

# Medicare & ICHRA

## What to know during open enrollment

If you're Medicare-eligible, there's good news. ICHRA contributions can be used to pay for Medicare, Supplement, and/or Prescription plans. With your employer's support, you can access great coverage—often with little to no out-of-pocket premium costs.

### Medicare Refresher

There are four parts of Medicare: Part A, Part B, Part C, and Part D.

#### Part A

Provides inpatient/hospital coverage excluding long-term care and acts as "classic Medicare"

#### Part B

Provides coverage for approved doctor visits and outpatient procedures, including medically necessary and preventive services

#### Part C

This is Medicare Advantage, otherwise known as hospital or doctor co-insurance, and is provided by private insurers

#### Part D

Provides prescription drug coverage by private insurers

**IMPORTANT:** Qualifying for Medicare doesn't automatically ensure reimbursement participation in an ICHRA. To qualify, you must have coverage of Part A and Part B together, or Part C. Part B by itself doesn't qualify as Minimum Essential Coverage.

### What to Do During Open Enrollment

If you're Medicare-eligible, it's important to log in to **benefitbay** during your company's open enrollment period. Whether you're enrolling in Medicare for the first time, already covered and not making changes, or planning to adjust your existing plan, there are a few key steps to ensure your coverage and payments stay on track.

#### Step 1 Log in

All Medicare-eligible employees must log in to **benefitbay** during open enrollment.

#### Already enrolled and not making changes?

Log in to confirm your information and sign any required forms. If your monthly premium changes, please notify your Medicare enroller so they can update your account. You don't need to report standard Part B premium increases; we will update those automatically.

#### Making changes or new to Medicare?

Once you click "Shop," you'll be directed to schedule a meeting with your company's partnered Medicare enroller, who will guide you through your next steps.

#### Step 2 Complete your Medicare enrollment (if new)

If you're new to Medicare, the enrollment process can take several weeks. Be sure to have Medicare Part A and Part B active before meeting with the Medicare enroller.

#### Step 3 Paying for Medicare Part B and Other Plans

When you receive your first quarterly Medicare Part B invoice, you'll need to:

- Create your Medicare.gov account.
- Use your ARC account in your benefitbay wallet to make that first payment — not a personal payment method.
- Set up Easy Pay at the same time within Medicare.gov so future payments process automatically.

Once Easy Pay is set up, your Part B payments will continue automatically each month.

**For any additional plans where payment was not set up during your application:** Please use your ARC account to make your first payment and set up autopay. Do not use a personal bank account or credit card. If you have questions, contact your Medicare enroller or email [support@benefitbay.com](mailto:support@benefitbay.com) for assistance.

# Signing Up for Medicare

If you're newly eligible for Medicare, there are three ways you can enroll.



## Option #1: Automatic Enrollment into Medicare

If you are receiving Social Security benefits, your enrollment into Medicare Part A & Part B is going to be automatic.



## Option #2: Enroll in Medicare Online

- Go to Social Security's website: [www.ssa.gov/benefits/medicare](http://www.ssa.gov/benefits/medicare)
- Select "Sign up for Medicare"
- Select "Apply Online"
- Check the box that you understand and agree to the above statements then select "next"
- Select "Start a New Application"
- Fill out all of your information and select "submit"



## Option #3: Enroll in Medicare In-Person

Call Social Security at 800-772-1213 to schedule your in-person appointment at your nearest Social Security office to enroll in Medicare.

## After Enrolling in Medicare

Once you have enrolled in Medicare and your enrollment period is open, please do the following: (If your enrollment period hasn't opened yet, you can wait until it does to complete this process.)

1. Login to your **benefitbay** account.
2. Click on the enrollment tab.
3. Confirm and/or edit your information.
4. Sign your ICHRA and/or HIPAA forms if prompted.
5. Click the shop option – this will direct you to schedule a meeting with your Medicare enroller - they will assist you in finalizing your Medicare enrollment.

After you have completed all of these steps and your Medicare enrollment is finalized, you'll be able to make a payment and set up autopay using your ARC account.

If you have any questions, don't hesitate to reach out to your Medicare enroller or the **benefitbay** support team at [support@benefitbay.com](mailto:support@benefitbay.com)

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