

MINNESOTA CONTINUATION COVERAGE

Very Important Notice

Minnesota law requires that employers sponsoring group health insurance plans offer employees and their families the opportunity for a temporary extension of health insurance coverage at group rates in certain instances where coverage under the plan would otherwise end. This notice is intended to inform you, in a summary fashion, of your rights and obligations under the continuation coverage provisions of Minnesota law. **You should take the time to read this notice carefully.** If your spouse and/or any adult children are covered under _____(Company Name) group health insurance Plan, they should also take the time to read this notice carefully. **If your covered spouse and/or covered adult dependents do not reside with you, please provide them with a copy of this notice.**

If you are covered by the group health insurance Plan, you have the right to choose this continuation coverage if you lose your group health insurance because of a reduction in your hours of employment, causing you to be plan ineligible, because of the termination of your employment (for reasons other than gross misconduct on your part), or because you became totally disabled. You may also continue coverage for your dependents.

If you are the spouse of a employee covered under the group health insurance Plan, you have the right to choose continuation coverage for your self if you lose group health insurance coverage under the Plan for any of the following reasons:

1. The death of the employee;
2. Divorce or legal separation from the employee;
3. The employee becomes entitled (that is, covered) under Medicare.

In the case of a dependent child of an employee covered by the group health insurance Plan, he or she has the right to continuation coverage if group health insurance coverage under the group health insurance Plan is lost for any of the following four reasons:

1. Death of the employee;
2. The employee's divorce or legal separation;
3. The employee becomes entitled (that is, covered) under Medicare;
4. A dependent ceases to be a "dependent child" under the group health insurance Plan.

The employee or family member has the responsibility to inform the Plan Administrator of a divorce, legal separation, a child losing dependent status, or a determination that the employee was totally disabled (as defined in Minnesota law) at the time of the employee's termination of employment or reduction in work hours causing him or her to be plan ineligible.

When the Plan administrator is notified that one of these events has happened. You will in turn be notified that you have the right to choose continuation coverage. When you lose your group health insurance coverage because of a reduction in your hours of employment, causing plan ineligibility, or because of the termination of your employment, you have sixty days from the date you would lose group health insurance coverage to inform the Plan administrator that you want continuation coverage. If you do not choose continuation coverage, your group health insurance coverage will end.

If you choose continuation coverage, it is our requirement to give you coverage which, as of the time coverage is being provided, is identical to the coverage provided under the plan to similarly situated employee and dependents.

Minnesota law requires that you be afforded the opportunity to maintain continuation coverage for 18 months when you lose group health insurance coverage because of a reduction in work hours, or because of a termination of employment (for reasons other than gross misconduct on your part), unless you were totally disabled (as defined in Minnesota law) when the termination of employment or reduction in work hours occurred. In that case you may continue group health insurance coverage as a totally disabled employee for so long as you are totally disabled (as defined in Minnesota law).

If you lose group health insurance coverage because you are a dependent who ceases to be a “dependent child” or because your employee/parent becomes covered under Medicare, Minnesota law requires that you be afforded the opportunity to maintain continuation coverage for 36 months following the date your group health insurance coverage would otherwise end.

If you lose group health insurance coverage because of a divorce, legal separation or the death of the employee, Minnesota law requires that you be afforded the opportunity to maintain continuation coverage until the date the former spouse or widowed spouse becomes covered under any other group health insurance plan or the date coverage would otherwise terminate under the policy, whichever happens first.

However, Minnesota law also provides that your continuation coverage may be cut short for any of the following reasons:

1. Group health insurance coverage is no longer provided to any of its employees;
2. The premium for your continuation coverage is not paid in a timely fashion;
3. You become covered under another group health insurance health plan that does not include any pre-existing conditions clause that applies to you or to a covered dependent.

You do not have to show that you are insurable to choose continuation coverage.

Your initial payment is due 46 days from your date of election. Unless you make proper and timely payment of premium your continuation coverage will end

After your first continuation coverage premium payment, you will have a grace period of 30 days to pay future premiums.

Minnesota law also provides that, at the end of the continuation period (e.g. 18 months, 36 months), you must be allowed to enroll in an individual conversion health insurance plan provided under the group health insurance Plan.

If you have questions regarding the Minnesota continuation coverage laws. Please contact the Plan Administrator, who is the Minnesota Continuation administrator. Also, if you changed marital status or you or your spouse have changed addresses; please notify the Plan Administrator, at the following address:

Plan Administrator

Name:

Addresses:

City, State, Zip: