



**HealthSCOPE Benefits COBRA TERMINATION REASON CODES**

**0001-Termination of Employment**

**0002-Reduction in hours of employment**

**0003-Covered employee became entitled to Medicare**

**0004-Death of the Employee**

**0005-Divorce or Legal separation**

**0006-Dependent is no longer a dependent child**

**0007-Termination of Employment-Gross Misconduct**

**0008-Disabled**

**0009-Bankruptcy**

**0011-USERRA-Military Leave**

**0012-Death of Dependent**

**0013-NO COBRA-Member Maintenance or Not Administrator (USE THIS CODE IF THE EMPLOYEE/RETIREE IS ENROLLING IN THE TRUST PLAN AND IS MOVED FROM THE ACTIVE PLAN TO THE RETIREE PLAN)**

**0014-Employee Retirement (USE THIS CODE ONLY IF EMPLOYEE/RETIREE IS NOT ENROLLING IN THE TRUST PLAN)**

**0015-Employee Layoff**

**0016-FMLA and/or Leave of Absence**

**0017-Workers Comp**

**0018-Dropping Coverage – Annual Renewal**

**0019-Dropping Coverage – Other Coverage**

**0020-Dropping Coverage – Other Reason**

**0021-Dropping Coverage – Non-Payment of Premiums**

**0022-Dropping Coverage – Waived Benefits**