

American Recovery & Reinvestment Act of 2009

COBRA Assistance

December 22, 2009

The original American Recovery & Reinvestment Act of 2009 or ARRA has been amended to extend the COBRA Subsidy an additional six (6) months to fifteen (15) months of subsidized COBRA premiums. This amendment was signed and put into law on December 21st, 2009.

Please read the following information to determine eligibility.

A. Your loss of employment was involuntary.	<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE
B. Your involuntary loss of employment occurred between 9/1/2008 and 2/28/2010.	<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE
C. You are NOT eligible for other Group Health coverage or Medicare.	<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE

► If you answered FALSE to any of the questions, you may not be eligible for the COBRA premium subsidy.

► If you answered TRUE to all of the questions, you may be eligible for the COBRA premium subsidy.

Terms of the subsidy are as follows:

- Maximum assistance of 15 months
 - Will expire the date following the expiration of the maximum coverage period or,
 - Will expire the date following expiration of the period of coverage that would have been required if COBRA had been elected.
- Subsidy effective date is February 17th, 2009.
- Only those people who were **involuntarily terminated** are eligible to elect and receive the subsidy.
- A Divorce, Loss of Dependent Status (coverage dependent), Reduction of Hours, or Voluntary Termination do not qualify as events to elect and receive the subsidy.
- A spouse or dependent(s) added to your Plan at open enrollment are not eligible for the COBRA subsidy.
- Domestic Partners are not eligible for the subsidy.
- If you become **eligible** under another Group Health Plan or qualify for Medicare you can no longer elect to receive the subsidy.
 - If you continue to receive the subsidy after you become eligible under another Group Health plan or qualify for Medicare, you will be subject to penalties of 110% of the total COBRA premium.

COBRA Continuation Terms are as follows:

- Your original qualifying event date or date of termination determines the length of COBRA Continuation eligibility.
 - Example: COBRA eligibility start date = 1/1/2009, COBRA End Date = 6/30/ 2010 (maximum 18 months of coverage)
Maximum COBRA subsidy = 15 months starting on 1/1/2009 ending 3/31/2010.
- You must elect and pay within 60 days of notification to be reinstated back to the plan.

If you have any questions regarding the subsidy or the Election Notice, please call our office at (920) 339-0351.

Sincerely,

COBRA Department
Benefit Advantage, Inc.
3431 Commodity Lane
Green Bay, WI 54304