

May 4, 2010

Dear Client:

Part of the new health care legislation coming into effect later this year will require dependent coverage up to age 26. Instead of waiting, UnitedHealthcare will immediately extend the health coverage for graduating college students who currently are covered under their parents' fully insured health plans.

This is great news for your employees—it ensures that there will be no gaps in health care coverage for these students.

Participating in this program is automatic – **no action** is required on your part, unless you do not wish to participate.

The attached documents have more details about the extension. Included you will find:

- Notice of Implementation of Coverage
- Instructions to follow if you do not wish to participate in the program
- Frequently Asked Questions

UnitedHealthcare is committed to helping people lead healthier lives. We are taking this step ahead of schedule to bring peace of mind for the many thousands of parents we serve.

If you have questions about the enclosed materials, please contact your UnitedHealthcare representative.

Sincerely,

UnitedHealthcare

**IMPORTANT NOTICE CONCERNING YOUR HEALTH INSURANCE**  
**NOTICE OF IMPLEMENTATION OF EARLY ACCESS TO HEALTH COVERAGE FOR COLLEGE GRADUATES FOR INSURED BUSINESS.**

As you may know, the recently passed health care reform legislation known as the Patient Protection and Affordable Care Act ("PPACA") will begin to impact certain group health plans in many ways beginning on September 23, 2010. UnitedHealthcare Insurance Company and its subsidiary and affiliated insurers and health plans ("UnitedHealthcare") has made a decision to implement the requirements of section 2714 of PPACA, related to covering adult children graduating from college up to age 26, prior to the effective date of such provision, under the following terms and conditions unless the sponsor of the group health plan ("Sponsor") provides us notice that it does not wish to participate in this program:

1. Any existing covered dependent (Graduating Dependent) who would, under the existing plan provisions, be no longer eligible for coverage as a result of his or her graduation from any accredited college or university on or after April 19, 2010, will still be considered to be an eligible dependent under the plan. Coverage for these dependents will not terminate, and UnitedHealthcare will continue to charge any applicable premium or fee with respect to these individuals.
2. Coverage will continue automatically, unless Sponsor notifies UnitedHealthcare that such coverage is terminated or not continued with respect to a specific individual. In that case, coverage will continue until Sponsor submits any changes to UnitedHealthcare using standard methods.
3. This request will remain in effect until Sponsor's plan is subject to the Extension of Dependent Coverage provisions of PPACA, at which time the provisions of PPACA will define the scope of dependent eligibility under the plan.
4. Please note that if your policy presently provides additional obligations to cover these or other dependents past age 26, such provisions still remain in effect.
5. Continuing coverage will only be provided during the period of time that the Graduating Dependent is less than twenty six years of age and if the Graduating Dependent does not have access to other employer-sponsored coverage at the time of his or her graduation or any time thereafter, at which time the dependent no longer will be eligible for the coverage described in this notice. Sponsor agrees that it is responsible for monitoring eligibility and monitoring if the Graduating Dependent has access to other employer sponsored coverage, and notifying UnitedHealthcare immediately if the Graduating Dependent no longer is eligible for coverage due to eligibility for other coverage or any other reason.
6. **If you do not wish to participate** in this program, you must complete the attached opt-out form and submit it to UnitedHealthcare by May 14, 2010, so that we can exclude your plan from this program. If you do not contact us by such date, your plan will be included in this program.

## FREQUENTLY ASKED QUESTIONS

**Q. Why are you implementing this change?**

A. While the new health care legislation coming into effect later this year will require dependent coverage up to age 26 (for groups renewing on or after Sept. 23, 2010), we wanted to take this step ahead of schedule to ensure there are no gaps in health care coverage for graduating college seniors.

**Q. Who is eligible?**

A. Any existing covered dependent (Graduating Dependent) who would, under the existing plan provisions, be no longer eligible for coverage as a result of his or her graduation from any accredited college or university on or after April 19, 2010, will still be considered to be an eligible dependent under the plan.

**Q. Do eligible dependents have to be continuously enrolled under their parents' plan to have their coverage extended?**

A. Yes, graduating college students must be continuously enrolled under their parents' plan to have their coverage extended, and they must not have access to other employer sponsored health coverage (validation of this must be monitored by the employer).

**Q. Does this permit a dependent to be added to the policy?**

A. No, this extension of coverage for college graduates only applies to currently enrolled dependents.

**Q. Will new ID cards be required?**

A. No, new ID cards are not required as the college graduates would already be enrolled as a dependent under their parents' plan.

**Q. Does the group have to authorize UnitedHealthcare to implement this change?**

A. The program, as outlined, will be automatically implemented for all fully insured employer groups, unless they opt-out by the deadline specified in the enclosed instructions.

**Q. Is there an additional premium for extending the coverage?**

A. Standard premiums apply.

**Q. Who do I contact if I have questions about the program?**

A. You may contact your UnitedHealthcare representatives with any additional questions or concerns.