

**BENEFIT ENROLLMENT & CHANGES FORM – Medical/Dental/Vision**

**Effective Date: 1/1/2021**

<b>Employer</b>	<b>Hamilton College</b>						<input type="checkbox"/> Active <input type="checkbox"/> Cobra <input type="checkbox"/> Retiree				
<b>Employee Information</b> <i>(please print)</i>	Last Name		First Name		M.I.	Gender:		Marital Status			
						<input type="checkbox"/> M / <input type="checkbox"/> F		<input type="checkbox"/> Married <input type="checkbox"/> Single			
	Mailing Address				Social Security Number		Date of Birth				
	City		State	Zip	Phone		Date Employed				
<b>Benefit Election</b>	<b>Coverage</b>			<b>Medical Plan</b>			<b>Dental Plan</b>		<b>Vision Plan</b>		
	Employee			<input type="checkbox"/>			<input type="checkbox"/>		<input type="checkbox"/>		
	Employee & Spouse/ Domestic Partner			<input type="checkbox"/>			<input type="checkbox"/>		<input type="checkbox"/>		
	Employee & Child(ren)			<input type="checkbox"/>			<input type="checkbox"/>		<input type="checkbox"/>		
	Family			<input type="checkbox"/>			<input type="checkbox"/>		<input type="checkbox"/>		
Waive			<input type="checkbox"/> Waive Coverage (must complete Medical Plan Waiver Form)			<input type="checkbox"/> Waive Coverage		<input type="checkbox"/> Waive Coverage			
<b>Enroll / Add Dependents</b>  <i>Check Selections and Print entries</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Dependent</b>	<b>Name (First and Last)</b>		<b>Social Security #</b>		<b>Date of Birth</b>	<b>Gender</b>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Spouse <input type="checkbox"/> Domestic Partner						<input type="checkbox"/> M <input type="checkbox"/> F	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Child						<input type="checkbox"/> M <input type="checkbox"/> F	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Child						<input type="checkbox"/> M <input type="checkbox"/> F	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Child						<input type="checkbox"/> M <input type="checkbox"/> F	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Child						<input type="checkbox"/> M <input type="checkbox"/> F	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Child						<input type="checkbox"/> M <input type="checkbox"/> F	
<b>Medical Plan Other Coverage</b>	<b>At your enrollment date, will you or any enrolled dependent(s) have other medical plan coverage?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, who does the other plan cover? <input type="checkbox"/> Self <input type="checkbox"/> Spouse/Domestic Partner <input type="checkbox"/> Child(ren) Other insurance name of policyholder _____ Other insurance carrier name _____ Policy # _____ Effective Date _____ Termination Date _____ Do you or your enrolled dependent(s) currently have Medicare coverage? <input type="checkbox"/> Yes <input type="checkbox"/> No   If yes, who _____ Reason for Medicare eligibility? <input type="checkbox"/> Age 65+ <input type="checkbox"/> Disability <input type="checkbox"/> End Stage Renal Disease Medicare ID # _____ Part A Effective Date _____ Part B Effective Date _____										
	<b>Delete Dependents</b>  <i>Check Selections and Print entries</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Dependent</b>	<b>Name (First and Last)</b>					
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Spouse <input type="checkbox"/> Domestic Partner						
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Child						
<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Child							
<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Child							
<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Child							

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<p><b>Authorization</b></p>	<p><b>By signing this form, I agree to the terms and conditions below:</b></p> <ul style="list-style-type: none"> <li>• I authorize the College to deduct the required premiums from my wages for the benefits I have elected on a pre-tax basis.</li> <li>• I understand that my elections are made for the entire Plan Year and cannot be changed except in limited circumstances allowed under federal law.</li> <li>• I understand that if I have a change in status that allows me to add or drop coverage mid-year, my new coverage election will become effective as of the date of the event, but the election will not become effective for payroll purposes until the payroll period following the date that I inform the College of the change in status.</li> <li>• I have received a copy of the summary plan description for the benefits I have elected.</li> <li>• I understand that my dependent(s) are only allowed to participate in the benefits that I have elected to the extent that they satisfy the eligibility requirements for such benefits and that it is my responsibility to inform the College if there has been a change that affects the eligibility of my dependents.</li> <li>• I understand that any misstatements, misrepresentation or omissions made in connection with my enrollment or the enrollment of my dependent(s), in the benefit plans maintained by the College may result in legal, criminal or disciplinary action and/or claim denial or loss of benefits for me and my enrolled dependent(s).</li> <li>• The reduction in my wages under this agreement shall be in addition to any reductions under other agreements or benefit programs maintained by the College.</li> <li>• I understand that In the event that I fail to make any necessary required contributions during an unpaid leave of absence, or as the result of an administrative error, such required contributions will be deducted from my compensation at a later date.</li> <li>• Prior to the first day of each Plan Year, I will be offered the opportunity to change my benefit elections for the following Plan Year. If I do not complete a new election form at that time I will be treated as having elected to make no changes in my benefit elections (other than the flexible spending account benefits offered by the College).</li> <li>• The College may reduce or cancel the amount of my salary reduction or otherwise modify this agreement if it is believed advisable to satisfy applicable provisions of the Internal Revenue Code.</li> <li>• This agreement is subject to the terms of the Hamilton College Welfare Benefits Plan, as amended from time to time, and revokes any prior election relating to such plan.</li> <li>• I authorize Excellus BlueCross BlueShield to request and receive medical or dental information regarding me or my covered dependents from my healthcare practitioner or healthcare institution either orally or in writing and to use this information for providing coverage. Providing coverage includes: processing claims, reviewing grievances or complaints involving care and quality assurance reviews of care, whether based on a specific complaint or a routine audit of randomly selected cases. In the use of data for these purposes, Excellus BlueCross BlueShield may transmit personal information to third parties with which it contracts, including pharmacy benefit managers, disease management vendors or surveyors.</li> <li>• I grant permission to Excellus BlueCross BlueShield to submit charges to and/or recover payment from any other insurance carrier acting as my primary insurer.</li> <li>• I understand that the Preferred Provider Organization (PPO) coverage is comprised of an in-network benefit that is dependent on the utilization of medical providers who participate with the PPO and an out-of-network benefit which provides coverage for services of medical providers who do not participate with the PPO. I understand that the in-network benefit provides the highest level of coverage under the plan.</li> <li>• I certify that the information provided on this Enrollment Form is true and correct and will be relied upon by the College.</li> <li>• Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and shall also be subject to a civil penalty not to exceed \$5,000 and the stated value of the claim for each such violation.</li> </ul> <p><b>Employee Printed Name:</b> _____</p> <p><b>Employee Signature:</b> _____ <b>Date:</b> _____</p> <p><b>Email Address:</b> _____</p>
<p><b>IMPORTANT DEADLINE</b></p>	<p>Employees MUST submit the required enrollment forms and applications by the benefit effective date, as defined by Hamilton College's benefit plan documents; employees who fail to do so waive their right for initial benefit enrollment.</p> <p>The next opportunity to enroll in benefits is during Open Enrollment for benefits effective January 1, or in the event of an IRS qualifying change in status.</p>

<b>EMPLOYER SECTION</b>		<input type="checkbox"/> New Hire	<input type="checkbox"/> Open Enrollment	<input type="checkbox"/> Status Change
Effective Date:	_____	Pay Date:		_____
Pay Period Start:	_____	Pay Period End:		_____
E	A			VSP
D	PREL			_____
P	Reviewed			_____