

3/16/09

## ALERT

### ARRA – COBRA

**Note: Due to the positive response and unanticipated demand from the business community and since this past week was Spring Break, we are adding three more sessions next week.**

If you have terminated anyone from your organization (such as a R.I.F, Layoff, Fired, etc.) who was covered by a health insurance plan (including dental, vision, Rx) since September 1, 2008, or, will be terminating employees in the future in one of the above scenarios, there are major changes in COBRA and coverage continuation regulations that you must now know about and comply with. **Besides now having to pay 65% of your former employees COBRA premium and then waiting to getting reimbursed, there are significant consequences for non-compliance.** This legislation called the **American Recovery & Reinvestment Act of 2009 (ARRA)** was just signed into law by President Obama on February 17th and became effective March 1, 2009.

As a **"thank you"** to the warm and hospitable welcome that we have received since moving to Austin, the many new friends that we have made and the companies that have retained the services of my firm, I will be hosting a series of **FREE** webinars. This **"green event"** will review all these new COBRA changes on March 12th, at 3:00 (full) and again on Tuesday March 17th at 3:00 (full). In addition, since announcing the Webinars on February 26th, we have had such a positive response that we have added two more Webinars on Wednesday March 18th at 11:00 and Thursday March 19th at 8:30.

During the week of March 23, we have added three more Webinars on Tuesday March 24 at 3:00, Wednesday March 25 at 8:30 and Thursday March 26 at 11:00.

If you would like to participate in one or more of the new Webinars, please send me your email address and indicate which session(s) that you would like to attend. My e-mail address is [JimBushnell@BushnellCompany.com](mailto:JimBushnell@BushnellCompany.com) I will then send you an invitation for the session(s) since you will need a unique login and password to access the Webinar. **Space is limited so please reply soon so that you can be included.** Again, there is no cost to participate and it will last about 40 - 50 minutes with opportunity for Q&A.

**Important: If you pass this invitation on to other interested individuals, please make sure that they request a separate login. The logins are unique and multiple people are unable to get in with the same login.**

If you have terminated an employee since September but are not able to attend one of the scheduled Webinars, please e-mail with times that you would be available and if there is enough interest I will set up additional Webinars. Also, please call or e-mail me if you would like to discuss how we can help you develop a strategy to put your company into compliance.