

## Eligibility Requirements

All W2 Contract Consultants who work a minimum of 30 hours per week are eligible for insurance following 30 consecutive days of employment (e.g., start date is 7/15, eligibility date is 08/14). Insurance elections **must** be made within 30 days of your hire date. Rehires hired within 6 months are eligible immediately. If you miss your eligibility deadline, your next opportunity to enroll, outside of a qualifying event, is the annual Open Enrollment held each November/December for a January 1st effective date. 1099/3<sup>rd</sup> Party/Corp to Corp Consultants are ineligible to participate.

You are eligible to participate in the 401(k) Plan after 90 days of employment, and you will be automatically enrolled with a 5% pre-tax contribution. Rehires who previously satisfied 401(k) eligibility requirements will be auto-enrolled immediately.