

**To:** The Local Choice Group Benefits Administrators

**From:** Walter E. Norman, Program Manager  
The Local Choice Health Benefits Program

**Date:** September 28, 2009

**Subject:** Dependent Children Attaining Age 23

The Local Choice (TLC) Health Benefits Plan allows coverage for unmarried, dependent children who live at home or are away at school and who receive over one-half of their support from your employee. Coverage for eligible dependent children may continue until the end of the calendar year in which they turn 23 years of age. If your group has dependent children who will attain age 23 in 2009, you will find attached a list of your participants impacted by this situation. If you offer our regional plan, you should contact Kaiser to obtain this information.

**If your group has 20 or more employees, terminating children may be eligible for Extended Coverage/COBRA under the provisions of the Public Health Services Act and you should provide them with a COBRA Notice/Election Continuation form. Even if you don't offer COBRA, you should provide a HIPAA Certificate of Creditable Health Coverage to all terminating participants.**

In some instances terminating a child may necessitate a membership change from Family to Dual or Dual to Single coverage. To make such a change, a completed Enrollment form must be submitted to the carrier in time to appear on your January monthly billing transmittal. **Coverage will automatically terminate for an ineligible child, but to reduce membership, an Enrollment form is required and should be received prior to the loss of coverage and must be received within 31 days of the loss of eligibility, otherwise membership can not be reduced without another qualifying mid-year event or until open enrollment. Please make sure that you discuss this requirement with any employee who has a terminating dependent child. TLC will make no refunds.**

All TLC plans allow continuously covered children who are disabled and incapable of self-support to remain covered dependents under the plan (if approved by the plan administrator). Plan provisions require that incapacitation must exist prior to the loss of eligibility due to age. **Individuals must apply for continuation no less than 31 days prior to the termination of the child's coverage.** If you have an employee whose child falls into this category you should encourage them to make application immediately. Anthem Customer Service (800) 552-2682 or Kaiser (800) 777-7902 will assist you in this effort.

Please note that this report was run prior to October 1, 2009. New hires may not show up on this report so be careful to consider any new members and their dependents.