

ANNUAL NOTICES

You will find the following **Notices** and reminders included in this document. Please read through the information below as some of the notices may directly affect you now while others will be more important at other times in your life. Many of the Notices are required by law and it is important to keep track of these forms whether they apply to you at this time or not.

- Medicaid / CHIP Notice
- Exchange Marketplace Notice
- Medicare Part D Creditable Coverage Notice (applies to all health insurance plans)
- Special Enrollment Rights HIPAA Notice
- Women's Health and Cancer Rights Act Notice
- COBRA Rights Notice for employees, spouses and dependents

Note: The following voluntary benefits are portable:

- Voluntary Term Life Insurance
- Voluntary Cancer Insurance
- Critical Illness Insurance
- Accident Insurance
- Permanent Life Insurance with Long Term Care
- Identity Protection by InfoArmor
- Legal Services by MetLaw
- Hospital Indemnity

This means, if you leave the district, you can take (port) these voluntary plans with you. You must contact the carrier within 30 days of ending employment to take advantage of this option.

The government-mandated BCBSKC SBCs (Summary of Benefits and Coverage) and BCBSKC Benefit Summaries are housed on the USD 231 benefits web portal at www.benefits-direct.com/gesd231.

CHIP NOTICE

PREMIUM ASSISTANCE UNDER MEDICAID AND THE CHILDREN'S HEALTH INSURANCE PROGRAM (CHIP)

If you or your children are eligible for Medicaid or CHIP and you're eligible for health coverage from your employer, your state may have a premium assistance program that can help pay for coverage, using funds from their Medicaid or CHIP programs. If you or your children aren't eligible for Medicaid or CHIP, you won't be eligible for these premium assistance programs but you may be able to buy individual insurance coverage through the Health Insurance Marketplace. For more information, visit www.healthcare.gov.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a State listed on the following page, contact your State Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, contact your State Medicaid or CHIP office, dial **1-877-KIDS NOW**, or visit www.insurekidsnow.gov to find out how to apply. If you qualify, ask your state if it has a program that might help you pay the premiums for an employer-sponsored plan.

If you or your dependents are eligible for premium assistance under Medicaid or CHIP, as well as eligible under your employer plan, your employer must allow you to enroll in your employer plan if you aren't already enrolled. This is called a "special enrollment" opportunity, and **you must request coverage within 60 days of being determined eligible for premium assistance**. If you have questions about enrolling in your employer plan, contact the Department of Labor at www.askebsa.dol.gov or call **1-866-444-EBSA (3272)**.

If you live in one of the States listed on the following page, you may be eligible for assistance paying your employer health plan premiums. The list of States is current as of July 31, 2019. Contact your State for further information on eligibility.

To see if any other states have added a premium assistance program since July 31, 2019, or for more information on special enrollment rights, contact either:

U.S. Department of Labor
Employee Benefits Security Administration
www.dol.gov/agencies/ebsa
1-866-444-EBSA (3272)

U.S. Department of Health and Human Services
Centers for Medicare & Medicaid Services
www.cms.hhs.gov
1-877-267-2323, Menu Option 4, ext. 61565

| State | Website/E-mail | Phone |
|-----------------------------------|---|--|
| Alabama (Medicaid) | http://www.myalhipp.com | 1-855-692-5447 |
| Alaska (Medicaid) | Premium Payment Program: http://myakhipp.com Medicaid Eligibility: http://dhss.alaska.gov/dpa/Pages/medicaid/default.aspx E-mail: CustomerService@MyAKHIPP.com | 1-866-251-4861 |
| Arkansas (Medicaid) | http://myarhipp.com/ | 1-855-692-7447 |
| Colorado (Medicaid and CHIP) | Medicaid: http://www.healthfirstcolorado.com/ CHIP: http://www.colorado.gov/pacific/hcpf/child-health-plan-plus | 1-800-221-3943 1-800-359-1991 State relay 711 |
| Florida (Medicaid) | http://www.flmedicaidprecovery.com/hipp/ | 1-877-357-3268 |
| Georgia (Medicaid) | https://medicaid.georgia.gov/health-insurance-premium-payment-program-hipp | 678-564-1162 ext 2131 |
| Indiana (Medicaid) | Healthy Indiana Plan for low-income adults 19-64: http://www.in.gov/fssa/hip/ All other Medicaid: http://www.indianamedicaid.com | 1-877-438-4479 1-800-403-0864 |
| Iowa (Medicaid) | http://dhs.iowa.gov/Hawki | 1-800-257-8563 |
| Kansas (Medicaid) | http://www.kdheks.gov/hcf/ | 1-785-296-3512 |
| Kentucky (Medicaid) | https://chfs.ky.gov | 1-800-635-2570 |
| Louisiana (Medicaid) | http://dhh.louisiana.gov/index.cfm/subhome/1/n/331 | 1-888-695-2447 |
| Maine (Medicaid) | http://www.maine.gov/dhhs/ofi/public-assistance/index.html | 1-800-442-6003 TTY: Maine relay 711 |
| Massachusetts (Medicaid and CHIP) | http://www.mass.gov/eohhs/gov/departments/masshealth/ | 1-800-862-4840 |
| Minnesota (Medicaid) | https://mn.gov/dhs/people-we-serve/seniors/health-care/health-care-programs/programs-and-services/other-insurance.jsp | 1-800-657-3739 |
| Missouri (Medicaid) | https://www.dss.mo.gov/mhd/participants/pages/hipp.htm | 573-751-2005 |
| Montana (Medicaid) | http://dphhs.mt.gov/MontanaHealthcarePrograms/HIPP | 1-800-694-3084 |
| Nebraska (Medicaid) | http://www.ACCESSNebraska.ne.gov | 1-855-632-7633 Lincoln: 402-473-7000 Omaha: 402-595-1178 |
| Nevada (Medicaid) | http://dhcnp.nv.gov/ | 1-800-992-0900 |
| New Hampshire (Medicaid) | https://www.dhhs.nh.gov/oi/hipp.htm | 603-271-5218 or 1-800-852-3345, ext. 5218 |
| New Jersey (Medicaid and CHIP) | Medicaid: http://www.state.nj.us/humanservices/dmahs/clients/medicaid/ CHIP: http://www.njfamilycare.org/index.html | Medicaid: 609-631-2392 CHIP: 1-800-701-0710 |
| New York (Medicaid) | https://www.health.ny.gov/health_care/medicaid/ | 1-800-541-2831 |
| North Carolina (Medicaid) | https://dma.ncdhhs.gov/ | 919-855-4100 |
| North Dakota (Medicaid) | http://www.nd.gov/dhs/services/medicalserv/medicaid/ | 1-844-854-4825 |
| Oklahoma (Medicaid and CHIP) | http://www.insureoklahoma.org | 1-888-365-3742 |
| Oregon (Medicaid) | http://healthcare.oregon.gov/Pages/index.aspx http://www.oregonhealthcare.gov/index-es.html | 1-800-699-9075 |
| Pennsylvania (Medicaid) | http://www.dhs.pa.gov/provider/medicalassistance/healthinsurancepremiumpaymenthippprogram/index.htm | 1-800-692-7462 |
| Rhode Island (Medicaid and CHIP) | http://www.eohhs.ri.gov/ | 1-855-697-4347 or 401-462-0311 |
| South Carolina (Medicaid) | https://www.scdhhs.gov | 1-888-549-0820 |
| South Dakota (Medicaid) | http://dss.sd.gov | 1-888-828-0059 |
| Texas (Medicaid) | http://gethipptexas.com/ | 1-800-440-0493 |
| Utah (Medicaid and CHIP) | Medicaid: https://medicaid.utah.gov/ CHIP: http://health.utah.gov/chip | 1-877-543-7669 |
| Vermont (Medicaid) | http://www.greenmountaincare.org/ | 1-800-250-8427 |
| Virginia (Medicaid and CHIP) | Medicaid: http://www.coverva.org/programs_premium_assistance.cfm CHIP: http://www.coverva.org/programs_premium_assistance.cfm | Medicaid: 1-800-432-5924 CHIP: 1-855-242-8282 |
| Washington (Medicaid) | http://www.hca.wa.gov/ | 1-800-562-3022, Ext. 15473 |
| West Virginia (Medicaid) | http://mywvhipp.com/ | 1-855-699-8447 |
| Wisconsin (Medicaid and CHIP) | https://www.dhs.wisconsin.gov/publications/p1/p10095.pdf | 1-800-362-3002 |
| Wyoming (Medicaid) | http://wyequalitycare.acs-inc.com/ | 307-777-7531 |



New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved
OMB No. 1210-0149
(expires 5-31-2020)

PART A: General Information

When key parts of the health care law take effect in 2014, there will be a new way to buy health insurance: the Health Insurance Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment-based health coverage offered by your employer.

What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

Can I Save Money on my Health Insurance Premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you're eligible for depends on your household income.

Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.¹

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution—as well as your employee contribution to employer-offered coverage—is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

How Can I Get More Information?

For more information about your coverage offered by your employer, please check your summary plan description or contact [Amy Jackson Benefits Manager - 913-856-2013 JacksonAL@usd231.com](mailto:JacksonAL@usd231.com).

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

¹ An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs.

PART B: Information About Health Coverage Offered by Your Employer

This section contains information about any health coverage offered by your employer. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

| | | | |
|--|--|--|-----------------------------|
| 3. Employer name Gardner Edgerton School District USD 231 | | 4. Employer Identification Number (EIN) 48-0699834 | |
| 5. Employer address 231 E Madison Street | | 6. Employer phone number 913-856-2013 | |
| 7. City Gardner | | 8. State KS | 9. ZIP code 66030 |
| 10. Who can we contact about employee health coverage at this job? Amy Jackson | | | |
| 11. Phone number (if different from above) | | 12. Email address jacksonal@usd231.com | |

Here is some basic information about health coverage offered by this employer:

- As your employer, we offer a health plan to:

All employees. Eligible employees are:

Some employees. Eligible employees are:

Full-time employees (as defined by USD 231) working 30+ hours per week. Part-time employees (as defined by USD 231) working 20+ hours per week.

- With respect to dependents:

We do offer coverage. Eligible dependents are:

Legal spouse. Dependent children up to the end of the year in which they turn 26. Disabled children over age 26 (with proof of disability).

We do not offer coverage.

- If checked, this coverage meets the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.

** Even if your employer intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly employee or you work on a commission basis), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.

If you decide to shop for coverage in the Marketplace, [HealthCare.gov](https://www.healthcare.gov) will guide you through the process. Here's the employer information you'll enter when you visit [HealthCare.gov](https://www.healthcare.gov) to find out if you can get a tax credit to lower your monthly premiums.

Important Notice from Gardner Edgerton School District USD 231 About Your Prescription Drug Coverage and Medicare

[This Creditable Coverage Notice Pertains to the BCBSKC Base PPO, Buy-Up PPO, Spira Care, & BlueSaver HDHP Health Plan Options](#)

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with the Gardner Edgerton School District Group Health Care Plan and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. [Blue Cross Blue Shield of Kansas City](#) has determined that the prescription drug coverage offered by the Gardner Edgerton School District Group Health Care Plan is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join A Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from **October 15 to December 7**.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens To Your Current Coverage If You Decide to Join A Medicare Drug Plan?

If you are a current employee and decide to enroll in a Medicare prescription drug plan and drop your health coverage with the district, be aware that **you will not be able to reenroll in the district health plan until Open Enrollment or unless there is a Family Status Event**.

If you are a retiree and decide to enroll in a Medicare prescription drug plan and drop your health coverage with the district, **you will never be able to reenroll in the district health plan**.

Retirees who are covered by the district's plan and Medicare can refer to the Blue Cross Blue Shield plan summaries for more information about the prescription drug benefits offered by the plans to enrollees who are also covered by Medicare.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with the Gardner Edgerton School District Group Health Care Plan and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information About This Notice Or Your Current Prescription Drug Coverage...

Contact BCBSKC customer service (888-989-8842) or the person listed below for further information.

NOTE: You'll get this notice each year before the next period you can join a Medicare drug plan, and if this coverage through the Gardner Edgerton School District Group Health Care Plan changes. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage...

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this Creditable Coverage Notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Dated: August 29, 2019
Amy Jackson
Benefits Manager
Gardner Edgerton USD 231
231 E Madison Street
Gardner, KS 66030
913-856-2013
JacksonAL@usd231.com

HIPAA NOTICE OF SPECIAL ENROLLMENT RIGHTS

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) requires group health plans to provide a special enrollment opportunity to an employee (or COBRA enrollee) upon the occurrence of specific events. This Chart summarizes the qualifying events and the corresponding special enrollment rights. This notice is being provided to insure that you understand your right to apply for the USD 231 Health Care Plan. You should read this notice even if you plan to waive coverage at this time.

| EVENT | SPECIAL ENROLLMENT RIGHT |
|---|---|
| Acquisition of New Dependent(s) due to Marriage | <ul style="list-style-type: none"> ➤ Employee may enroll the employee (if not previously enrolled). ➤ Employee may also enroll newly-eligible spouse and/or newly-eligible stepchild(ren). |
| Acquisition of New Child due to birth or adoption (including placement for adoption) | <ul style="list-style-type: none"> ➤ Employee may enroll the employee (if not previously enrolled). ➤ Employee may also enroll spouse and/or newly-eligible child(ren). |
| Gain Eligibility for Premium Assistance Subsidy under Medicaid or CHIP | <ul style="list-style-type: none"> ➤ Employee may enroll the employee and the spouse or child(ren) who have become eligible for the premium assistance. |
| Loss of Other Health Coverage if due to: <ul style="list-style-type: none"> ➤ Loss of eligibility. <ul style="list-style-type: none"> ○ Death of spouse; divorce, legal separation ○ Child loses status (e.g. reaches age limit) ○ Employment change (e.g. termination, reduction in hours, unpaid FMLA) ➤ Expiration of COBRA maximum period ➤ Moving out of HMO plan's service area ➤ Other employer terminates its plan (or discontinues employer contributions) | <ul style="list-style-type: none"> ➤ Employee may enroll the employee (if not previously enrolled). ➤ Employee may also enroll spouse and/or children who have lost other health coverage. <p>Note: Person losing the Other Health Coverage must have had the other coverage since the date of this employer plan's most recent enrollment opportunity.</p> |
| Loss of Medicaid or CHIP coverage | <ul style="list-style-type: none"> ➤ Employee may enroll the employee and the spouse or child(ren) who have lost Medicaid/CHIP entitlement. |

Notes:

1. HIPAA Special Enrollees must be given 31 days (from the date of the event) to enroll.
2. For events related to Medicaid/CHIP, the special enrollment period is 60 days.
3. Special enrollment, if elected, must take effect no later than the first day of the month following the enrollment request. If the event is the birth or adoption of a child, the special enrollment must take effect retroactively on the date of birth or adoption (or placement for adoption).

To request special enrollment or obtain more information, please contact:

Amy Jackson
 Benefits Manager
 Gardner Edgerton USD 231
 231 E Madison Street
 Gardner, KS 66030
 913-856-2013
 JacksonAL@usd231.com
 Dated: August 29, 2019

Women's Health and Cancer Rights Act Notice

If you have had or are going to have a mastectomy, you may be entitled to certain benefits under the Women's Health and Cancer Rights Act of 1998 (WHCRA). For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient, for:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of the mastectomy, including lymphedema.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under this plan. If you would like more information on WHCRA benefits, contact your plan administrator:

Amy Jackson
Benefits Manager
Gardner Edgerton USD 231
231 E Madison Street
Gardner, KS 66030
913-856-2013
JacksonAL@usd231.com
Dated: August 29, 2019

General Notice of COBRA Continuation Coverage Rights

** Continuation Coverage Rights Under COBRA**

Introduction

You're getting this notice because you recently gained coverage or may become covered under the Gardner Edgerton USD 231 Group Health Plan (the Plan). This notice has important information about your right to COBRA continuation coverage, which is a temporary extension of coverage under the Plan. **This notice explains COBRA continuation coverage, when it may become available to you and your family, and what you need to do to protect your right to get it.** When you become eligible for COBRA, you may also become eligible for other coverage options that may cost less than COBRA continuation coverage.

The right to COBRA continuation coverage was created by a federal law, the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). COBRA continuation coverage can become available to you and other members of your family when group health coverage would otherwise end. For more information about your rights and obligations under the Plan and under federal law, you should review the Plan's Summary Plan Description or contact the Plan Administrator.

You may have other options available to you when you lose group health coverage. For example, you may be eligible to buy an individual plan through the Health Insurance Marketplace. By enrolling in coverage through the Marketplace, you may qualify for lower costs on your monthly premiums and lower out-of-pocket costs. Additionally, you may qualify for a 30-day special enrollment period for another group health plan for which you are eligible (such as a spouse's plan), even if that plan generally doesn't accept late enrollees.

What is COBRA continuation coverage?

COBRA continuation coverage is a continuation of Plan coverage when it would otherwise end because of a life event. This is also called a "qualifying event." Specific qualifying events are listed later in this notice. After a qualifying event, COBRA continuation coverage must be offered to each person who is a "qualified beneficiary." You, your spouse, and your dependent children could become qualified beneficiaries if coverage under the Plan is lost because of the qualifying event. Under the Plan, qualified beneficiaries who elect COBRA continuation coverage must pay for COBRA continuation coverage.

If you're an employee, you'll become a qualified beneficiary if you lose your coverage under the Plan because of the following qualifying events:

- Your hours of employment are reduced, or
- Your employment ends for any reason other than your gross misconduct.

If you're the spouse of an employee, you'll become a qualified beneficiary if you lose your coverage under the Plan because of the following qualifying events:

- Your spouse dies;
- Your spouse's hours of employment are reduced;
- Your spouse's employment ends for any reason other than his or her gross misconduct;
- Your spouse becomes entitled to Medicare benefits (under Part A, Part B, or both); or
- You become divorced or legally separated from your spouse.

Your dependent children will become qualified beneficiaries if they lose coverage under the Plan because of the following qualifying events:

- The parent-employee dies;
- The parent-employee's hours of employment are reduced;
- The parent-employee's employment ends for any reason other than his or her gross misconduct;
- The parent-employee becomes entitled to Medicare benefits (Part A, Part B, or both);
- The parents become divorced or legally separated; or
- The child stops being eligible for coverage under the Plan as a "dependent child."

Sometimes, filing a proceeding in bankruptcy under title 11 of the United States Code can be a qualifying event. If a proceeding in bankruptcy is filed with respect to the Gardner Edgerton USD 231 Group Health Plan, and that bankruptcy results in the loss of coverage of any retired employee covered under the Plan, the retired employee will become a qualified beneficiary. The retired employee's spouse, surviving spouse, and dependent children will also become qualified beneficiaries if bankruptcy results in the loss of their coverage under the Plan.

When is COBRA continuation coverage available?

The Plan will offer COBRA continuation coverage to qualified beneficiaries only after the Plan Administrator has been notified that a qualifying event has occurred. The employer must notify the Plan Administrator of the following qualifying events:

- The end of employment or reduction of hours of employment;
- Death of the employee;
- Commencement of a proceeding in bankruptcy with respect to the employer; or
- The employee's becoming entitled to Medicare benefits (under Part A, Part B, or both).

For all other qualifying events (divorce or legal separation of the employee and spouse or a dependent child's losing eligibility for coverage as a dependent child), you must notify the Plan Administrator within 60 days after the qualifying event occurs. You must provide this notice to: Amy Jackson, Benefits Manager – 913-856-2013 JacksonAL@usd231.com.

How is COBRA continuation coverage provided?

Once the Plan Administrator receives notice that a qualifying event has occurred, COBRA continuation coverage will be offered to each of the qualified beneficiaries. Each qualified beneficiary will have an independent right to elect COBRA continuation coverage. Covered employees may elect COBRA continuation coverage on behalf of their spouses, and parents may elect COBRA continuation coverage on behalf of their children.

COBRA continuation coverage is a temporary continuation of coverage that generally lasts for 18 months due to employment termination or reduction of hours of work. Certain qualifying events, or a second qualifying event during the initial period of coverage, may permit a beneficiary to receive a maximum of 36 months of coverage.

There are also ways in which this 18-month period of COBRA continuation coverage can be extended:

Disability extension of 18-month period of COBRA continuation coverage

If you or anyone in your family covered under the Plan is determined by Social Security to be disabled and you notify the Plan Administrator in a timely fashion, you and your entire family may be entitled to get up to an additional 11 months of COBRA continuation coverage, for a maximum of 29 months. The disability would have to have started at some time before the 60th day of COBRA continuation coverage and must last at least until the end of the 18-month period of COBRA continuation coverage. In order to determine if you or a covered member of your family qualify for the disability extension, you must send documentation received from Social Security verifying the disability determination to: **Amy Jackson, Benefits Manager – 913-856-2013**
JacksonAL@usd231.com.

Second qualifying event extension of 18-month period of continuation coverage

If your family experiences another qualifying event during the 18 months of COBRA continuation coverage, the spouse and dependent children in your family can get up to 18 additional months of COBRA continuation coverage, for a maximum of 36 months, if the Plan is properly notified about the second qualifying event. This extension may be available to the spouse and any dependent children getting COBRA continuation coverage if the employee or former employee dies; becomes entitled to Medicare benefits (under Part A, Part B, or both); gets divorced or legally separated; or if the dependent child stops being eligible under the Plan as a dependent child. This extension is only available if the second qualifying event would have caused the spouse or dependent child to lose coverage under the Plan had the first qualifying event not occurred.

Are there other coverage options besides COBRA Continuation Coverage?

Yes. Instead of enrolling in COBRA continuation coverage, there may be other coverage options for you and your family through the Health Insurance Marketplace, Medicaid, or other group health plan coverage options (such as a spouse's plan) through what is called a "special enrollment period." Some of these options may cost less than COBRA continuation coverage. You can learn more about many of these options at www.healthcare.gov.

If you have questions

Questions concerning your Plan or your COBRA continuation coverage rights should be addressed to the contact or contacts identified below. For more information about your rights under the Employee Retirement Income Security Act (ERISA), including COBRA, the Patient Protection and Affordable Care Act, and other laws affecting group health plans, contact the nearest Regional or District Office of the U.S. Department of Labor's Employee Benefits Security Administration (EBSA) in your area or visit www.dol.gov/ebsa. (Addresses and phone numbers of Regional and District EBSA Offices are available through EBSA's website.) For more information about the Marketplace, visit www.HealthCare.gov.

Keep your Plan informed of address changes

To protect your family's rights, let the Plan Administrator know about any changes in the addresses of family members. You should also keep a copy, for your records, of any notices you send to the Plan Administrator.

Plan contact information

Amy Jackson
Benefits Manager
Gardner Edgerton USD 231
231 E Madison Street
Gardner, KS 66030
913-856-2013
JacksonAL@usd231.com

Dated: August 29, 2019