



Denton Independent School District

Board of Trustees

1307 N. Locust St. • Denton, Texas 76201 • (940) 369-0002 • Fax (940) 369-4982

December 9, 2008

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RE: Election to be exempted from certain requirements under HIPAA

Dear Employee:

The Denton ISD, 1307 N. Locust Street, Denton, Texas, 76201, (940) 369-0023, a Texas political subdivision employees uniform group benefits plan, administered by United Healthcare, 5800 Granite Pkwy, #900, Plano, Texas, 75024, (800) 842-2481, pursuant to 42 U.S.C., Section 300gg-21, hereby elects to be exempt for the plan year beginning on January 1, 2009 through December 31, 2009. The Denton ISD complies with the following requirements of the Health Insurance Portability and Accountability Act of 1996, and its amendments:

1. Special enrollment periods for individuals (and dependents) losing other coverage and special enrollment periods with respect to certain dependent beneficiaries (146.117);
2. Prohibitions against discriminating against individual participants and beneficiaries based on health status (146.121);
3. Standards relating to benefits for mothers and newborns (section 2704 of the PHS Act);
4. Parity in the application of certain limits to mental health benefits.
5. Benefits relating to women's health and cancer rights (section 903 of the PHS Act). Treatment or reduction of the non-affected breast following a mastectomy.

The medical benefits payable by Denton ISD's health plan are self-funded. The plan is protected against catastrophic loss by aggregate and individual stop loss policies, which reimburses the District for medical claims paid in excess of stop loss levels.

This election is being made by Denton ISD in compliance with all applicable rules regarding the District's administration of its self-funded health plan.

Sincerely,

Charles Stafford
President, Denton ISD Board of Trustees