HARVARD HUMAN RESOURCES

Annual Notice of Creditable Coverage

MEDICARE PART D NOTICE

This important notice verifies that the Harvard University prescription drug coverage is equivalent to or better than the prescription drug coverage that is offered under the Medicare Part D plans.

None of my covered dependents nor I will be 65 in 2025. Why do I need to review this notice?

As you may know, Medicare is the federal health insurance program for people who are age 65 or older. However, it is also available to certain younger people with disabilities and people with End-Stage Renal Disease (sometimes called ESRD). Since the University doesn't always know whether you or any of your covered dependents fall into the latter categories, we send this notice to all employees who are enrolled in one of the Harvard-sponsored medical plans (which include prescription drug coverage).

Do I need to join a Medicare prescription drug plan if I am enrolled in one of the University-sponsored medical plans?

Enrolling in a Medicare prescription drug plan incurs a monthly expense and carries no additional benefit because as a participant in the Harvard University Medical Plan you already have broad prescription drug coverage. You may find that a Medicare prescription drug plan will duplicate your current coverage. For most participants, as long as you continue working at Harvard, your Harvard University Medical Plan coverage remains your primary coverage, and you are not required to enroll in Medicare Parts A, B, or D.*

For those eligible for Medicare due to disability:

Although Medicare provides your primary medical coverage, you do not need to enroll in a Medicare prescription drug plan (Part D)* because your Harvard University prescription drug coverage is considered creditable coverage.

Can I enroll in a Medicare prescription drug plan later?

When you decide to stop working, you will have the opportunity to enroll in Medicare, including Medicare Part D prescription drug coverage, if you choose. Until then, as explained in the enclosed Notice of Creditable Coverage, you can defer enrollment* in a Medicare prescription drug plan without penalty because you have what is considered creditable coverage through Harvard.

What should I do next?

No action is necessary unless you are the domestic partner or ex-spouse covered as a dependent on Harvard's Plan and will be turning age 65. You can learn more about Medicare benefits by visiting www.medicare.gov or by calling 800-MEDICARE (800-633-4227). You can also request the booklet "Medicare & You" directly from Medicare.

*If you are covering a domestic partner or ex-spouse, they are not considered a federally qualified dependent for health insurance purposes. They should enroll in Medicare A and B when they first become eligible, otherwise they may incur a late-enrollment penalty. They can defer Part D enrollment while they have creditable prescription drug coverage. Go to harvie.harvard.edu/life-events or medicare.gov for more information.



HARVARD
Human Resources

2026 Medicare Part D Notice of Creditable Coverage

Important Notice from Harvard University About Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with Harvard University and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. **Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.**

2. **Harvard University has determined that the prescription drug coverage offered by the employer-sponsored medical plans is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.**

When Can You Join A Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15 to December 7.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens To Your Current Coverage If You Decide to Join A Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current Harvard University coverage may be affected.

If you do decide to join a Medicare drug plan and drop your current Harvard University coverage, be aware that you and your dependents will not be able to get this coverage back until plan's next open enrollment period or within 30 days of a qualified life event.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with Harvard University and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information About This Notice Or Your Current Prescription Drug Coverage…

Contact the person listed below for further information. NOTE: You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through Harvard University changes. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage…

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty.

Date:	10/1/2025
Name of Entity/Sender:	Harvard University
Contact - Position/Office:	Harvard Human Resources, Benefits
Address:	124 Mt. Auburn St., 4th Floor Cambridge, MA, 02138
Phone Number:	617-496-4001