

**From:** [Mike Schunk](#)  
**To:** [E-OHPSCA-ER.EBSA](#)  
**Subject:** 90-Day Waiting Period Limitation  
**Date:** Monday, September 10, 2012 11:42:38 AM

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Please make the administration of this requirement an easy one – allow first of the month following 90 days. This allows adequate time to compensate for high turnover positions without placing an added burden on administration.