

Attachment A: Life Insurance Effective Date Alignment

Lifecycle Processes	Current State Coverage Effective Date	Current State Premium Effective Date	<u>New</u> Effective Date rule to align to for IAS Configuration	Current State Coverage Termination Date	Current State Premium Termination Date	<u>Updated</u> Termination Date rule to align to for IAS Configuration
New Hire/Newly eligible Enrollment	Date of enrollment, but not earlier than hire	1st of the month following 30 days after date of hire	1st of the month on or after enrollment	N/A	N/A	N/A
Re-enrollment upon Leave of Absence - Lapse of coverage	Date of enrollment, but not earlier than return	1st of the month following 30 days after date of return to work	1st of the month on or after enrollment	End of the month in which premiums were paid	End of the month in which premiums were paid	No change needed
State to State Transfer	1st of the month of hire at new employer	1st of the month of hire at new employer	No change needed	Previous Employer - End of the month prior to new hire	Previous Employer - End of the month prior to new hire	No change needed
Enrollment due to change in Employment Class (to position with 100% ER paid coverage)	Date of enrollment, but not earlier than date eligible for 100% ER paid	1st of the month following 30 days after date of 100% ER paid eligibility	1st of the month on or after enrollment	N/A	N/A	N/A
Enrollment due to Family Status Change (QLE)	Date of enrollment, but not earlier than family status change event (QLE)	1st of the month following 30 days after date of family status change (QLE)	1st of the month on or after enrollment	N/A	N/A	N/A
Re-enrollment upon Reinstatement following an Appeal	Date of enrollment, but not earlier than reinstatement	1st of the month following 30 days after reinstatement	1st of the month on or after enrollment	End of the month of previous termination	End of the month of previous termination	No change needed

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EOI Enrollment	Date of EOI approval	1st of the month following EOI approval	1st of the month on or after approval	N/A	N/A	N/A
Employee Termination	N/A	N/A	N/A	End of the month of termination	End of the month of termination	No change needed
Employee Death	N/A	N/A	N/A	Date of death	End of the month of death	Date of death
Employee or Retiree Cancellation	N/A	N/A	N/A	End of the month of cancellation	End of the month of cancellation	No change needed
Employee or Retiree Reducing Coverage Level(s)	N/A	N/A	N/A	End of the month of cancellation	End of the month of cancellation	No change needed
Termination of Supplemental and Spouse and Dependent due to Employee turning 70	N/A	N/A	N/A	Employee's 70th birthday	End of the month proceeding employee's 70th birthday	Employee's 70th birthday
Termination of Spouse and Dependent due to Employee Death	N/A	N/A	N/A	90 days after the death of employee	End of the month in which the employee died	End of the month in which the employee died

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Termination of Supplemental and Additional due to Retiree turning 65	N/A	N/A	N/A	Employee's 65th birthday	End of the month proceeding employee's 65th birthday	Employee's 65th birthday
Termination of Additional due to employee 70+ (Active EE paying additional, coverage terms on termination date)	N/A	N/A	N/A	Termination date	End of the month of termination	End of the month of termination
Termination of Spouse and Dependent due to Divorce (no other covered dependents)	N/A	N/A	N/A	Date of divorce	End of the month of divorce	Date of divorce
Termination of Spouse and Dependent due to Last Dependent becoming an eligible employee	N/A	N/A	N/A	Date of qualification for insurance as an eligible employee	End of the month of qualification for insurance	N/A Remove Scenario
Termination of Spouse and Dependent due to Age Out at 26 of Last Dependent	N/A	N/A	N/A	Date dependent reaches 26	End of the month of reaching age 26	Date dependent reaches 26
Termination of Spouse and Dependent due to Death of Last Dependent	N/A	N/A	N/A	Date of dependent death	End of the month of dependent death	Date of dependent death

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Rehired Annuitant continuing coverage as an Active Employee	Date of enrollment, but not earlier than hire	1st of the month following 30 days after date of hire	1st of the month after enrollment	R&I Sponsor - End of the month of new hire date	R&I Sponsor - End of the month of new hire date	Last day of the month prior to enrollment
Lapse in Coverage due to Non-payment	N/A	N/A	N/A	End of the month in which premiums were paid	End of the month in which premiums were paid	No change needed

* Need to store original coverage effective and term dates for each level of coverage.