

## Who's Eligible

To be eligible for HICV coverage, you must be a full-time, regular team member, scheduled to work at least 30 hours per week.

You can also enroll your eligible dependents, including your:

- Legal spouse
- Natural, adopted, foster or stepchild(ren); child(ren) for whom court appointed or legal guardianship has been awarded\*; child(ren) of any age with disabilities (if determined to meet plan requirements); and dependent grandchild(ren)

*\*You may cover eligible children in the HICV medical, dental and vision plans until the end of the month they turn 26; and additional life insurance until the end of the month they turn 21 (or 25 if they're a student).*

Some dependents may require verification upon enrollment. If you are adding new dependents during your enrollment as a new hire, during Open Enrollment, or due to a Qualifying Life Event, you will be required to provide proof that your dependents are eligible. You will receive a letter to your home address from BMI Audit Services requesting documentation, with instructions on how and where to send it. To avoid a break in coverage, submit your documentation by the deadline indicated on the letter.