

(Only applicable to group health plans that offer specific coverage for dependents beyond age 26 or plans that cover dependents other than those defined by the IRS (such as grandchildren). Please review your Summary Plan Description for eligibility information.)

Michelle's Law Notice

Plan Administrator Note: *This notice must be provided with any notice regarding a requirement for certification of student status for coverage under the plan.*

Note: Pursuant to Michelle's Law, you are being provided with the following notice because the group health plan provides dependent coverage beyond age 26 and bases eligibility for such dependent coverage on student status. Please review the following information with respect to your dependent child's rights under the plan in the event student status is lost.

When a dependent child loses student status for purposes of employer's group health plan coverage as a result of a medically necessary leave of absence from a post-secondary educational institution, the employer's group health plan will continue to provide coverage during the leave of absence for up to one year, or until coverage would otherwise terminate under the employer's group health plan, whichever is earlier.

In order to be eligible to continue coverage as a dependent during such leave of absence:

- The employer's group health plan must receive written certification by a treating physician of the dependent child which states that the child is suffering from a serious illness or injury and that the leave of absence (or other change of enrollment) is medically necessary; and
- Other eligibility conditions as outlined in your Summary Plan Description.

To obtain additional information, please contact your Plan Administrator.

This sample notice is for general reference purposes only. As changes in the law, rules, regulations, and interpretations can occur, please contact an employment law attorney or the U.S. Department of Labor's Employee Benefits Security Administration to review any forms or documentation you intend to distribute to employees. These materials are not intended to replace the advice of a qualified attorney, plan provider or other professional advisor. If legal advice or other expert assistance is required, the services of a competent professional should be sought.