

Jefferson County Commission

Memo

To: Employees of Jefferson County Commission
2021 Open Enrollment Notification

Re: Hartford Supplemental Life Plan
Enrolled Dependent Child(ren) Eligibility Age

This annual notification is for all employees who elected Supplemental Life for their Dependent Child or Children with The Hartford Life Insurance Company.

If you purchased child(ren) supplemental life insurance coverage in the amount of \$10,000 for each child, they are eligible to remain on the life insurance plan with your continuing active full-time employment status through the last day of the month of your child's 19th birthday.

After age 19, your child is eligible to continue the same \$10,000 Life Benefit up through Age 26 as long as they remain as a Full-Time Student (at least 12 course credit hours per semester) with your continued active full-time employment status.

It is the employee's responsibility to notify HR/Payroll if your child's status changes to ineligible due to student status so that payroll deductions can be recalculated accordingly.

When your child reaches the ineligible status between the ages of 19 to 26 and no longer meets the definition of an eligible dependent, the notification will generate for either the Conversion and/or Portability provisions that are applicable for the Child Supplemental life coverage.

The Hartford Insurance Company will only require formal student status documentation for an accredited College or Continuing Education Facility at the time of a claim submission to determine benefit eligibility. Note: Active Full-Time Military Duty in the Armed Forces does not qualify under the definition for Student Status.