

Give us a call to discuss our other services. Along with COBRA, we also administer Flexible Spending Accounts (FSA), & Health Reimbursement Accounts (HRA). Call us for a quote!

For COBRA Administration
Questions Contact:

UPA

Universal Plan Administrators

1053 21st St

Lewiston, Idaho 83501

Phone: 1-800-222-0901

www.upabenefits.com

Password Protected Website

MYRSC.com

Variable benefit news, deductibles,
payments and personal account
information.

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**Universal Plan
Administrators**

**COBRA
ADMINISTRATION**



The Consolidated Omnibus Budget Reconciliation Act (COBRA) allows previously-employed individuals and their eligible dependents to temporarily continue receiving their group's healthcare coverage, at their own cost.

While the extended healthcare coverage benefits former employees, managing COBRA programs can be cumbersome for employers. However, UPA can help alleviate the stress of COBRA Administration, and save employers time, money and resources.*

Among other duties, UPA's COBRA Administration services include:

- ◆ Informing new members of their COBRA rights
- ◆ Sending notices, forms and other paperwork related to COBRA enrollment
- ◆ Enrolling and terminating participants as necessary
- ◆ Premium collection
- ◆ Adhering to new or changing federal COBRA guidelines
- ◆ Researching COBRA related legal questions
- ◆ Managing special-case scenarios and updating your account accordingly



*Employers with 20 or fewer employees on a typical business day within the prior calendar year are exempt from COBRA regulations

Rates

UPA's COBRA Administration rates vary depending on the number of insured employees under an employer's specific group plan. Refer to the chart below for specific rate information.

Number of Insured Employees	Monthly Group Fee**
Less than 40	\$40/mo. flat rate
40-99	\$1 per contract*
100-499	\$.85 per contract*
over 500	\$.75 per contract*

For more information about rates, or how UPA can help ease the stress of handling your company's COBRA Administration, please call us at 1-800-222-0901.

*Covered employees under the Group Health
**\$5 per mo. COBRA Participant COBRA elected coverage.