

NOTICE OF OPEN ENROLLMENT  
TO ADD  
CHILDREN UP TO AGE 26  
GRANDFATHERED PLAN

The Patient Protection and Affordable Care Act (“PPACA”) provides that a child of an employee who is covered by our group medical benefit plan may be covered under the plan until the child turns age 26. If the employee already has coverage that includes children, no additional contribution will be charged. If the employee does not have coverage that includes children, the employee’s coverage will change to include children and the standard employee contribution for that coverage will be applied.

The child does not have to be a financial “dependent” of the employee, but only be the son, daughter, step-son, step-daughter, child legally placed for adoption, adopted child, or a foster child. Also, the child does not have to live in the home of the employee. The child can be married but the coverage will not include the spouse of the child or a child of the child.

A child whose coverage has ended, or who was denied coverage due to not meeting the dependent eligibility rules of the plan may now be added to the plan. A child on COBRA under our plan may now be added back to the employee’s coverage. If our employee is not covered by our plan, the employee must enroll in the plan in order for the child to enroll. The child and employee may enroll in, or switch to, any coverage that we currently offer.

A child is not eligible for coverage under this provision if he is eligible for other group sponsored health coverage through his own employment or through his spouse. A separate form must be filled out to allow us to verify if the child is eligible for other coverage prior to the beginning of coverage. Coverage will not begin for the child until this information is verified. This limitation terminates as of the 2014 renewal date of the benefit plan.

When the child becomes covered, normal pre-existing condition exclusion provisions of the plan will apply. Coverage will end when the child turns age 26 at which time normal COBRA continuation of coverage rules will apply.

A qualifying child may enroll in the plan effective 07/01/11 – see amendment. The employee has a period of 30 days prior to the effective date, or 30 days from the date of this Notice if coverage is being allowed back to a previous date, in which to enroll the child. Enrollment and other coverage verification forms may be obtained from the Payroll & Employee Benefits Department.