

COBRA AND ALTERNATIVE COVERAGE

YOUR GUIDE TO COVERAGE OPTIONS



FIND THE RIGHT INSURANCE FOR YOU AND YOUR FAMILY

What You Need to Know When Losing Health Insurance

You or your dependents are losing insurance coverage under an employer-sponsored group health plan, but there's no need to panic. Although you will no longer have coverage as part of your job, you do have many other coverage options, starting with COBRA.



CONEXIS, COBRA, and You

Your employer (or former employer) has contracted with CONEXIS to provide COBRA administration services to their employees and qualified beneficiaries. You will be receiving notices and other information from us about your right to continue your coverage under COBRA.

COBRA in General

COBRA stands for the Consolidated Omnibus Reconciliation Act. It is a federal law that allows qualified beneficiaries - like you and your dependents - to continue the same health care coverage they had the day before they experienced their qualifying event. COBRA coverage is available for a limited period of time - generally 18 or 36 months - depending on the reason you lost coverage.

COBRA offers you *continuation coverage*. That's simply continuing the same coverage you had the day before you lost coverage. If you elect COBRA, you can't be denied coverage based on your medical history, and you aren't required to provide proof of previous health insurance. For many people, COBRA provides peace of mind during a difficult time.

Paying for COBRA Coverage

COBRA can be expensive. You are generally required to pay the full cost of coverage plus an additional 2% administrative fee. This cost is 100% of the premium charged by the insurance carrier and no longer includes the amount that had been paid by your employer (unless a subsidy applies).

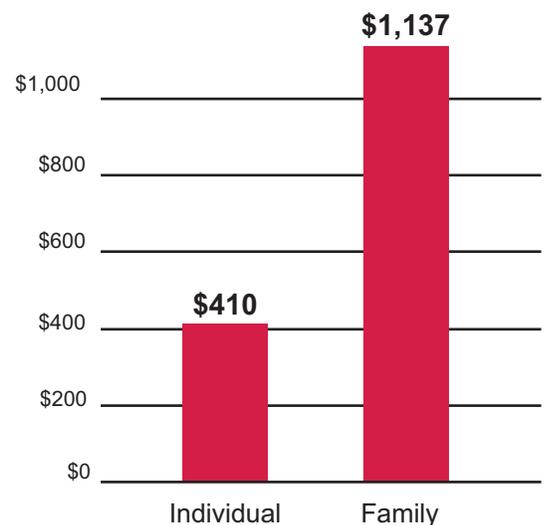
Your actual premium amounts, including the 2% administration fee, will be included in the materials you receive from CONEXIS.

You Have Options for Other Coverage

You do not have to purchase COBRA to have health insurance for you and your family. In fact, chances are you can secure coverage through other options - including individual or family plans that will cover you and your family - often at a fraction of the cost of COBRA.

Keep reading to learn more ...

Average Monthly Cost of COBRA



Source: The Henry J. Kaiser Family Foundation, April 2010

Your Alternatives to COBRA

Do a little homework before making your coverage decision. You may find you have more lower-cost options than you think. Depending on your current circumstances, you might have access to one or more of these COBRA alternatives.

Coverage through Your New Employer

If you have lost coverage voluntarily so you can take a job with a new employer, or if you are fortunate enough to quickly find a new job, you can opt for coverage under your new employer's plan. Depending on the plan rules, there may be a short period of time during which you are without coverage. If you can't go without coverage, you may elect COBRA continuation coverage for this brief span or purchase a short-term medical plan through *HealthCompare* at www.healthcompare.com.

Coverage through Your Spouse's Plan

If your spouse is employed, you may be eligible for coverage under their employer's plan, even if your spouse is not currently covered under the plan. A federal law known as HIPAA mandates that group health plans provide special enrollment rights to individuals in certain circumstances. These special enrollment rights allow individuals to enroll in the plan without having to wait until the plan's next regular enrollment period. To learn more about HIPAA special enrollment rights, visit the United States Department of Labor (DOL) website at www.dol.gov/ebsa/faqs/faq_compliance_hipaa.html.

Coverage as a Dependent

Depending on your age, you may be eligible for coverage as a dependent under your parent's plan. As part of the health care reform acts passed in early 2010, a new federal law requires group health plans that offer coverage to dependents to extend that coverage to "young adults" up to 26 years of age. For information about this new law, including when the law takes effect, visit the DOL website at www.dol.gov/ebsa/newsroom/fsdependentcoverage.html.

State-run Programs

Many states offer programs for individuals who have been turned down for individual insurance or for moderate to low-income individuals and families. These programs can help you pay for coverage or, in some circumstances, pay your medical bills on your behalf.

Each program has its own eligibility requirements that you must meet in order to qualify for benefits through the program. You can get more information about state-run programs at your state's Department of Insurance website.

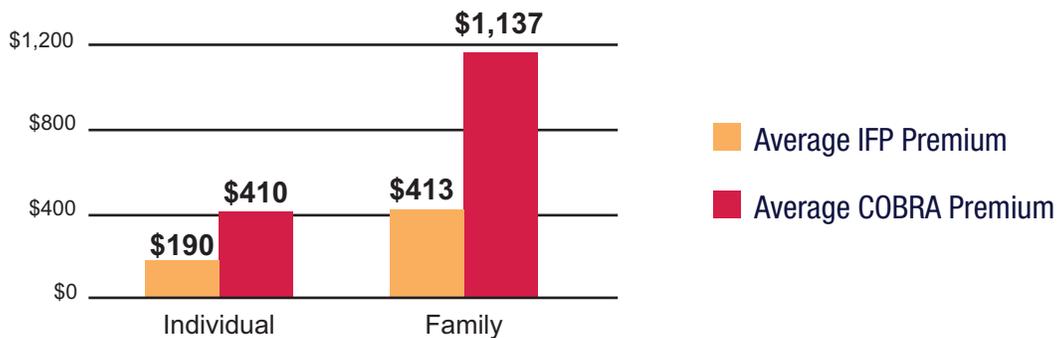


Individual Insurance

Many people find “individual” insurance coverage a viable alternative when “group” insurance offered by an employer is no longer available. You can purchase an individual plan that covers you and/or your spouse, just your children, or your entire family.

Individual and Family Plans

For many people, an individual or family plan (IFP) is a better option than COBRA. While the benefits available through an IFP are typically less substantial than the benefits offered by an employer-sponsored group health plan, the rates are often much less expensive.



Sources: The Henry J. Kaiser Family Foundation and HealthCompare Insurance Services, Inc.

Be aware when purchasing individual insurance that companies selling individual health insurance typically require a review of your medical history that could result in a higher premium or you could be denied coverage entirely.

COVERAGE TIP - APPLY NOW!

There's nothing to lose by applying for individual insurance because being denied does not affect your eligibility for COBRA. But being approved for insurance takes time, so you need to apply for individual insurance shortly after experiencing your qualifying event to ensure you receive a decision before your 60-day COBRA election period expires. If you are turned down for individual insurance, you can still elect COBRA coverage to ensure you have health insurance until another option comes along.

Visit www.healthcompare.com or call 888-407-1141 today to find the right coverage for you and your family.

It's Easy with the Right Support

Purchasing IFP coverage can be confusing. Because there are so many options to choose from, you need to work with a trusted resource that can help you make sense of it all. You need the benefits advisors at HealthCompare.

Because of the relationship between CONEXIS and HealthCompare, our licensed benefits advisors are uniquely positioned to help you understand **all** of your coverage options - not just individual insurance.

With just one phone call, you can work with an experienced insurance professional who can walk you through your options and provide answers to even your most challenging insurance questions. If you prefer to work online, our website makes it easy to research and compare plans in your area. You can even apply for coverage online.

It's all part of the HealthCompare promise - the lowest price on health insurance coverage, guaranteed. All backed by the best service in the industry.

Medicare Options

Transitioning from an employer-sponsored group health plan to Medicare doesn't have to be difficult. It's simple when you have a trusted advisor like Joppel by HealthCompare. Our exclusive services and support ease the transition to Medicare and ensure you select the plan that's best for you.

We Put You in Control

Transitioning from an employer-sponsored group health plan to Medicare can be a real challenge. With so many different plans and benefits, from so many different providers, it's hard to decide which one will best meet your health care and financial needs. Until now. Because now, there's **Joppel.com**.

Joppel.com puts the power of the health care decision making process in your hands with a fully integrated website and a nationwide call center staffed by licensed Medicare benefits advisors. You can compare premiums, deductibles, benefits, and more for Medicare plans in your area. It's never been easier to find a plan with the benefits you want at a price you can afford.

The Joppel Advantage

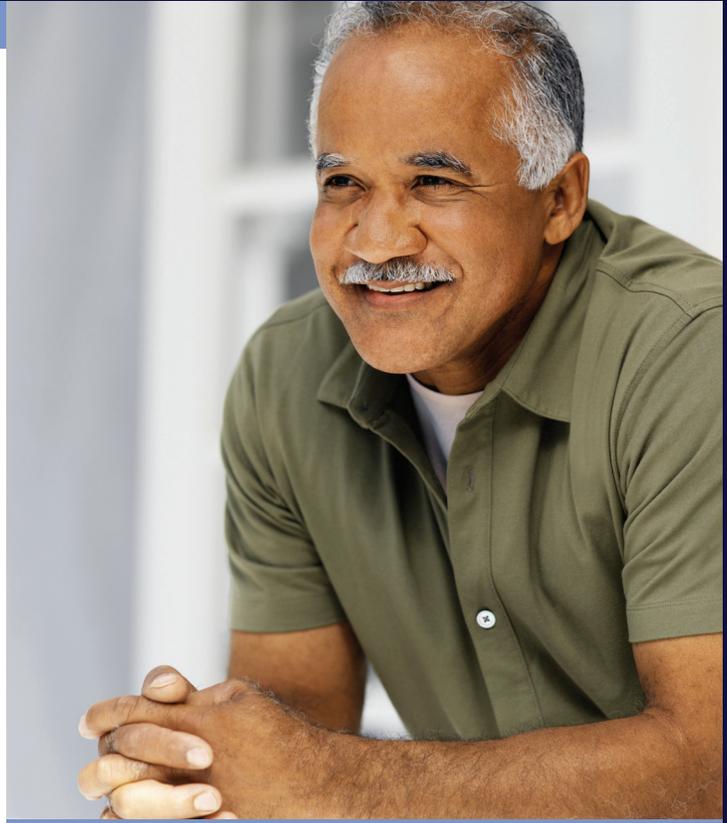
Our no-obligation Automated Choice Profiler makes it easy to narrow down your choices to the plans that best meet your needs. Simply enter your information and answer a few questions about what kind of plan you're interested in, and within seconds you will be able to compare a variety of options that meet your needs. Most people find a plan within 10 to 15 minutes.

Unlike sites that show only select providers, **Joppel.com** shows the full range of Medicare plans available in your area from leading providers like UnitedHealthcare, Humana, Anthem, Cigna, Aetna, and more.

We're Here to Help

Our licensed benefits advisors can help you find the right plan at the right price. They can also help you determine if your doctors participate in the plan you're considering and which plans cover your current prescription drugs, supply quotes for optional dental and vision plans, and provide information about a wide range of insurance options you or your spouse may need.

Make an easy transition to Medicare. Visit [Joppel.com](https://www.joppel.com) or call 888-616-7126 today.



Joppel[®]
by  **HealthCompare**[®]

This guide will help you understand your options for health insurance coverage, including COBRA, Medicare, individual insurance, and other alternative types of coverage. A joint publication from CONEXIS and HealthCompare, the guide provides the information and resources you need to understand all of your options so you can choose the right insurance for you.



About CONEXIS

CONEXIS is one of the nation's oldest and most trusted COBRA administrators. As the nation's leading provider of COBRA, FSA, HRA, Commuter Benefits, and Direct Bill services, CONEXIS provides services to more than 25,000 clients and 6 million eligible employees nationwide.

About HealthCompare

HealthCompare and Joppel by HealthCompare provide health insurance sales and support to individuals and families across the country. We make it easy to research, compare, and purchase health insurance and Medicare plans from the nation's premier insurance carriers and health plans.

To speak with a Medicare advisor call 888-616-7126

For all other coverage options call 888-407-1141



6191 North State Highway 161, Suite 400 • Irving, TX 75038
721 South Parker, Suite 300 • Orange, CA 92868

www.CONEXIS.com