

ARE YOU COBRA ELIGIBLE?

How Does a Group Qualify for COBRA?

A company, group, business entity, and some organizations qualify for providing COBRA coverage to their employees or former employees based upon the number of full-time employees or full-time employee equivalents (i.e. part-time employees) they had in the **previous** calendar year.

Practically, if you had two or more Wage and Tax Reports in the previous calendar year that showed 20 or more full-time employees, including part-time employees as a % of full-time, then your company qualifies for and must offer COBRA benefits to employees who leave your company or lose health plan coverage due to a qualifying event. The more common qualifying events are listed below:

Employees

- Termination (of almost any kind)
- Layoff
- Reduction in hours that causes loss of coverage

Dependents of Employees or former Employees

- Same as above
- Divorce - final decree only
- Children who reach their 19th birthday and do not go to college
- Children who go to college and reach their 23rd birthday.
- Death of employee

Cor-Ben Consultants offers a no-charge COBRA administration service for companies who qualify for COBRA. We administer your COBRA requirements from sending the appropriate notices to collecting and accounting for the COBRA payments from the COBRA participants to advising you on your COBRA requirements. If you wish to review your COBRA eligibility and/ or review our service, please give your agent a call.

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