

Dependent Eligibility Verification



What is Dependent Verification?

Our plan requires that you verify the eligibility for all dependents (e.g., a spouse or child) you have enrolled in one of our Medical, Dental or Vision plan.

Eligibility rules can be confusing, so we want to help you understand them and make sure that only your eligible dependents are covered.

Why?

Health care costs continue to go up, and we want to keep benefits affordable for you and your family. One way we can do this is to make sure that all dependents enrolled in benefits meet the eligibility requirements.

What Do You Need to Do?

If you add a dependent during open enrollment to your coverage for 2025, you will receive a Dependent Verification packet from the Dependent Verification Center with Aight Solutions in the coming weeks. This packet will list the dependent(s) you are adding for 2025 and provide instructions on how to verify their eligibility for coverage. If your dependent(s) is eligible, please submit the required documentation to verify their eligibility.

You will not be required to provide documentation for dependents who are already covered when you enroll for 2025. However, later in Q2 of 2025, you may need to provide documentation to confirm the eligibility of dependents you currently cover. More information will be provided if this applies to you.

What If You Do Nothing?

If you do not send in documentation verifying your dependents eligibility, or if the documentation is incomplete, your dependent(s) will be cancelled from your health coverage.



All documentation must be received within 45 days of enrolling your dependents.

What is an Example of an Eligible Dependent?

- Legal Spouse/Domestic Partner.
- Children up to the age of 26, including your natural children, stepchildren, legally adopted children, and legal wards.

What is an Example of an Ineligible Dependent?

- A former spouse or legally separated spouse.
- Individuals who are not your children or for whom you are not the legal guardian.



If you have any questions, please contact My Benefit Plans Center at 1-855-750-2920 between the hours of 11:00 a.m. and 8:00 p.m. ET.

The My Benefit Plans Center will help assist with any general questions, but you may be routed to the Dependent Verification Center for further assistance. The Verification Request letter mailed to your home address will include the contact information to the My Benefit Plans Center.