

QUALIFYING LIFE EVENTS

ONCE YOU HAVE MADE YOUR ELECTIONS, YOU WILL NOT BE ABLE TO CHANGE THEM UNTIL THE NEXT OPEN ENROLLMENT PERIOD, UNLESS YOU EXPERIENCE A QUALIFIED CHANGE IN STATUS LISTED BELOW FOR YOUR REFERENCE.

IRS §125 prohibits you from changing your enrollment during the Plan Year unless you experience a qualifying life event (QLE).

Qualified status changes include: marriage, divorce, birth or adoption of a child, change in child's dependent status (see below), death of spouse, child or other qualified dependent, change in residence due to an employment transfer for you, your spouse, commencement or termination of adoption proceedings, or change in your spouse's benefits or employment status. You must notify Human Resources within 30 days of experiencing a qualified status change.

CHILDREN DEPENDENT STATUS FOR MEDICAL/PRESCRIPTION DRUG ONLY - Children are eligible until the end of the calendar year in which age 26 is attained.

CHILDREN DEPENDENT STATUS FOR DENTAL ONLY - Children are eligible until the date in which they turn age 19 or age 23 if attending an accredited school, college or university on a full-time basis.