

What is COBRA?

The Consolidated Omnibus Budget Act of 1985 (COBRA) requires that employers with at least 20 or more employees in the last calendar year who sponsor group health plans, offer employees and their families the opportunity for a temporary extension of health coverage (called “continuation of coverage”). Companies that fall into this category are required to extend COBRA continuation rights, benefits or coverage to any employee and their dependent covered under the group health plan that has a qualifying event during the calendar year of which the company is eligible. It is required that continuation of coverage be at group rates in certain instances where coverage under the plan would otherwise end. Qualifying events include:

- Termination
- Reduction of hours
- Death of the employee
- Divorce or legal separation
- Dependent children ceasing to meet eligibility requirements
- Dependent coverage is lost because the active employee becomes entitled to Medicare
- Retiree or retiree’s spouse or child loses coverage within one year before or after commencement proceedings under Title 11 (bankruptcy), United States Code.

E Benefits Administration offers you accurate and precise COBRA administration to reduce unnecessary claims cost and the convenience of handling your COBRA compliance by certified experts in the field.

E Benefits Administration will administer COBRA for you and provide the following services:

- Preparation of new hire-initial notification letters
- Preparation of termination and other qualifying event letters
- Preparation of dependent qualification letters
- Preparation of COBRA Participant cancellation of COBRA letters
- Preparation of payment coupon booklet for COBRA participants
- Collection, tracking and remitting of COBRA Participant premium payments (direct to you or if applicable to the carrier)
- Notify COBRA Participants of premium changes at open enrollment
- Notify COBRA Participants when benefits are scheduled to end
- Provide a monthly report to you, the employer, about your COBRA membership and premiums received.
- 24/7 Administrator Online Access to send COBRA notifications E Benefits Administration via our Web-based COBRA system.