

PUBLIC SUBMISSION

As of: June 06, 2011
Received: June 01, 2011
Status: Pending_Post
Tracking No. 80e38dbd
Comments Due: June 06, 2011
Submission Type: Web

Docket: EBSA-2011-0006

Requests for Information Regarding Electronic Disclosure by Employee Benefit Plans

Comment On: EBSA-2011-0006-0001

Requests for Information Regarding Electronic Disclosure by Employee Benefit Plans

Document: EBSA-2011-0006-DRAFT-0013

Comment on FR Doc # 2011-08288

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General Comment

A few comments in question form: If an employer has only their employees' work email addresses, is it appropriate to send COBRA notices to this address prior to their separation? If the employer has only an employee's personal email address, how can they provide notice to dependents, who may have their own email addresses? How can employers record proof of having offered COBRA to employees and dependents when sent emails are purged and/or there is no delivery/read receipt?

[I administer COBRA compliance for one division of my employer, a municipal corporation. My opinions are my own and do not represent those of my employer.]