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**Andy Haynes to Present EBIA Web Seminar
on COBRA Provisions in Stimulus Bill**

We at Haynes Benefits have new bags under our eyes today. We have spent the last few days pouring over the benefits provisions in the new American Recovery and Reinvestment Act of 2009 (ARRA), also known as the Stimulus Bill, signed by President Obama on February 17. ARRA contains the much talked about COBRA subsidy and other provisions affecting employee benefits and human resources.

The COBRA provisions are quite detailed and present numerous compliance obstacles and opportunities but in general terms, provide for a temporary subsidy for COBRA coverage that is available to eligible persons who have been involuntarily terminated from employment on or after September 1, 2008 through December 31, 2009. The subsidy for eligible workers is 65 percent of the COBRA premium for eligible individuals for nine months. The employer will receive a credit for the subsidy against payroll taxes.

Andy Haynes will be a featured speaker next Tuesday, February 24, in the EBIA Web Seminar on the COBRA provisions in ARRA. We hope you will take the time to tune into this special presentation. Please see the information from EBIA below.

Of course, Haynes Benefits stands ready to assist you in complying with this important new legislation. We have already begun compliance efforts and look forward to assisting you in complying with this new law.

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**The New COBRA Premium Assistance Law:
What You Need to Do to Comply Now**
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An EBIA Web Seminar
Date: Tuesday, February 24, 2009
Time: 1:00-2:30 p.m. ET (12:00 p.m. CT; 11:00 a.m. MT; 10:00 a.m. PT)
Level: Intermediate

The stimulus bill signed by the President imposes important new COBRA compliance obligations, generally effective March 1. The new law, known as the American Recovery & Reinvestment Tax Act of 2009, creates detailed new rights to COBRA premium assistance for employees (and their families) who are involuntarily terminated from September 1, 2008

through December 31, 2009. It also adds an option to change enrollment into a different plan. How are you going to comply on such short notice? Join our experts for this 90-minute web seminar. We'll help you understand the new rules and the practical aspects of how to comply now. Here is some of what we'll cover:

==> Who are assistance eligible individuals, and how much of a reduction in premiums do they get? How long is the period of premium assistance and when does it begin and end?

==> What notices and forms must be provided to qualified beneficiaries and when? What notices must assistance eligible individuals provide and what happens if they don't?

==> How does the enrollment option for a different plan work and is it required?

==> How are you reimbursed for premiums? What documentation is required?

==> How do you handle the extended election period? What if an assistance eligible individual has already taken an alternative offer of coverage?

==> How do the HIPAA pre-existing condition rules apply for qualified beneficiaries who elect during the extended election period?

Questions: Send your seminar-related questions to webseminars@ebia.com by Friday, February 20, 2009, for consideration by the speakers in preparing their remarks. We will also accept written questions during the seminar. Afterwards, we'll issue a Q&A document of most frequently asked questions (sorry, not all questions can be included).

Speakers: Charles H. Thulin, Andrew Ky Haynes, and Virginia L. Briggs.

Mr. Thulin is a shareholder of Ekman, Bohrer & Thulin, P.S., in Seattle and a Contributing Author of EBIA's COBRA: The Developing Law. Mr. Haynes is a Shareholder and Director of Haynes Benefits, P.C. in Kansas City and a Contributing Author of EBIA's HIPAA Portability, Privacy & Security and Group Health Plan Mandates manuals. Ms. Briggs is a Senior Editor at Thomson Reuters/EBIA and the Editor and a Contributing Author of EBIA's COBRA: The Developing Law.

Register now! For one registration fee (\$249), you and your co-workers can gather in one office or conference room to attend the seminar. For more information and to register, visit <http://www.ebia.com/Seminars/WebSeminar/19667>.