IMPORTANT NOTICES FROM
EARLHAM COLLEGE WELFARE BENEFIT PLAN

The following notices provide important information about the group health plan provided by your employer. Please read the attached notices carefully and keep a copy for your records.

If you have any questions regarding any of these notices, please contact:

General Contact: Dana North
Phone: (765) 983-1628
Email: northda@earlham.edu
Mailing Address: 801 National Rd. West, Richmond, IN 47374

Plan Administrator: Salina Hoque
Phone: (765) 983-1619
Email: hoquesa@earlham.edu
Mailing Address: 801 National Rd. West, Richmond, IN 47374

If applicable:
Privacy Officer: Dana North
Title: Director of Human Resources & Operations
Phone: (765) 983-1628
Email: northda@earlham.edu
Mailing Address: 801 National Rd. West, Richmond, IN 47374

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These notices are distributed annually via email and available in paper format free of charge, upon request to the Plan Administrator.

Please note this is not a legal document and should not be construed as legal advice.
The Employee Retirement Income Security Act (ERISA), Department of Labor (DOL), Department of Health and Human Services (HHS) and Internal Revenue Service require plan administrators to provide certain information related to their health and welfare benefits plan to plan participants in writing. To satisfy this requirement, please review the compliance notifications included in this package. These notices explain your rights and obligations in relation to the health and welfare plan provided by Earlham College.

Please read these notices carefully and retain a copy for your records:

- Fair Standards and Labor Act: Health Insurance Marketplace
- Notice of Privacy Practices
- Health Care Reform Notifications
- HIPAA Special Enrollment Rights
- Pre-Existing Conditions General Notice
- Statement of HIPAA Portability Rights
- Women’s Health and Cancer Right Act of 1998
- Model Newborns’ Act Disclosure
- HIPAA Special Enrollment Rights
- Mental Health Parity Act
- Premium Assistance under Medicare and Children’s Health Insurance Program (CHIP)
- Certificate of Creditable Coverage for Medicare D

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