



Objectives

- Introduce types of estate planning documents
- Review Advance Directives
- · Learn terms for will planning, guardianships and trusts
- Discuss the pros and cons of various options
- Consider estate planning costs

AnthemEAP

2





Advance Directives Advantages

- You are in charge of making your own decisions
- · Documents can be changed anytime
- · You do not need an attorney
- · Documents can help you express your wishes
- Individual forms are available to download at your state government website

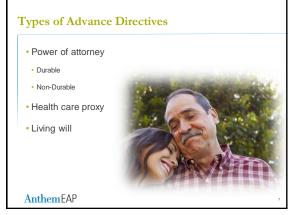
AnthemEAP

5

Why Do We Need Advance Directives?

- Your wishes will be known
- Only used if you are unable to express your decisions
- This can happen to anyone at any age
- Give your loved ones the gift of peace of mind write down your wishes





Durable Power of Attorney

- What is a Durable Power of Attorney for Health Care or Health Care Proxy?
- May also be called:
- o Health care proxy or agent
- o Health care surrogate
- o Medical power of attorney for health care

AnthemEAP

8

Health Care Proxy

- Why do we need a Health Care Proxy?
- When do we use a Health Care Proxy?
- Who should you choose as your Health Care Proxy?
- Should I have both a Living Will and a Durable Power of Attorney?

AnthemEAP





Considerations

• Only used...

o If you are seriously ill or injured, and unable to speak for yourself

Should include...

o Living will

o Medical (health care proxy) power of attorney

AnthemEAP

11

Hospital DNR

- DNR = Do Not Resuscitate
- Another kind of advance directive
- A request not to have cardiopulmonary resuscitation (CPR) if your heart stops or if you stop breathing
- You can use an advance directive form or tell your doctor that you don't want to be resuscitated
- DNR orders are accepted by doctors and hospitals in all states

AnthemEAP

Five Wishes

- A national advance directive written in simple language that helps start important conversations about care
- It combines the living will and health-care power of attorney documents and addresses matters of comfort care, spirituality, forgiveness, and final wishes
- Created by the nonprofit organization Aging with Dignity

AnthemEAP

13

Tips for Preparing Advance Directives

- Some doctors offices can provide a form
- · You can write your wishes down by yourself
- State health department or departments on aging have forms available
- Lawyer although it does not need to be a legal form
- · Computer software package for legal documents
- Assist Older Relatives in Preparing Advance Directives

AnthemEAP

14



Beneficiary

- The Beneficiary is the person(s) or legal entity that receives
 assets as part of an estate settlement
- A Beneficiary Form instructs the financial institution who will
 receive your assets or benefits in the case of your death
- Assets controlled by Beneficiary forms include: insurance, 401k/IRA's, annuities
- Make sure you update all forms:
- o Change in marital status
- o Birth of children
- o Death of beneficiaries

Anthem EAP

16

Probate

- Probate is the legal process of transferring property (real and personal) from the name of the decedent to the beneficiaries
- Court supervised
- · Must settle all debts and claims before distributing property
- Probate required if decedent passes Testate (with will) or Intestate (without will)

AnthemEAP

17

Will

- Who will get your assets when you die? (Does not supersede beneficiary forms)
- If you do not have a will (intestate) who will decide how your assets are distributed, and will it be to your liking?
- · What happens when an estate goes through "probate"
- Tax implications

o Inheritance

o Estate

Anthem EAP

Executor

- Executor is the party recognized by the Probate Court to supervise the settlement of the estate
- Must collect and inventory decedents properties or assets, including determining fair market values
- Resolve issues with creditors and pay administrative expenses
- Prepare and file tax returns

AnthemEAP

19

Guardianship

- Families with minor children will appoint caretakers for those children in the event the parents die prematurely
- In the absence of these instructions, the Court will appoint a guardian



20

Trust Options

Revocable Living Trust

- Governed by state's law
- · Avoids probate
- Keeps affairs private
- Grantor and trustee are the same person and can provide for successor trustee under certain circumstances
- Can be "undone"

AnthemEAP

Irrevocable Trust

- · Governed by state's law
- Avoids probate
- Keeps affairs private
- Assets deposited into trust are no longer part of estate
 Cannot be "undone without court order"

...

Pros and Cons of Various Options

Pros	Cons	
Basic Will	Basic Will	
 Simple Low-Cost 	 May not be sufficient if 	
Trusts	you have children	
 Can be customized 	Trusts	
 In some cases, provide protection 	 May be expensive 	
from collections	 Can limit your options 	
	in the future	
AnthemEAP		22







Documentation Safe Keeping

- Lawyer
- Spouse or partner
- Safe Deposit Box

Anthem EAP

 Have an easily accessible copy available to a trusted third person



Resources

• www.putitinwriting.org

- www.aafp.org
- www.familydoctor.org
- www.aarp.org
- www.agingwithdignity.org



AnthemEAP

25



How EAP Can Help ...

- Face-to-face counseling sessionsLegal/Financial consultations
- Child/Eldercare consultation & referrals
- Daily life resources
- · ID theft recovery
- Free credit monitoring
- myStrength Health Club for Your Mind
- Let's Talk Depression A Multi Resource Tool Kit
- Comprehensive website
 - ResourcesSelf assessments
 - Health/wellness library
 - Legal forms
 - **Anthem**EAP²

26

