

The New Normal...

Social Security, Medicare and the Filing Decisions Facing Older Employees



Training for HR & Benefits Professionals

15 mins | An Overview...Past, Present, and Future

60 mins | Social Security Overview

Eligibility Criteria, including Special Circumstances
How Retirements are Calculated
Considerations for Early or Delayed Filing
Early Retirement? Beware of the Earnings Test
Benefits for Spouses, ex-Spouses, Survivors
Impact of State Government Pensions (WEP & GPO)

45 mins | Medicare Basics

Original Medicare vs Medicare Advantage
Understanding the 4 Parts of Medicare
The Role of Supplemental Medigap Policies

45 mins | Medicare Enrollment & Cautions

Initial & Special Enrollment Scenarios
Creditable Coverage & Medicare Secondary Payor
The Challenges of HSAs | COBRA | Rx Issues
IRMAA... Medicare's High-Income Surcharge
Navigating the Enrollment Process

15 mins | Follow-up Discussion. Q & A

Break Times Not Reflected Above

HRCI Knowledge Area of Compensation & Benefits.

SHRM Competencies- Communication and Consultation. Knowledge- Learning & Development and Employee Relations.

