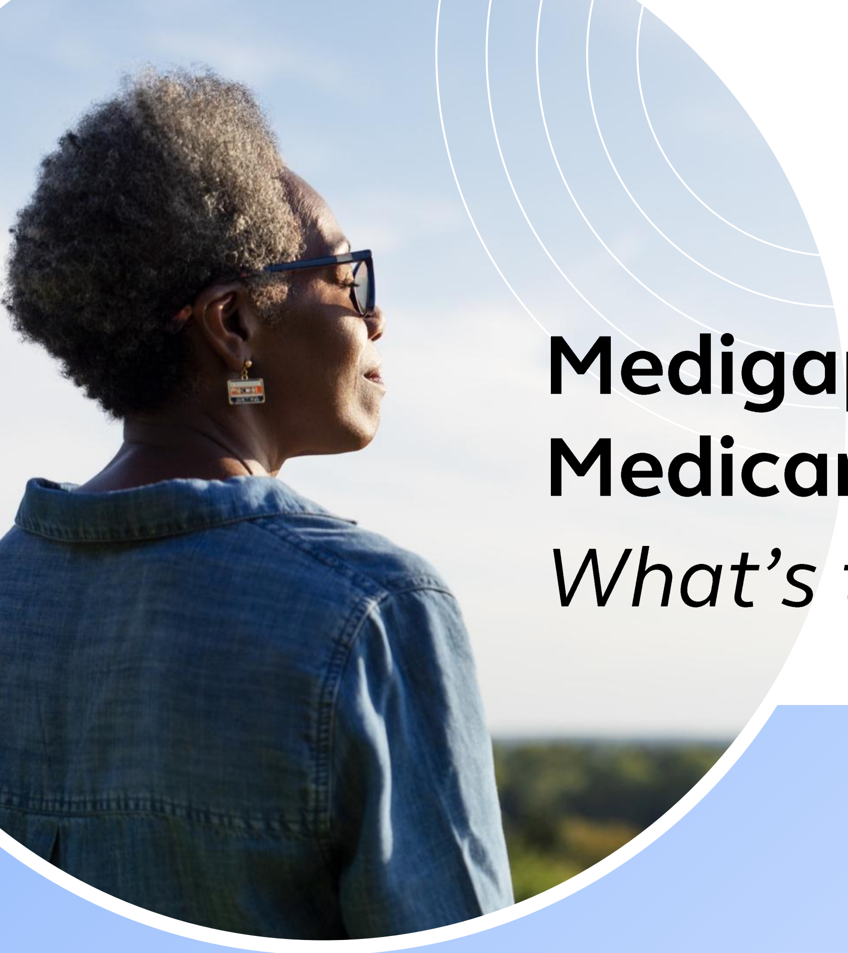

Medigap vs. Medicare Advantage: *What's the difference?*

Choosing your Medicare coverage is an important decision. This guide helps you understand what each plan means for you.

Medigap (Medicare Supplement)	Typically, higher premiums Out-of-pocket costs may be more predictable Typically, see any provider that accepts Medicare
Medicare Advantage (Part C)	Typically, lower premiums (frequently $0) You may pay more when you use services You may be required to use certain providers

Side-by-side comparison

HOW THEY WORK

Medigap

- Works with **Original Medicare**
- Helps pay bills Medicare doesn't cover
- Typically, you can use **any doctor that accepts Medicare**

Medicare Advantage

- Combines hospital, medical, and usually prescription drug coverage into one plan
- You may need to use doctors and hospitals in the plan's network

COST

Medigap

- Typically, higher premiums
- Most plans have lower out-of-pocket costs when you receive care

Medicare Advantage

- Typically, lower premiums (frequently $0)
- You may pay more as you use services (copays, deductibles, etc.)

Alight's Retiree Health Care Cost Planner takes into consideration both the monthly premium and the estimated out-of-pocket cost when you receive care, based on your answers (age, location, health, etc.).

DOCTORS AND HOSPITALS

Medigap

- Usually, see **any doctor or hospital that accepts Medicare**
- Rarely need referrals to see specialists
- The plan rarely requires approval before services or treatments are covered

Medicare Advantage

- Plans may require you to see certain doctors
- You may need referrals to see specialists
- The plan may require approval before certain services or treatments are covered

Medigap generally offers more flexibility in choosing doctors and hospitals.

COVERAGE AND BENEFITS

Medigap

- Covers medical costs after Medicare pays
- **Prescription drug coverage NOT included** (purchased separately)
- No additional benefits

Medicare Advantage

- Most plans **include prescription drug coverage (Part D)**
- Many plans include additional benefits, such as:
  - Dental
  - Hearing
  - Vision
  - Wellness programs

Medicare Advantage may include additional benefits not covered by Medigap.

PROTECTION AGAINST BIG MEDICAL BILLS

Medigap

- Plans have low cost-sharing when you need service, OR have an annual out-of-pocket maximum limit

Medicare Advantage

- All plans include an annual maximum out-of-pocket limit for covered medical services

Plans with an annual out-of-pocket limit pay 100% of medical cost after you've reached the limit. Both Medigap and Medicare Advantage provide greater financial protection than Original Medicare, which does ***not*** *have an out-of-pocket limit.*

TRAVEL AND MOVING

Medigap

- Works with providers **nationwide** who accept Medicare
- Helpful if you travel or live in multiple states
- Some plans include limited foreign travel emergency coverage

Medicare Advantage

- Coverage is typically limited to a specific service area
- You may need to change plans if you move
- Coverage when traveling is typically limited to urgent or emergency care

Medigap may offer greater flexibility for frequent travelers or snowbirds.

SWITCHING PLANS LATER

Medigap

- You can apply anytime
- You may have to answer health questions
- You could be denied or charged more based on health

Medicare Advantage

- You can switch during **annual enrollment**
- No health questions
- Guaranteed acceptance

Medicare Advantage plans offer more flexibility for switching coverage during annual enrollment periods.

Need help?

An Alight licensed Benefits Advisor can review available plans and help you choose an option that works for you based on your doctors, hospitals, benefit needs, preferences, and budget.