



## **HIPAA NOTICE TO COLLIN COUNTY EMPLOYEES**

Under a 1996 federal law, group health plans must generally comply with the requirements listed below. However, the law also permits Collin County to elect to exempt our plan from these requirements because our plan is self funded rather than fully insured. Please use this letter as your notification that Collin County has elected to exempt the Collin County Welfare Benefit Plan from all of the following requirements:

1. Limitations on preexisting condition exclusion periods.
2. Special enrollment periods.
3. Prohibitions against discriminating against individual participants and beneficiaries based on health status.
4. Standards relating to benefits for mothers and newborns.
5. Parity in the application of certain limits to mental health benefits.
6. Required coverage for reconstructive surgery following mastectomies.

Collin County's election to exempt the plan from these requirements does not infer that benefits equivalent or similar to these provisions will not be provided.

The exemption from these federal requirements will be in effect for the plan year beginning January 1, 2010 and ending December 31, 2010. The election may be renewed for subsequent plan years.

Collin County will meet the requirements to provide employees and dependents a certificate of creditable coverage when they cease to be covered by the plan. The certificate provides evidence that you were covered under this plan because if you can establish your prior coverage you may be entitled to certain rights if you join another employer's health plan or if you wish to purchase an individual health insurance policy.

For questions regarding this information, please contact Diana Overhauser at extension 4689.