

### New Hire Health Plan Eligibility Schedule

New hires become eligible for benefit as shown in the following chart. If you do not complete your new hire benefits enrollment within **14 days** of your hire date, you will receive the default option for yourself only (ASR PPO3 Medical, Standard Dental, Standard Vision, Life Insurance at 1.5 times your salary, and AD&D at 1 times your salary). The following chart shows the effective dates for Medical, Dental, and Vision coverages you elect while completing your new hire enrollment.

Date of Hire	Effective Date of Healthcare Coverage
January 1 – January 31	February 1
February 1 – February 28 or 29	March 1
March 1 – March 31	April 1
April 1 – April 30	May 1
May 1 – May 31	June 1
June 1 – June 30	July 1
July 1 – July 31	August 1
August 1 – August 31	September 1
September 1 – September 30	October 1
October 1 – October 31	November 1
November 1 – November 30	December 1
December 1 – December 31	January 1