



**CONSOLIDATED BUDGET RECONCILIATION ACT (COBRA)**

# Continue your health benefits with COBRA

You have the right, as an employee, to continue group health benefits for yourself and your covered dependents on a temporary basis, under this federal law.

Qualified beneficiaries become eligible when there is a “qualifying event” that results in a loss of coverage under an employer’s plan. These events include job loss, or reduction in hours for reasons other than gross misconduct; becoming entitled to Medicare; divorce or legal separation; death; or a child’s loss of dependent status (and therefore coverage) under the plan.

You have the same rights as other participants or beneficiaries covered under the group’s health plan. This includes special enrollment rights.

## Key tip

You can find specific information about your benefit in the group health plan summary plan description (SPD) from your employer.

## Learn what to expect

Your employer uses Inspira Financial to administer COBRA benefits. If you decide to continue your benefits under COBRA, Inspira can help you navigate your benefits and details.

- Inspira creates a COBRA qualifying event election package. It will be mailed via first-class mail.
- COBRA is available for a total of 18 months in most cases. Dependent-centered events can be extended up to 36 months.
- You can elect the same COBRA eligible benefits and coverage levels you had in your plan.
- You don't have to keep all the benefits or coverage levels offered — but you can't change benefits or increase coverage levels.
- You'll pay the full premium of the group health plan and a 2% administrative fee. Your payment may be different if your employer gave you a severance arrangement.
- Once you've elected and paid the COBRA premiums due, your coverage will be restored. This means you'll be covered back to the first day that you originally lost coverage.



## 4 things to remember

- 1 You'll receive your qualifying event election package via first-class mail after your employer reports it to Inspira. You can elect COBRA online or by mail.
- 2 You can pay your COBRA premiums online through **inspirafinancial.com** or the Inspira Mobile™ app, via one-time payment, recurring payments, or by mailing a money order or check.
- 3 You have 60 days to elect/enroll in COBRA. The 60 days start on the date you are provided the election notice and/or the date you would lose coverage — whichever provides more time.
- 4 Once you have access to your COBRA benefits with Inspira, you'll see upcoming premiums due, and the number of days left to pay.

⇒ **Maintain your health care coverage with COBRA**

For more information visit **inspirafinancial.com** or scan the QR code.



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