

WHAT IS COBRA?



EASILY CONTINUE YOUR BENEFIT COVERAGE WITH SURENCY COBRA

It sure is easy.

CONTINUE BENEFIT COVERAGE AFTER CHANGE OR LOSS IN EMPLOYMENT

- ▶ COBRA (Consolidated Omnibus Budget Reconciliation Act) provides certain former employees, retirees, spouses, former spouses, and dependent children the right to **temporary continuation of health coverage, including dental, vision and FSA at group rates**. All covered health benefits you received prior to your job loss can continue under COBRA (excluding life insurance).
- ▶ Eligibility: You must have been **enrolled in your employer's health plan benefits when you worked, and the plan must continue to be in effect for active employees**. COBRA continuation coverage is available upon the occurrence of a **qualifying event** (see below) that would cause you to lose benefit coverage. If your former employer changes its benefits package, you will be offered identical coverage.

- QUALIFYING EVENTS**
- Voluntary or involuntary termination of employment.
 - Reduction in numbers of hours worked.

For Spouses

- Loss of coverage by the employee because of one of the qualifying events listed above.
- Covered employee becomes eligible for Medicare.
- Divorce or legal separation of covered employee.
- Death of the covered employee.

For Dependents

- Loss of coverage by the employee because of one of the qualifying events listed for spouses.
- Loss of status as a dependent child under the plan rules.

HOW LONG DOES COBRA COVERAGE LAST?

- COBRA generally lasts up to 18 months and cannot be renewed. Some dependents can extend COBRA coverage up to 36 months and disabled individuals up to 29 months.
- COBRA often ends when you join a new health plan. However, you may keep COBRA until the waiting period or pre-existing condition exclusion period ends on your new plan.
- COBRA ends if your former employer terminates health benefits to other employees.

PRE-EXISTING CONDITIONS

- Your coverage continues through COBRA, so there is no pre-existing condition exclusion period.

SURENCY COBRA MEMBER BENEFITS

- Online Member Account to view notices, invoices and payment history.
- Coupon book to help you easily track and pay monthly premiums.

In cooperation with The Taben Group logo features the words 'the Taben Group' in a blue serif font, with 'the' in a smaller size above 'Taben'.

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