

**Theresa Flynn**

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**From:** Strategic Benefit Advisors [theresa@strategicba.ccsend.com] on behalf of Strategic Benefit Advisors [theresa.flynn@strategicba.com]  
**Sent:** Wednesday, January 13, 2010 8:15 PM  
**To:** Theresa Flynn  
**Subject:** COBRA Model Notices Now Available



## COBRA Model Notices Available

The DOL has released COBRA model notices that are updated for the extension provisions of the 2010 Department of Defense (DoD) Appropriations Act. These notices are available at <http://www.dol.gov/ebsa/COBRAmodelnotice.html>.

As previously communicated, the DoD Appropriations Act extends the eligibility period of the federal COBRA subsidy from December 31, 2009 through February 28, 2010 for involuntary terminations that occur before February 28, 2010.

Plan administrators are required to provide a notice to individuals who were assistance eligible individuals on or after October 31, 2009, or who experience a qualifying event based on termination of employment after October 31, 2009. The notice must describe the changes made by the DoD Appropriations Act. If the qualifying event occurred before date of enactment, the notice must be sent within 60 days after date of enactment. If the qualifying event occurs after date of enactment, the notice must be provided consistent with the existing COBRA subsidy notice rules.

Plan administrators are also required to provide a notice to individuals who did not timely pay COBRA premiums for any month during the transition period, or who paid a COBRA premium for a month during the transition period greater than 35%. The notice must describe the changes made by the DoD Appropriations Act, including information on the ability to make retroactive premium payments for months in the transition period.

Please do not hesitate to contact us with any questions.

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