



**DORA**  
Department of Regulatory Agencies

Division of Insurance  
Commissioner Marcy Morrison

Colorado's Health Insurance Markets and Portability

	Group (Employer-based) Health Policies			Individual Policies <sup>1</sup>
	"Self-funded" Employer Plans	Large Group Policies (51+ Employees)	Small Group Policies (50 or less Eligible Employees)	
Options after termination of employment/coverage?	COBRA <sup>2</sup>	COBRA <sup>2</sup>	COBRA <sup>2</sup> (20+ employees) State Continuation (<20 employees)	Policy is not affected by changes in employment.
Available coverage after expiration of continuation coverage?	Individual policy or CoverColorado	Individual policy or State-mandated conversion policy or CoverColorado	Individual policy or State-mandated conversion policy or CoverColorado	N/A
Policy must be issued regardless of health status? ("Guaranteed-issue")	Not applicable as no insurance policy is issued to the employer.	No	Yes	No
Person's eligibility for coverage based on health status? ("Medically-underwritten")	No	No	No	Yes
Premium for enrolled person based on own health status?	No	No	No	Yes
Elimination/Exclusionary Riders for Certain Health Conditions?	No	No	No	Yes
Pre-existing Condition Exclusion Period?	Optional, but cannot be longer than 6 months	Optional, but cannot be longer than 6 months	Optional, but cannot be longer than 6 months	Optional, but cannot be longer than 12 months

<sup>1</sup> Short-term individual health insurance is another option for gaps of coverage between jobs and/or employer-based coverage. The policy is issued for a period of six months and may be reissued for an additional six months. Short-term health insurance policies do not cover any pre-existing conditions.

<sup>2</sup> Federal "Consolidated Omnibus Budget Reconciliation Act"