all contributions to your HSA up to six months before you begin collecting Social Security. When you apply for Social Security, Medicare Part A will be retroactive for up to six months for as long as you were eligible for Medicare during those six months. If you do not stop contributing to your HSA before you begin collecting Social Security, you may be subject to a tax penalty.

DID YOU KNOW?

The average American spends 20 years in retirement. The typical advice is that you should aim to replace 80% to 90% of your annual pre-retirement income through savings and Social Security. For example, a retiree who earns an average of $75,000 per year before retirement should expect to need $60,000 to $67,500 per year in retirement.

If You Enroll in Medicare:	Stop HSA:
• At 65th birthday	• One month prior to turning 65
• 1-6 months after 65th birthday	• One month prior to turning 65
• Age 65 years 6 months or later	• 6 months prior to enrollment/effective date

To stop your HSA Employee and Employer contributions and update your Medicare eligibility status, please call FA Benefits at 1-866-677-2300.

- **Your monthly Social Security benefit will differ based on the age at which you decide to start receiving Social Security benefits. Receipt of your full Social Security benefit amount is dependent on your date of birth.** This is called your “normal retirement age”. You may start to receive Social Security benefits as early as age 62; however, your normal retirement age determines if you get the full benefit or a reduced benefit. Your benefit is reduced by about one-half of one percent for each month you start your Social Security benefits before your full retirement age. You can get the highest Social Security benefit possible if you wait until age 70 to commence the payments.
- **There may be financial benefits to delaying the start of receiving Social Security benefits beyond your normal retirement age.** Please discuss your options with your financial advisor.

Full Retirement Age for Social Security	
Year of Birth	**Full Retirement Age**
1937 or earlier	65
1938	65 yrs 2 mos
1939	65 yrs 4 mos
1940	65 yrs 6 mos
1941	65 yrs 8 mos
1942	65 yrs 10 mos
1943-1954	66
1955	66 yrs 2 mos
1956	66 yrs 4 mos
1957	66 yrs 6 mos
1958	66 yrs 8 mos
1959	66 yrs 10 mos
1960 or later	67

APPLYING FOR SOCIAL SECURITY

You should begin the application process for Social Security 4 months prior to when you want to begin receiving your Social Security benefits.

The list of information and original documents currently needed for the Social Security benefits application are:

- SSN,
- Birth Certificate,
- Last Year’s W-2 form or Self-Employment Tax Return,
- Military Discharge Papers (if applicable),
- Spouse’s Birth Certificate and SSN,
- Child(ren)’s Birth Certificate and SSN,
- Proof of US Citizenship if not born in the US,
- Name of Bank and Account Number for Direct Deposit.

401(K), EMPLOYEE STOCK PURCHASE PLAN (ESPP) AND HEALTH SAVINGS ACCOUNT (HSA)

Fidelity Investments has a wealth of information to assist you as you prepare for or move into retirement. They offer perspective on approaching retirement, helping you to compare your estimated expenses in retirement against your current expenses, while also planning for essential, discretionary, and emergency expenses. Fidelity can assist you in creating your plan for retirement. Fidelity also offers a Virtual Assistant to help answer your basic questions about retirement fundamentals.

Fidelity offers several educational resources to help individuals understand and prepare for health care costs during their working years and into retirement. Fidelity can help you learn how to access and manage your 401(k), Employee Stock Purchase Plan (ESPP) and Health Savings Account (HSA) once you retire. For more information, you can contact Fidelity at **one of the numbers listed below or on the next page** or online at **www.netbenefits.com/firstamerican.**

DID YOU KNOW?

According to Fidelity, you should remember the 3 A's for retirement saving:

- **Amount** – try to save at least 15% of pre-tax income each year toward retirement.
- **Account** – Take advantage of 401(k)s, HSAs and IRAs for tax-deferred or tax-free growth potential.
- **Asset Mix** – Investors with a longer investment horizon should have a significant, broadly diversified exposure to stocks.

401(k)

The options that you will have for managing your 401(k) when you retire include:

1. Leaving your money in your current First American 401(k) plan.
2. Transferring your money to an IRA.
3. Taking your money in cash (possible tax penalties based on your age).

For assistance with your 401(k), please contact Fidelity at 1-877-208-0791.

Employee Stock Purchase Plan (ESPP)

Your ESPP plan eligibility will end when you retire from the company. However, shares you have purchased were deposited in your brokerage account at Fidelity and that's where you can continue to manage them.

For assistance with your ESPP, please contact Fidelity at 1-800-544-9354.

Health Savings Account (HSA)

Once you enroll in any part of Medicare (Part A, B, C and/or D), you will no longer be eligible to make or receive contributions to your HSA account. Please note that if you delay your enrollment to Medicare Part A past your 65th birthday, when you do enroll your effective date will be retroactive for up to 6 months or until your 65th birthday, whichever is closest. Your HSA enrollment, including making or receiving HSA contributions can impact your Medicare enrollment. You will need to cancel both your HSA employee and employer contributions in a timely manner.

You can continue to use your HSA for qualified expenses (medical, dental and vision, Medicare premiums for Parts B and D). Withdrawals for non-medical expenses after age 65 (or once you enroll in or become eligible for Medicare) are not subject to a penalty; however, earnings and interest realized after enrolling in Medicare are subject to income taxes like a traditional Individual Retirement Account (IRA).

For assistance with your HSA, please contact Fidelity at 1-800-544-3716.

BENEFITS OF AN HSA DURING RETIREMENT

All medical expenses that you incur can be paid with funds from the HSA. The following qualified expenses, where permitted by law, are tax-exempt:

- Medical, Dental, Vision expenses
- Qualified Prescription expenses
- Medicare premiums
- Long Term Care premiums and Qualified Long-Term Care services

What you don't use for medical expenses can be withdrawn from your HSA for any reason during retirement (after age 65 or Medicare eligibility) with no penalty. However, these withdrawals will be taxed as ordinary income. Examples include:

- Home expenses
- Travel
- Any other non-qualified expenses

CHECK OUT THESE RESOURCES TO LEARN MORE ABOUT MEDICARE, SOCIAL SECURITY AND RETIREMENT

CONTACTS:

Services	Phone Numbers	Web Address
Medicare	1-800-MEDICARE (1-800-633-4227)	www.medicare.gov
Social Security Administration	1-800-772-1213	www.ssa.gov
Via Benefits	1-844-686-0477 (Age 65+) 1-844-498-5564 (Age 55-64)	https://marketplace.viabenefits.com/firstam https://my.viabenefits.com/firstam
FA Benefits	1-866-677-2300	benefits.firstam.net
The Marketplace	1-800-318-2596	www.HealthCare.gov
Fidelity **401(k)** **HSA** **ESPP**	 1-877-208-0791 1-800-544-3716 1-800-544-9354	www.netbenefits.com/firstamerican
American General Life/AIG (Former First American Financial Corporation Pension plan benefit)	1-800-842-3068	
Lincoln Financial Group (Life and AD&D continuation)	844-869-3460	www.MyLincolnPortal.com
MetLife Legal	1-800-821-6400	www.legalplans.com
EAP UserID – FIRSTAM1 Password - EAP	1-888-803-1872	www.resourcesforliving.com
Voya (Critical Illness, Hospital and Accident insurances continuation)	1-877-236-7564	www.voya.com
Nationwide Pet Insurance	1-877-738-7874	www.petinsurance.com/firstam

INFORMATIVE LINKS

Information	Web Address
American Association of Retired Persons (AARP)	www.aarp.org
AARP – Online Community	https://community.aarp.org/?slGroupKey=Group2852
AARP Magazine	www.aarp.org/magazine
AARP – 10 Steps to prepare for retirement	https://www.aarp.org/work/social-security/info-05-2011/10-steps-to-retire-every-day.html
Centers for Medicare and Medicaid Services	www.cms.gov
Federal Tax Information	www.irs.gov
Veterans Administration	www.va.gov
Part-Time Work for Seniors/Retired Persons	www.retiredbrains.com
Volunteers of America	www.voa.org
Women's Institute for a Secure Retirement	https://www.wiserwomen.org
Social Security Tips for Couples from Fidelity	https://www.fidelity.com/viewpoints/retirement/social-security-tips-for-couples
How to Plan for Rising Health Care Costs during Retirement	https://www.fidelity.com/viewpoints/personal-finance/plan-for-rising-health-care-costs
Retirement Information from Fidelity	https://www.fidelity.com/retirement-guidance/overview
Social Security Administration retirement benefits information and Retirement Planner	https://www.ssa.gov/benefits/retirement/
Social Security Administration's Retirement Checklist	https://www.ssa.gov/pubs/EN-05-10377.pdf

OTHER BENEFITS

Some of the benefits you may have been enrolled in as an employee can be continued, if you choose to, after you retire.

- **MetLife Legal** – To continue your coverage, you must enroll within 30 days of your last day of employment by contacting MetLife Legal at 1-800-821-6400. If you wish to continue your MetLife Legal coverage, you must enroll for a 12-month term and the full 12-month premium will be due at enrollment.
- **Voya Critical Illness, Hospital Indemnity and/or Accident Insurance** – To continue your coverage, you must enroll within 31 days of your last day of employment. You should receive a packet from Voya within 1-2 weeks of when you retire from the company. If you do not receive a packet, you can contact Voya at 1-877-236-7564. Premiums generally remain the same.
- **Lincoln Financial Group** Life and AD&D – you can elect to port or convert your policies:
    - **Port** – You must elect this within 31 days of retirement. Porting means moving your Term Life coverage from a Group plan to an Individual plan. The cost of moving to an individual plan is higher than the Group plan, however it is less expensive than converting your policy. You are guaranteed to receive coverage with the maximum amounts of $500,000 for employee and $100,000 for spouse.
    - **Convert** – You must elect this within 31 days of retirement. Conversion will change the policy from Group Term Life to a Whole Life policy. The rate is based on your age at time of application. Your First American Term Life policy gives you the option to convert the entire amount in which you are enrolled.
- **Nationwide Pet Insurance** – After Nationwide is notified of your termination, they begin the process of reaching out to you to make arrangements for you to pay Nationwide directly in order to keep your coverage. If Nationwide does not get a hold of the you or if you simply wish to discontinue coverage, the policy(s) is cancelled 45 days after Nationwide is notified of your terminated status.

SUGGESTED TIMELINE FOR RETIREMENT PREPARATION

6 months Pre-Retirement	3 months Pre-Retirement	1 month Pre-Retirement	At Retirement	Post Retirement
Talk to your Manager – set a plan in place.	Contact **Via Benefits.**	Confirm with Manager and HR when last day will be.	CELEBRATE!!	Ensure that you keep your contact information up to date in **Workday** after you leave First American.
Determine when you want to begin collecting **Social Security**. Contact FA Benefits (1-866-677-2300) six months prior to beginning to collect Social Security to cancel your HSA enrollment (request to have your HSA indicator turned to No).	Start building your social network both online and offline. Continue throughout the retirement process.	Make decision about Benefits following Retirement.	For 401(k), HSA and/or ESPP: Contact **Fidelity** (401(k)-1-877-208-0791, ESPP-1-800-544-9354, HSA-1-800-544-3716) regarding options for continuing use and/or disbursement of accounts. You will be responsible for certain monthly / annual fees that have previously been paid by First American.	Ensure that you keep your contact information up to date with **CMS / Medicare** and the **Social Security Administration**. Changes you need to report may include name, address, marital status, citizenship status, earnings, and bank account information for direct deposit. This list is not inclusive of all required changes to report.

6 months Pre-Retirement	3 months Pre-Retirement	1 month Pre-Retirement	At Retirement	Post Retirement
Evaluate your health and other insurance needs during retirement and begin researching **Medicare** and other insurance options. If you are enrolling in **Medicare** at age 65, Contact **FA Benefits** at 1-866-677-2300 to cancel HSA Enrollment by requesting your HSA Indicator be changed to "No" (IRS Regulation). If you enroll after age 65, your **Medicare Part A** effective date will be retroactive 6 months or until the month your turned 65, whichever is closest. The month in which you enroll designates when your Medicare **Part B** will take effect.	Initial Enrollment period for **Medicare** begins 3 months prior to the month you turn 65 (it is a 7-month period, 3 months before to 3 months after the month you turn 65).	Verify all contact Information is up to date in **Workday**.	For Life/AD&D: Contact **Lincoln Financial Group** (844-869-3460) regarding options for continuing Life Insurance and/or AD&D.	Medical Coverage post-employment: If you are under age 65 and COBRA is your choice for benefits, enroll in COBRA through FA Benefits. If **Medicare** is your choice for benefits and you are not already enrolled, you will have a "Special Enrollment Period" (SEP) during which you can enroll as a result of your benefits with First American ending. If you would prefer an individual policy, you can contact **Via Benefits** for assistance.

6 months Pre-Retirement	3 months Pre-Retirement	1 month Pre-Retirement	At Retirement	Post Retirement
Get a financial advisor and/or attorney: what do you want from retirement, what are your objectives and goals for this next phase of your life, do you have the proper paperwork / legal documents created (will, trust, durable power of attorney, health care designee)? First American's MetLife Legal, Fidelity, and/or Employee Assistance Program can assist with this process.	Take stock of your assets – monetary as well as items that could be worth money and determine what you might need. Will you need to work part-time?	If you are enrolled in a Health Care Flexible Spending Account (HCFSA), you will need to incur your qualified expenses prior to your last day worked to be reimbursed. You will have until March 31st of the following year to submit the expenses for reimbursement. You can enroll in COBRA for this plan for the remainder of the year that you retire however your contributions will be post-tax.	For Other Voluntary Benefits: Contact **MetLife Legal** (1-800-821-6400) if you would like to continue your Group Legal Plan. Contact **Voya** (1-877-236-7564) if you would like to continue your Critical Illness, Accident and/or Hospital Insurance.	Update legal documents (will, trust, durable power of attorney, health care designee).

FREQUENTLY ASKED QUESTIONS

MEDICARE

If I am still working when I turn 65, do I have to enroll in Medicare Part B?

If you continue working after turning 65 and are enrolled in employer sponsored health care, you (and your covered spouse/Domestic Partner) can delay your enrollment in Medicare until your employer sponsored health care ends without incurring penalties.

Can I delay enrollment in Medicare until after I finish COBRA?

No. Medicare does not consider COBRA or retiree health benefits as part of "current employment" and a qualifying reason to delay Medicare benefits without penalties.

Does Medicare offer free or inexpensive care?

Medicare pays for an annual wellness visit and covers preventive screenings at 100% (e.g. mammogram, colonoscopy). However, most other services require cost sharing, including deductibles and/or coinsurance.

If I have Medicare Part A and retire, can I enroll in COBRA before enrolling in Medicare Part B to avoid penalties?

No. If a person over age 65 retires and elects COBRA, they must also enroll in Medicare Part B during the special enrollment period – 8 months following job end or coverage end date, whichever comes first – to avoid the late enrollment penalty for not enrolling when first eligible.

Is there a chance that I will be automatically enrolled in Medicare?

Yes. If you apply for and begin receiving benefits from either Social Security or the Railroad Retirement Board (RRB) or if you are deemed disabled by Social Security and begin receiving Social Security due to the disability before you turn 65, you will be automatically enrolled in Medicare Part A.

Is there a form I need First American to complete when enrolling in Medicare Part B?

Yes, the form is CMS-L564, and you can find it at www.cms.gov/medicare. Once you complete section 1 of the form, you can send it to First American Benefits at benefitservices@firstam.com for section 2 to be completed.

If I am turning 65 and I have insurance with First American or my spouse's employer sponsored health plan, do I have to enroll in Medicare Part B?

No. You can delay your Medicare Part B enrollment without paying higher premiums due to penalties as long as you have active creditable coverage through an employer (not COBRA or a Retiree Health Plan).

My spouse now qualifies for and is enrolled in Medicare. How can I cancel his/her coverage with First American?

If you choose to cancel your spouse's coverage (this is optional, and you are not required to cancel it) you can do so by calling FA Benefits at 1-866-677-2300 or online at benefits.firstam.net.

I need to apply for Medicare Part B. To do that I need proof that I've had medical insurance so that I don't get charged a higher price for not applying when I turned 65. How do I get proof of coverage?

You must submit Medicare form CMS-L564, which can be found at www.cms.gov/medicare. Once you complete section 1 of the form, send it to First American Benefits at benefitservices@firstam.com for section 2 to be completed. Completion of this form will let Medicare know you have had Creditable Coverage so that you will not be charged a penalty.

When is the Open Enrollment period for Medicare?

The Medicare Open Enrollment period runs from October 15 through December 7 each year.

I am 66, have not started Social Security and still working for First American. I plan on working for a few more years, so what are my Medicare options?

When you stop working and/or your employer sponsored health insurance coverage ends, you should enroll in Medicare Part A, Part B and Part D. If you're eligible for Part A, you can sign up any time after becoming eligible for Medicare during enrollment periods. Your Part A coverage will go back retroactively 6 months from when you sign up (but no earlier than the first month you were eligible). You have an 8-month Special Enrollment Period (SEP) to enroll in Part B after your employment and employer sponsored coverage ends to avoid facing a penalty for late enrollment. You may want to sign up for Part B in the few months before your group coverage ends to avoid a gap in coverage.

Who can I contact if I have questions about Medicare?

You can call Medicare at 1-800-Medicare (1-800-633-4227) or visit them online at medicare.gov.

How will I pay for medical expenses in retirement?

Medicare health coverage begins at age 65, but, on average, it is estimated to only cover about 50% of an individual's total health care expenses in retirement. You will have out of pocket expenses including coinsurance, vision, dental, hearing, Medicare Part B and Part D premiums, and premiums for other supplemental insurance policies you may purchase such as a Medigap policy and long-term care insurance. Medical expenses can vary widely by geographic location, but on average, expect to spend about $5,000 - $10,000 per year per person.

I am having issues with the Via Benefits portal. Who can I contact for help?

You can contact Via Benefits online at my.ViaBenefits.com/firstam.com or call 1-844-686-0477.

I need proof that my health coverage (e.g. Meritain, Kaiser, HMSA etc.) has ended with First American to enroll in Medicare. Where and how do I obtain it?

If you need proof of Creditable Coverage to enroll in Medicare, please complete section 1 of form CMS-L564, found at www.cms.gov/medicare, and submit it to First American Benefits at benefitservices@firstam.com for section 2 to be completed.

COBRA AND MEDICARE

If I enroll in COBRA do I have to meet a new deductible?

No, your current deductible will continue through the rest of the plan/calendar year.

How long does COBRA last?

COBRA is typically offered for 18 months but can be extended in certain circumstances based on qualified disabilities.

Should I take COBRA?

You can enroll in COBRA if you are not yet eligible for Medicare. However, if you reach age 65 while you are on COBRA, your COBRA medical coverage will be dropped because you have "attained the Medicare eligible age." If you decide to keep COBRA for the full 18 months and delay enrollment in Medicare, you will not be able to enroll in Medicare until the next Medicare Open Enrollment window and may be subject to penalties for late enrollment. COBRA coverage ending is not considered a qualifying event allowing you to enroll in Medicare mid-year.

You can also enroll in COBRA if you are enrolled in Medicare Part A and Part B. Medicare will become your primary coverage and COBRA will be secondary coverage.

Can I take COBRA if I am already enrolled in Medicare?

Yes, if you have already enrolled in Medicare (Part A and/or Part B and then become eligible for COBRA, you can enroll in COBRA coverage. Medicare will become your primary coverage and COBRA will become secondary coverage.

Does COBRA end when Medicare begins?

If you are already enrolled in COBRA when you become Medicare eligible, your COBRA medical coverage usually ends on the date you enroll in Medicare. You should enroll in Part B immediately because you are not entitled to a Special Enrollment Period (SEP) based upon your COBRA coverage ending and will be subject to penalties if you don't enroll timely. Your spouse and dependents may continue their current COBRA coverage for up to 36 months, regardless of whether you enroll in Medicare during that time.

Can I have Medicare and COBRA at the same time?

If you have COBRA when you become Medicare eligible, your COBRA medical coverage usually ends on the date you begin receiving Medicare. You should enroll in Part B immediately because you are not entitled to a Special Enrollment Period (SEP) when COBRA ends.

If you already have Medicare Part A and/or Part B when you retire, you can enroll in COBRA. Medicare will become your primary coverage and COBRA will become secondary coverage.

SOCIAL SECURITY

How can I find out what my Social Security benefit will be?

Social Security replaces a percentage of your earnings when you retire, become disabled or die. You can visit the Social Security web site to get an estimate of your Social Security benefits at (www.ssa.gov/estimator).

How do I apply for Social Security?

You can enroll online at www.socialsecurity.gov, over the phone at 1-800-772-1213, or in person by making an appointment at your local Social Security office.

CONTINUING OTHER FIRST AMERICAN BENEFITS

Can I convert my current life insurance plan to an individual plan after I retire? If so, how do I do that? How much are the premiums?

Yes, you can convert your group life insurance plan to an individual policy when you retire. Simply contact Lincoln Financial Group at 844-869-3460 to get started.

If I stay employed with First American after retirement age and I enroll in Medicare, what happens to my First American health coverage and HSA plan?

If you enroll in Medicare while you are still employed with First American, you have the option to remain enrolled in First American health coverage or cancel your First American coverage. If you remain enrolled in First American health coverage, it will continue as your primary coverage and Medicare will be secondary coverage. You will no longer be able to contribute to your HSA once your Medicare coverage begins. However, you may continue using the money that's already in your HSA after you enroll in Medicare to help pay for qualifying medical expenses, deductibles, premiums, copayments, or coinsurance. If you contribute to your HSA after your Medicare coverage starts, you may be subject to a tax penalty. If you'd prefer to continue contributing to your HSA, you can do so by delaying your enrollment in Medicare, Social Security, or Railroad Retirement Board (RRB) benefits.

Remember, premium-free Part A coverage begins 6 months prior to the date your Medicare (or Social Security/RRB benefits) begin, but no earlier than the first month you were eligible for Medicare. To avoid a tax penalty, you should consider ending your HSA enrollment at least 6 months before you apply for Medicare.

If I continue MetLife Legal after I leave the company, can I cancel and receive a refund for the unused portion of the 12-month prepaid term?

No. If you continue your MetLife Legal coverage after retirement, you agree to MetLife Legal's 12-month term. The full 12-month premium is due to MetLife Legal upon enrollment and there is no refund for canceling early.

WHAT'S YOUR RETIREMENT VISION?

Retirement means different things to different people. What does it mean to you? Is it transitioning from full-time to part-time work? Traveling or spending time with family? Golfing or other hobby you might want to try? Once you determine what you want your retirement to look like, the information in this brochure can help you get there!