

DEPENDENT TO AGE 26 SPECIAL ENROLLMENT NOTICE

Rights to Enroll Adult Child in Health Plan 30 Day Special Enrollment Opportunity

As a result of the enactment of the Patient Protection and Affordable Care Act, current and former employees must be given a special 30-day opportunity to enroll certain adult children under their employer's health plan that may not have previously been eligible to participate in the plan, or continue participating in the plan.

Enrollment of Child

Once you have enrolled in the health plan, you may add to the plan any dependent children who have not attained the age of 26. The Publicis Medical and Prescription Drug Summary Plan Description defines dependent children as biological or legally adopted children, children placed with you for adoption, foster children, or any other children for whom you are the legal guardian as determined by a court of competent jurisdiction.

Coverage Options

Under the terms of your employer's plans, you are eligible to enroll your eligible child in the following coverage options: MEDICAL only.

Coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA)

If you are a current employee and your child who has not attained the age of 26 is currently receiving COBRA benefits from your employer because he/she lost dependent status due to age, you may add your adult child to the plan coverage options noted above.

Dates of Enrollment Opportunity

You will have 30 days from the Open Enrollment start date to enroll your dependent child(ren) on your coverage. The effective date of the coverage will be **January 1, 2011**.