

### Medicare COB Guidelines

<b>If our member is covered by Medicare and is:</b>	<b>Primary</b>	<b>Secondary</b>
<ul style="list-style-type: none"> <li>• Age 65 or over and</li> <li>• Scott &amp; White Health Plan subscriber is actively working and</li> <li>• Employer group has equal to or greater than 20 employees</li> </ul>	Scott & White Health Plan	Medicare
<ul style="list-style-type: none"> <li>• Age 65 or over and</li> <li>• Scott &amp; White Health Plan subscriber is actively working and</li> <li>• Employer group has fewer than 20 employees</li> </ul>	Medicare	Scott & White Health Plan
<ul style="list-style-type: none"> <li>• Age 65 or over and</li> <li>• Scott &amp; White Health Plan subscriber is retired</li> </ul>	Medicare (as of retirement date)	Scott & White Health Plan
<ul style="list-style-type: none"> <li>• Under age 65 and</li> <li>• Has Medicare due to disability and</li> <li>• Scott &amp; White Health Plan subscriber is actively working and</li> <li>• Employer group has equal to or greater than 100 employees</li> </ul>	Scott & White Health Plan	Medicare
<ul style="list-style-type: none"> <li>• Under age 65 and</li> <li>• Has Medicare due to disability and</li> <li>• Scott &amp; White Health Plan subscriber is actively working and</li> <li>• Employer group has fewer than 100 employees</li> </ul>	Medicare	Scott & White Health Plan
<ul style="list-style-type: none"> <li>• Under age 65 and</li> <li>• Scott &amp; White Health Plan subscriber is not actively working</li> </ul>	Medicare	Scott & White Health Plan