

Gallagher Medical Plans and Medicare

If you are 65 or older or turning 65 next year, you have several options available to you regarding your medical coverage. The below chart outlines these options and the effects on your Gallagher medical insurance should you choose to enroll in Medicare. You can visit www.medicare.gov for additional information about Medicare eligibility and coverage options. You can also take advantage of professional enrollment advice available to you free of charge through Gallagher's My Money Guide financial wellbeing program. Ayco's financial coaches are knowledgeable about Gallagher's benefits. Contact your Ayco coach at 866-487-9450. Any changes to your coverage due to Medicare enrollment need to be made with Gallagher within 31 days of your coverage effective date by contacting HRSupport@ajg.com.

Enrollment Status	Gallagher Medical Plan Options	Medicare Options	Health Care Account (HCA) Eligibility	Health Savings Account (HSA) Eligibility	Coordination of Benefits	Future Considerations
Single Coverage Option (Gallagher)	Continue Gallagher coverage	Defer all Medicare enrollments until retirement	Y	Y	N/A	Enroll in Medicare upon retirement without penalty within the allowed timeframe allowed by Medicare. A notice of verification will be requested by the Social Security office upon enrollment in Medicare at retirement. You should submit the verification form to HRSupport@ajg.com for completion.
Double Coverage Option	Continue Gallagher Coverage	Enroll in Medicare Part A only (no cost)	Y	N	Gallagher Coverage would be primary, Medicare would pay secondary	Medicare enrollment makes you ineligible for HSA contributions; You have the option to move your Gallagher coverage to PPO+HCA or cancel Gallagher coverage altogether within 31 days of Medicare coverage taking effect.*
Double Coverage Option	Continue Gallagher Coverage	Enroll in Medicare Part A (no cost), Part B, Part D and/or supplement (premiums required)	Y	N		
Single Coverage Option (Medicare)	Drop Gallagher coverage, enroll in Medicare	Enroll in Medicare Part A (no cost), Part B, Part D and/or supplement (premiums required)	Y	N		The Gallagher plan allows you to drop coverage mid-year if you enroll in Medicare, but it is not required. If you drop Gallagher coverage, you can re-enroll during any future Annual Enrollment period while you remain an active employee. <i>Note:</i> Medicare enrollment makes you ineligible for HSA contributions

What happens to the funds in my Health Savings Account (HSA) once I enroll in Medicare?

If you are enrolled in a Gallagher medical plan that includes an HSA and sign-up for Medicare, you can no longer accept company or personal contributions to your HSA. You have the option to move to Gallagher's PPO + HCA Plan or drop Gallagher coverage altogether within 31 days of your Medicare coverage effective date. *You can also choose to remain enrolled in your HSA plan with contributions to your account, but you will experience an adverse income tax effect when you file your taxes at year-end. You can withdraw any ineligible contributions to your HSA and categorize them as taxable income. Any funds contributed to your HSA before your Medicare enrollment takes effect will still be available for you to use for qualified health care expenses, including Medicare premiums.

What happens when my covered spouse turns 65?

If your covered spouse becomes eligible for Medicare, the same coverage options outlined in the above chart still apply. However, your spouse's enrollment in Medicare has no impact on your eligibility for the PPO + HSA 1 or PPO + HSA 2 option.