



Important Information about Your Continuation Coverage Rights

As a church plan, the Archdiocese of Cincinnati's Health Plan is not subject to federal COBRA coverage. The Plan is subject to Ohio's continuation coverage requirements, but the Archdiocese has chosen to be more generous than required when offering continuation coverage.

What is continuation coverage?

The Archdiocese of Cincinnati offers continuation coverage to all employees and their covered dependents who lose coverage under the Plan as a result of their involuntary termination of employment. To be eligible, you must have been covered by the Plan at the time of your termination of employment and your termination must not have been on account of gross misconduct. While not required by law, the Archdiocese of Cincinnati also offers continuation coverage to spouses and dependents who were covered by the Plan at the time of an active employee's death.

Continuation coverage is the same health coverage that the Plan gives to other participants or beneficiaries under the Plan who are not receiving continuation coverage. Each beneficiary who elects continuation coverage will have the same rights under the Plan as other participants or beneficiaries covered under the Plan. This is administered via Cobra Control Services, LLC.

How much does continuation coverage cost?

For the 2024 - 2025 fiscal year, the monthly cost of continuation coverage is as follows:

Anthem/OptumRx	Single \$869 per month	Family \$2,028 per month
----------------	------------------------	--------------------------

How can you elect continuation coverage?

If eligible for continuation coverage you will receive notification from Cobra Control Services, LLC. To elect continuation coverage, you or your family members must complete the Election Form and furnish it according to the directions on the form to:

Cobra Control Services
640 Freedom Business Center
Drive Suite 300
King of Prussia, PA 19406

In considering whether to elect continuation coverage, you should take into account that a failure to continue your group health coverage will affect your future rights under federal law. You should take into account that you have special enrollment rights under federal law. You have the right to request special enrollment in another group health plan for which you are otherwise eligible (such as a plan sponsored by your spouse's employer) within 30 days after your group health coverage ends because of the qualifying event listed above. You will also have the same special enrollment right at the end of continuation coverage if you get continuation coverage for the maximum time available to you.

How long will continuation coverage last?

The Archdiocese of Cincinnati continuation coverage is available for up to **twelve** months. Continuation coverage may end early in certain circumstances, like failure to pay premiums, fraud, or intentional misrepresentation.

When and how must payment for continuation coverage be made?

Premium payments must be received via U.S. Mail by Cobra Control Services, LLC ("CCS"):
Cobra Control Services
640 Freedom Business Center Drive, Suite 300
King of Prussia, PA 19406

For more information

If you have any questions concerning the information in this notice or your rights to coverage, you may contact Mr. Bill Maly, Director of Benefits, Archdiocese of Cincinnati, Finance Office, 513-263-3354

For more information about your rights under state law, contact 1-800-686-1578.

Keep Your Plan Informed of Address Changes

In order to protect you and your family's rights, you should keep Cobra Control Services, LLC informed of any changes in your address and the addresses of family members.