

## CLIENT SEMINAR—THURSDAY, APRIL 9, 2009

### AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009 COBRA PREMIUM ASSISTANCE

Speaker: Lisa Carlson

President Obama signed into legislation an economic stimulus package that contains provisions that immediately affect group health plan COBRA requirements. Entitled “The American Recovery & Reinvestment Act of 2009,” this legislation includes a 65% subsidy for COBRA and state continuation coverage premiums paid by qualified beneficiaries who were INVOLUNTARILY terminated any time from September 1, 2008 through December 31, 2009, and who are **not** eligible for other group health plan, including a spouse’s coverage or Medicare.

Items to be discussed:

- Who is eligible for COBRA Assistance?
- Who is eligible for the special/second chance election period?
- How will we change our enrollment process to verify involuntary terminations?
- How much is the subsidy?
- How long will the subsidy last?
- How do employers claim credit for the subsidy?
- How will we communicate these changes to your employees?



This seminar will be beneficial for HR staff or the person responsible for completing change forms for your employees. It will be held Thursday, April 9 at Cherapa Place at 11:30 a.m. (which is now full) with a second session beginning at 2:00 p.m.

To register, please contact Stacy Hackett at [hacketts@gpbi.com](mailto:hacketts@gpbi.com) or (605) 328-7000.

## FEDERAL HIPAA LAW CHANGES SPECIAL ENROLLMENT RIGHTS

April 1, 2009 will bring new changes to existing special enrollment rights under HIPAA. Currently we inform all prospective and current enrollees of their right to enroll themselves and dependents if they lose eligibility from existing coverage, other coverage, or if the employer stops contributing toward their other coverage. In addition, certain qualifying events also allow individuals to enroll themselves and their dependents outside of the normal open enrollment periods. ***This new law creates an additional special enrollment opportunity for individuals who become eligible (or lose eligibility)***

***for state premium assistance subsidies such as Medicaid or SCHIP (State Children’s Health Insurance Program).*** Additionally, the Health Plan must allow 60 days after the loss of eligibility to request a special enrollment if coverage is under the Medicaid or SCHIP (compared to the 30 days currently permitted for existing special enrollment rights.) Sanford Health Plan will be mailing the appropriate amendments to all contract holders in addition to revising existing policies and member materials to reflect this change.

## RADIO TALK—REMINDER



Remember to tune in the John Ford “All About Business” talk show on KELO-AM 1320. Sanford Health Plan is the exclusive sponsor for the “health insurance” related topics on the 3rd Monday of every month from 10:20 - 10:30 a.m.

The focus of the show includes “health insurance” related topics regarding businesses in the Sioux Falls area, challenges employers face, what makes an employer successful, trends in the market, etc.

Live audio stream address: [www.keloam.com/page.php?page\\_id=11942](http://www.keloam.com/page.php?page_id=11942).

If you want to be on the radio or have a “success story” to share or even an employee whose life was impacted by their nurse case manager or on-site health screens we would love to have you as a guest host. If interested, please contact Tammy Gerhart, Client Services Manager, at (605) 328-6855.



## BENEFIT UPDATE

The Pharmacy Benefits, Formulary and Preventive Health Guidelines have been updated. Sanford Health Plan members have been informed via the Member Messenger.

If your employees would like a copy, please visit our website at [www.sanfordhealthplan.com](http://www.sanfordhealthplan.com).

## WELCOME NEW GROUPS

**Five Counties Nursing Home**  
*Lemmon, SD*

**Brown Construction**  
*Dakota Dunes, SD*

**Iowa Information**  
*Sheldon, IA*

## FLEX NEWS

### Why are my employees calling me and saying that their prescription drug was denied from the FSA plan?

In general, a health FSA may reimburse a medical expense only if the participant provides a written statement from an independent third party (self-substantiation not acceptable) describing the service or product, the date the service/sale and the amount of the expense. If any of the information is missing, the claim could be returned for proper documentation. In addition, even though prescribed, the medicine could be used for purely cosmetic reasons, which would not be an eligible expense.

## INSURANCE 101

**What does coinsurance mean?**  
**What is a deductible?**  
**If my plan has a copay, does that apply to the out of pocket expense?**

If you are hearing questions like these from your employees, give us a call. **We can help!** Sanford Health Plan offers an “Insurance 101” course that can be presented to your employees.

If you are interested in an Insurance 101 presentation, please contact Tammy Gerhart at (605) 328-6855.

## HEALTHY PREGNANCY PROGRAM

Good prenatal care and education can help prevent premature birth and low birth weight babies. By enrolling in our Healthy Pregnancy program, your employees will receive the educational information and support they need to make the best choice for themselves and their baby.

Features include specialized high-risk pregnancy care management, healthy pregnancy education kit and postpartum support.

Please encourage your employees to enroll today: 1-800-805-7938.

