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## Federal Benefit Law Notice Requirements as of September 30, 2008

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### **Annual Notices:**

- Women's Health and Cancer Rights Act
- Mothers and Newborns Protection Act
- Medicare Part-D Notice
- Notice of HIPAA Special Open Enrollment Rights
- Summary Annual Reports (if applicable)

### **Event Driven Notices:**

- COBRA General Notice (upon enrollment in a health plan)
- HIPAA Notice of Pre-existing Condition Limitations (each open enrollment)
- COBRA Election Notice (at time of a qualifying event)
- Notice of Unavailability of COBRA
- COBRA Premium Change Notice
- Notice of Insufficient COBRA Notice
- Notice of Early Termination of COBRA
- Certificate of Creditable Coverage (upon cessation of health coverage)
- Notice of Privacy Practices (upon enrollment in a health plan)
- Notice of Creditable or Non-creditable coverage for purposes of Medicare Part-D (upon change in plan effecting drug coverage)
- Summary of Material Modification (in the event of a change in plan design, carrier, etc.).

### **Other Notices:**

- FMLA DOL Notice (posting and mail)
- FMLA Military Rights Notice (posting and mail)
- Exemption from Mental Health Parity Law (posting)
- Availability of Written Qualified Medical Child Support Order Procedures (applicable to National Medical Support Notices) (in SPD)
- Uniformed Services Employment and Reemployment Rights (posting)