



**Andy Haynes to Present EBIA Web Seminar on  
Extension of COBRA Premium Subsidy Rules**

As noted in our December 23<sup>rd</sup> email alert, the Department of Defense Appropriation Act (“DODA”) provides an extension of the COBRA premium subsidy program under the American Recovery and Reinvestment Act (“ARRA”). It also leaves open the potential for further extensions and creates interesting compliance issues.

Andy Haynes will be a featured speaker this Thursday, January 21st, for the EBIA Web Seminar on the Extension of COBRA Premium Subsidy Rules. We hope you will take the time to tune into this special presentation. Please see the information from EBIA below.

Of course, Haynes Benefits stands ready to assist you in complying with this important new legislation. We have already begun compliance efforts and look forward to assisting you in complying with this new law.

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**Extension of COBRA Premium Subsidy Rules:  
“How to Keep Turning on a Compliance Dime.”**  
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An EBIA Web Seminar  
Date: Thursday, January 21, 2010  
Time: 1:00-2:30 p.m. ET (12:00 p.m. CT; 11:00 a.m. MT; 10:00 a.m. PT)  
Level: Intermediate

Here’s some of what we’ll cover:

- Revised definition of assistance eligible individual to extend assistance for involuntary terminations through February 28, 2010 (a further extension through June 30, 2010 is expected in January).
- Extension of the premium assistance period from 9 to 15 months.
- Impact on timing and contents of required notices, including required re-noticing of individuals currently receiving assistance and those who already exhausted their periods of assistance.
- Special late payment and reimbursement rules for individuals in a “transition period” (the period that begins immediately after the original period of assistance under ARRA).
- Details of the proposed second extension, expected to include a further extension for

eligible terminations through June 2010, clarifications regarding eligibility and retiree plans, and new penalty provisions.

- Updates on the IRS program for reimbursing employers for premium assistance and on the DOL's expedited review process for disputed cases.

**Speakers:** Charles H. Thulin and Andrew Ky Haynes. Mr. Thulin is a shareholder of Ekman, Bohrer & Thulin, P.S., in Seattle and a Contributing Author of EBIA's *COBRA: The Developing Law*. Mr. Haynes is a Shareholder and Director of Haynes Benefits, P.C. in Kansas City and a Contributing Author of EBIA's *HIPAA Portability, Privacy & Security* and *Group Health Plan Mandates* manuals.

Register now! For one registration fee (\$249), you and your co-workers can gather in one office or conference room to attend the seminar. For more information and to register, visit <http://www.ebia.com/Seminars/WebSeminar/19667> .

Dated: January 19, 2010