

SAMPLE ANNUAL AGE 23 LETTER FOR ACTIVE EMPLOYEES

MM/DD/YYYY

Dear Employee:

Under the terms of the State Health Benefits Program, dependent children are no longer eligible for health coverage at the end of the calendar year in which they turn age 23 unless they have experienced an event which causes loss of eligibility sooner such as marriage.

The program's Benefits Eligibility System indicates that you provide coverage for a child whose eligibility will cease as of January 1. Thus, the 23 year old child will be automatically removed from coverage. Because your child will no longer be eligible for the program, you may be able to reduce your membership and also lower the cost of your premiums. If you qualify, your membership will be reduced automatically effective January 1, 2008.

There are three health benefit options listed below for children who will lose coverage in the State Health Benefits Program due to age.

- (1) Continued coverage under the State Health Benefits Program if your child qualifies as an incapacitated dependent and he or she meets eligibility requirements.
 - Employees enrolled in plans administered by Anthem Blue Cross and Blue Shield must contact Anthem at 800-552-2682 to apply for continuation coverage prior to the date the child is no longer eligible for coverage or by December 31, 2007.
 - Employees enrolled in Kaiser must contact the plan at 800-777-7902 to make application prior to the date the child is no longer eligible for coverage or by December 31, 2007.

Please note that the approval process can be very time consuming. If you feel that your child may qualify for this provision, we recommend that you take immediate action. Contact your agency Benefits Administrator for information on eligibility requirements and assistance.

- (2) Enrollment in Extended Coverage under the provisions of the Public Health Service Act (PHSA) for a period of up to 36 months. An Extended Coverage Election Notice and Extended Coverage Enrollment Form, along with a Certificate of Creditable Health Coverage as required by the Health

Insurance Portability and Accountability Act of 1996 (HIPAA) will be sent to your child.

The Certificate of Creditable Health Coverage provides evidence of prior health coverage. Your child may need to furnish it if he or she becomes eligible for coverage under a health plan that excludes coverage for certain medical conditions which existed before enrollment.

- (3) Enrollment in non-group coverage available through your current health benefits plan. Contact the plan directly to purchase non-group coverage.

If our records are incorrect and you do not have a dependent child who will reach age 23 by December 31, please notify your agency Benefits Administrator of your child's correct date of birth.

Sincerely,