

Options to Continue Insurance Benefits

Because of the recent change to your employment, you have several options to consider if you choose to continue your insurance benefits. The information below is intended to help you make the most informed and best choices for you and your family. Please read this document carefully and call us at (866) 663-4735 if you have any questions.

Here are some important terms and descriptions you should know as you read this document:

- EXTENDED COVERAGE – you have the option to continue your health and basic life insurance coverage for 24 months following your last day of employment. You are responsible for paying the full cost of coverage (the amount you currently pay plus the amount your employer currently pays).
 - For health coverage, Extended Coverage runs at the same time with any right you have to continue your health coverage under COBRA (see below). When the Extended Coverage period ends, you cannot continue coverage under COBRA.
 - Dental coverage cannot be continued under Extended Coverage; dental coverage may only be continued under COBRA.
- COBRA – is a federal program for continuing your health coverage plans (including dental and medical flexible spending account coverage). You may continue dental coverage under COBRA for a maximum period of 18 months (29 months⁺ if you are disabled at the time of termination). To continue plans under COBRA you are required to pay the full premium amount (the amount you currently pay plus the amount your employer currently pays), plus a 2 percent administration fee. As noted above, if you choose Extended Coverage for your health insurance, COBRA is not available to you at the end of 24 months.
 - It may make sense to continue some of your insurance plans under Extended Coverage (e.g., life insurance or health coverage due to the extended duration) and others that are not available under Extended Coverage (such as dental coverage) under COBRA.
- HIPAA – is a federal program that guarantees that you can qualify for individual health insurance when you have exhausted any Extended or COBRA Coverage period.
 - To protect your HIPAA rights, you must:
 - i) not be eligible for any other coverage;
 - ii) exhaust the applicable 24-month continuation period for health coverage; and
 - iii) not drop or cancel your Extended Coverage or COBRA coverage before it runs out.

⁺If approved for COBRA disability coverage, you must pay the full monthly premium plus a 50 percent administrative fee.

^{*}In some situations, coverage may be extended. Call the People First Service Center for more information.

^{**}Full monthly premium means you must pay your premium amount plus your employer's premium amount.

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Here's an example of how you might make the most of the continuing coverage options available to you.

Consider John who was enrolled in the following insurance benefits: health and basic life, optional life, dental, other supplemental policies and a medical reimbursement account. This is how he might make the most of the continuation options available to him after a termination date of June 30, 2008:

	Health and Basic Life	Optional Life	Dental	Supplemental Policies	Flexible Spending Accounts	HIPAA Conversion Policy
Choose	Extended Coverage for 24 months. Extended Coverage begins 8/1/2008 and ends 7/31/2010.	Call Minnesota Life at (888) 826-2756.	COBRA for 18 months. COBRA coverage begins 8/1/2008 and ends 1/31/2010.	Call the insurance company. Contact information for each carrier can be found at www.MyFlorida.com/MyBenefits .	Call the Service Center at (866) 663-4735 within 60 days to continue your Medical Reimbursement Account. Four payment options are available (A-D).	Call your health insurance carrier. Contact information for each carrier can be found at www.MyFlorida.com/MyBenefits . Or, call the Division of Consumer Services toll free at (877) 693-5236 for a list of companies and information on how to apply.
Pay	Pay the full monthly premium**	Make payment arrangements with Minnesota Life.	Pay full monthly premium** plus 2 percent.	Make payment arrangements with the insurance company.	Make payments based on the option chosen.	Make payment arrangements with the HIPAA provider.

These next sections give you more detail on your options and on the steps to take to continue, change, or cancel your current insurance plans.

HEALTH AND LIFE — Your health and basic life insurance benefits will automatically continue for 24 months from the last date of your employment as long as you pay the required premiums on time. You may also continue optional life insurance.

You can

- Keep the same health insurance coverage or change from family to an individual plan (If you are currently enrolled in an individual plan, you may keep the plan or cancel it; you cannot go to a family plan.).
- Make future changes during annual open enrollment or for a qualifying status change if you continue coverage.
- Cancel coverage.
- Re-enroll upon rehire if you choose to cancel coverage now.

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You must

1. Call the People First Service Center (PFSC) within 31 days of your last day of employment to change health insurance from family to an individual plan, or to cancel coverage.
2. Call the PFSC within 31 days of your last day of employment to cancel your basic life insurance.
3. Call Minnesota Life (888) 826-2756 to continue optional life insurance.
4. Pay the full** monthly premium by the 10th of each month to continue coverage. You will receive coupons from the PFSC, but you may have to make the first payment without the coupon. Be sure you meet the deadline so your coverage is not interrupted. Payments are for the next month's coverage; for example, when you make your premium payment by June 10, you are paying for July coverage.
5. Make your payment to "Division of State Group Insurance" and mail it to:

People First Service Center
Post Office Box 863477
Orlando, FL 32886-3477

DENTAL — You can continue your dental coverage for up to 18 months* through COBRA. Refer to the COBRA information enclosed for additional information.

You can

- Make future changes during annual open enrollment or for a qualifying status change if you continue coverage.
- Re-enroll upon rehire if you choose to cancel coverage now.

You must

1. Call the People First Service Center within 60 days of your last day of employment to continue coverage or cancel coverage.
2. Pay any missed premiums within 45 days.
3. Pay the full** monthly premium by the 10th of each month if you continue coverage, plus a 2 percent administrative fee⁺. You will receive coupons from the Service Center, but you may have to make the first payment without the coupon. Be sure you meet the deadline so your coverage is not interrupted. Payments are for the next month's coverage; for example, when you make your premium payment by June 10, you are paying for July coverage.
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FLEXIBLE SPENDING ACCOUNTS (FSA) — You can continue to participate in the Medical Reimbursement Account (MRA); however, you cannot continue in the Dependent Care Reimbursement Account.

You can

- Apply your sick and annual leave payout toward your account balance, or
- Pay by personal check to continue in the plan for the remainder of the plan year.
- Continue the plan if you are rehired within one month, even if you cancel the plan now.
- Participate in the plan during the next plan year if you cancel the plan now and are rehired after one month.

You must

1. Call the People First Service Center within 60 days of your last day of employment to continue coverage or cancel your MRA.
2. Complete the Medical Reimbursement Account Employment Termination Form located on the People First Web site under the Health and Insurance Tab > Benefit Materials. Select FSA/HSA Plan Forms from the drop down menu. Complete and submit the form as directed.

SUPPLEMENTAL INSURANCE PLANS — You can continue any supplemental plans you are currently enrolled in: hospitalization, cancer, intensive care, accident, and/or disability. You must call the insurance carrier directly to make arrangements. If you are enrolled in a supplemental plan through your agency, you must also call the insurance carrier directly to continue the plan. You can find contact information for each carrier at www.MyFlorida.com/MyBenefits.

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