

Employee Turning 26

1. Once you turn 26, you are no longer permitted to remain on your parent's or legal guardian's health insurance. You will likely also be removed from dental and vision insurance if you are enrolled in those plans.

2. Notify HR within 30 days of your 26th birthday if you need to enroll in health, dental, and vision insurance.

3. HR will then trigger a Qualifying Life Event (QLE), which allows you to choose health, dental, and vision insurance coverage if needed.

4. Once your QLE is initiated, you can log onto Employee Navigator and make your benefit elections. This process will be similar to Open Enrollment.

5. After you complete your enrollment, your elections will be sent to the insurance carriers. Your coverage will then become active through HFI's employee benefits.

Note: As a reminder, have your parents or legal guardian confirm that you have been removed from their insurance elections with their employer and insurance carrier.