



COBRA Coverage Fact Sheet

COBRA applies nationwide, but only to employers with 20 or more employees.

- You are **eligible for COBRA coverage** only if you were participating in your employer-sponsored **health** plan before the **Qualifying** Event occurred. **COBRA coverage** may be offered to employees, an employee's spouse, or an employee's dependents.
 - Types of Qualifying Events Maryland regulations allow for the continuation of benefits for the following reasons: • Termination of Employment • Death • Divorce
- If this coverage is desired, you must complete Election Form no later than **45 days after the coverage ends**. If you do not send the election form in by that date, you will lose your right to elect this continuation coverage.
- Monthly premium is the **total monthly premium cost plus a 2% administration fee** added. You must make your first payment for continuation coverage no later than 45 days after the date of your election (this is the date the Election Form is dated). If you don't make your first payment in full no later than 45 days after the date of your election, you'll lose all continuation coverage rights under the Plan.
 - There is two ways to pay your monthly premium, which is due no later than the 25th of every month. You would either pay directly to the company or to KELLY depending on how it is set up.
- You can also cancel coverage at any time -- you're not locked into an 18-month commitment when you sign up.
- COBRA Coverage ends when you reach the end of your coverage period, you stop paying premiums or you become eligible for Medicare. It also ends if the employer goes out of business or stops offering health insurance benefits to workers. If the employer simply changes health plans, you can switch to the new plan like everybody else, but you can't keep the old plan.

If you have any other questions regarding **COBRA** coverage, please reach out to me, Jennifer Borchers, at jborchers@mccartyinsuranceinc.com and I would be more than happy to assist you.