



To: All Healthcare Plan Participants

From: Human Resources

**Please read this notice carefully and keep it where you can find it.
No action is required of you at this time.**

You are receiving the Early Retiree Reinsurance Program notice as a requirement under federal law. The money received under the federal program described in the attached notice will be used to offset rising costs and minimize future benefit reductions. This notice, does not impact your eligibility for coverage under the Miami Dade College's (MDC) health insurance plan. You are responsible for providing a copy of this notice to your current and future family members who are participants in the Miami Dade College's health insurance plan.

Frequently Asked Questions about the Early Retiree Reinsurance Program (ERRP)

Q: What is the Early Retiree Reinsurance Program?

A: The ERRP is a federal program established under the Affordable Care Act which reimburses a plan sponsor (Miami Dade College) for some of the cost of health care benefits paid on behalf of, or by, early retirees participating in the employment-based plan (MDC health insurance plan). ERRP is intended primarily to encourage employers to continue providing health coverage to retirees. The ERRP provides funds to employer plans over a limited period to help offset specific healthcare costs for participating retirees aged 53 to 64, who are not yet eligible for Medicare.

Q: Why am I receiving this notice?

A: The Office of Employee Benefits applied for and received funds made available through the creation of the Early Retiree Reinsurance Program (established by the Affordable Care Act) and as a requirement of receiving the funds is obligated to send *the* notice to all participants.

Q: Do I need to take any action regarding this notice?

A: No. As a recipient of ERRP funds, Miami Dade College is required to send the notice to all plan participants.

Q: How does the ERRP program impact me?

A: The ERRP program and this notice do not impact your eligibility for coverage under the Miami Dade College's health insurance plan. Reimbursements received through ERRP may be used to offset rising costs and minimize future benefit reductions under the Miami Dade College group medical plan which covers, eligible employees, retirees and their dependents.

Q: Will I receive reimbursement under the ERRP plan?

A: No. Individuals will not personally receive reimbursement from ERRP funds. The Miami Dade College group medical plan is receiving reimbursement under the ERRP and may be using those funds to offset rising costs and to minimize future benefit reductions.

Additional available resources include:

- FACT SHEET about the Early Retiree Reinsurance Program:

www.whitehouse.gov/the-press-office/fact-sheet-early-retiree-reinsurance-program

The Miami Dade College employee benefits website: <https://www.mdc.edu/hr/Benefits/default.asp>