Employee Benefit Extensions

for the COVID-19 Pandemic



Date: TBD

extended time frames under the "Extension Rule"

HIPAA special enrollment period

COBRA election period

COBRA premium payment period

COBRA notices from employees Benefit plan claim filing deadlines (Medical, FSA. etc.)

Adverse Benefit Determination Appeal Deadline

External Review Request Deadline

Deadline to Submit Additional Information for **External Review** Request

Extension Period

March 1, 2020 **National Emergency** begins

Date: TBD National Emergency ends

+60 DAYS

Date: TBD **Outbreak Period**

ends

Outbreak Period

Standard Election/Filing Period

Will vary depending on normal deadlines for transaction type

types of plan changes allowed under "Notice 2020-29"

Elect, change or cancel medical

Elect, change or cancel Health FSA

Elect, change or cancel DepCare FSA

June 1, 2020

COVID-19 Med/FSA PIE

Deadline: December 31, 2020