

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, 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. For your dental coverage, you must notify Human Resources within 31 days of experiencing a qualified status change.

AGE LIMITS

- **Medical/Prescription:** Child dependents term at the end of the calendar year of their 26th birthday.
- **Dental:** Eligible dependents are covered until the end of the calendar year of their 26th birthday.