



# COBRA FACTS

## ANSWERING CLIENT QUESTIONS

**In an effort to assist in answering client questions; below are a few basic FAQs regarding current eligibility for the COBRA premium reduction.**

If an employee is involuntarily terminated prior to December 31st and the COBRA start date is prior to December 31st, that individual will still be eligible for the American Recovery and Reinvestment Act (ARRA) premium reduction.

If an employee is involuntarily terminated on December 31st forcing the member's COBRA start date to be January 1, 2010, that individual is not eligible for the ARRA premium reduction.

Also, the nine month COBRAARRA premium reduction extends into 2010 if an employee was terminated prior to December 31st. If an employee started COBRA December 1st they would still have eight months of the ARRA premium reduction into 2010.

Please visit the United States Department of Labor website for any clients requesting "official" documentation: [www.dol.gov/ebsa/faqs/faq-cobra-arr.html](http://www.dol.gov/ebsa/faqs/faq-cobra-arr.html)

If you have questions, please contact your account manager.

*We'll focus on your benefits,  
you focus on your business.*

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