

Date: April 14, 2010

To: IBBP Health/Dental Plan Administrators

From: Chris Wehde, IBIS, and Vice-President

RE: Unmarried Dependents of Iowa Bankers Benefit Plan (IBBP) covered employees, age 25

As many of you are aware the recently passed Health Care Reform legislation requires health plans to cover dependents (regardless of their student and marital status) to age 26. This provision will be effective for IBBP on January 1, 2011 and as we come closer to that date we will be sending out more information on the specifics of the Plan's compliance with this component as well as any other component of Health Care Reform that becomes effective on that date

The Iowa Bankers Benefit Plan **now** currently covers unmarried dependents to age 25 regardless of student status. Beyond age 25, an unmarried fulltime student is eligible to remain on IBBP as long as the dependent is a fulltime student **on** their 25th birthday and currently covered under IBBP as a dependent. A dependent who marries can remain covered under the Iowa Bankers Benefit Plan until the end of the calendar year.

Given the new legislation, if your dependent is currently covered under IBBP and turns 25 on or before January 1, 2011, the Iowa Bankers Benefit Plan will continue to cover him/her for the remainder of the 2010 calendar year unless you elect to drop him/her.

We will bring back on to the Iowa Bankers Benefit Plan, with no questions asked regarding health status, those **unmarried** dependents that were dropped from IBBP in 2010 because they were not eligible to continue health and/or dental coverage due to the fact they had reached the age of 25 and were not in school full-time. We must receive a completed change form adding the dependent **by May 31, 2010**. We will bring those dependents back on to IBBP effective the first of the month (May or June) after the employee signed and dated the change form to add the dependent on to their health/dental coverage.

If you have any further questions, please let contact our office at 1-800-258-1415. Thank you!