

0011

From: Cheryl Minks [cminks@davidmartinagency.com]
Sent: Monday, July 28, 2003 2:59 PM
To: e-ori@dol.gov
Subject: Proposed COBRA Regulations - Comments

Department of Labor;
As a benefit consultant, I work with many employers of varying sizes. It is my experience that employers are still struggling with COBRA compliance in general and while the additional guidance under the proposed regulations is welcome the proposed effective date of January 1, 2004 will not give plan administrators enough time to interpret and made the necessary changes in their initial notice forms and especially the notice procedures. Please consider the later of April 1, 2004, or nine months after the date the final regulations are promulgated.

Cheryl Minks, CEBS, SPHR
David Martin Agency, Inc.
952.285.4513

Confidentiality Notice: This electronic transmission and any attached files is confidential and intended for the sole use of the individual(s) to whom it is addressed. Distribution or disclosure of any kind, copying, retainment or further dissemination of this message is prohibited without the sender's authorization. If you received this message in error, please notify the sender and destroy the message and any attached files. David Martin Agency Inc. is not liable for any use or misuse contrary to these directions.

RECEIVED
OFFICE OF REGULATIONS
AND INTERPRETATIONS
2003 JUL 28 PM 4:40