



Choose one:  New Enrollment  Existing Enrollment

### HealthFlex New Enrollment or Change Form

New hires and newly eligible participants must provide complete information on each eligible dependent. Enrolled participants making changes should provide only the information that has changed.

#### Part 1 – Participant/Plan Sponsor Information

Participant name \_\_\_\_\_ Participant # \_\_\_\_\_

Mailing address \_\_\_\_\_ Social Security # \_\_\_\_\_  
(Last 4 numbers unless new enrollment)

\_\_\_\_\_  
Primary phone # \_\_\_\_\_

E-mail address \_\_\_\_\_ Alternate phone # \_\_\_\_\_

Marital status:  Single  Married  Divorced  Widowed  Domestic Partnership<sup>1</sup> Effective date of marital status \_\_\_\_\_

Conference/Plan Sponsor/Employer	Employer #	Date of Hire	Appointment/ Employment Status	Status Effective Date	Last Day Worked	Weekly Hours

**Part 2 – Processing Event**

Please check the processing event below.

Event effective date \_\_\_\_\_

Life Status Event	Event Name	Life Status Event	Event Name
New Enrollment	<input type="checkbox"/> New hire <input type="checkbox"/> Newly eligible <input type="checkbox"/> New dependent <input type="checkbox"/> Divorce <input type="checkbox"/> Spousal death <input type="checkbox"/> Spouse loses other coverage	Death	<input type="checkbox"/> Participant death <input type="checkbox"/> Retiree death <input type="checkbox"/> Dependent death
		Termination	<input type="checkbox"/> Declines coverage <input type="checkbox"/> Non-payment <input type="checkbox"/> Participant losing eligibility
Add Dependent for Covered Participants	<input type="checkbox"/> Dependent loses other coverage <input type="checkbox"/> New dependent	Other	<input type="checkbox"/> Annual election <input type="checkbox"/> Conference transfer <input type="checkbox"/> Continuation <input type="checkbox"/> Divorced spouse/legal decree <input type="checkbox"/> New Retiree <input type="checkbox"/> Regaining eligibility/same plan year <input type="checkbox"/> Retiree to active <input type="checkbox"/> No longer eligible for Medicare Secondary Payer Small Employer Exception (MSPSEE) <input type="checkbox"/> Other _____
Delete Dependent for Covered Participants	<input type="checkbox"/> Dependent child ineligible <input type="checkbox"/> Dependent gains other coverage <input type="checkbox"/> Divorce		

Please list any special notes regarding the event:

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**Part 3 – Participant and Dependent Information**

- List participant **and** all eligible dependents, including spouse<sup>1</sup>, even if declining coverage. If participant is currently enrolled and adding/removing a dependent, list only that dependent’s information.
- Indicate whether or not each individual will be covered. **Important:** If you do not choose “yes” or “no” under the **Cover** column for each dependent listed, we will assume you **do not** want to cover that dependent(s) in HealthFlex.
- Use **Part 8** to provide information on additional dependents.

Name	Social Security #	Birth Date	Relationship	Gender		Disabled		Cover	
				F	M	Yes	No	Yes	No

**Part 4 – Elections (Active Employees and Pre-65 Retirees<sup>2</sup>)**

Medical/Pharmacy	Vision	Dental (if applicable)
<input type="checkbox"/> B1000	<input type="checkbox"/> Vision Exam Core	<input type="checkbox"/> Dental PPO
<input type="checkbox"/> C2000 with HRA	<input type="checkbox"/> Vision Full Service	<input type="checkbox"/> DHMO
<input type="checkbox"/> C3000 with HRA	<input type="checkbox"/> Vision Premier	<input type="checkbox"/> Dental Passive PPO 2000
<input type="checkbox"/> H1500 with HSA	<input type="checkbox"/> None	<input type="checkbox"/> None
<input type="checkbox"/> H2000 with HSA		
<input type="checkbox"/> H3000 with HSA		

**Note:** If no boxes are checked, any individuals who are covered in Part 3 will be enrolled in the default plans.

- Health Care Flexible Spending Account (FSA) (if applicable) \$\_\_\_\_\_ (annual amount)
- Dependent Care FSA (if applicable) \$\_\_\_\_\_ (annual amount)
- Health Savings Account (HSA) personal contribution (if applicable/eligible) \$\_\_\_\_\_ (prorated annual amount<sup>3</sup>)
- To enroll into a HSA and to receive the HSA plan sponsor contribution and/or make personal contributions to the HSA, participant must attest to the following:
  - I have read, understand, and accept the eligibility rules of a Health Savings Account (HSA) and I confirm that I am eligible for an HSA.
  - I have read, understand, and accept the Terms and Conditions of the *HSA Bank Disclosure Form*, the *Certification and HSA Adoption Agreement*, and the *Custodial Account Agreement*.
- To change the current HSA contribution, enter the new amount<sup>4</sup> here: \$\_\_\_\_\_
- To decline the HSA, participant must check the statement below:
  - Although I have elected an HSA Plan, I elect to waive the HSA. By waiving the HSA, I acknowledge that I will not receive the HSA plan sponsor contribution and I will not be able to make personal contributions into an HSA.

**Notes:**

- Pharmacy, Exam Core vision (unless waived) and behavioral health coverage is included with every medical election.
- If waiving HealthFlex coverage, Plan Sponsor must complete a *HealthFlex Mandatory Coverage Waiver Form*.

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**Part 5 – Declination of Coverage Information for Participants**

If you are declining to cover yourself or any eligible dependents, it is important you understand certain plan rules. By declining coverage, you are declining coverage for the balance of the current plan year, and all subsequent plan years unless you enroll for such coverage during a subsequent annual election period for coverage commencing on the following January 1. Also, any persons for whom coverage is being declined will be subject to late entrant provisions under the plans. In certain circumstances, you may be able to enroll for coverage for yourself or eligible dependents prior to a subsequent annual election period. These circumstances include marriage, birth, adoption or legal guardianship, or loss of other health insurance as provided under the Health Insurance Portability and Accountability Act of 1996 and change of status rules under HealthFlex.

Please make sure to check with your Plan Sponsor regarding the consequences and rules for declining health coverage as a retired participant.

## Part 6 – Participant Signature

I attest that the participant information is true to the best of my knowledge. In addition, if I am an active participant, I have received, read and I understand the Health Insurance Portability and Accountability Act of 1996 (HIPAA), Special Enrollment and Change of Status Event Provisions and the HealthFlex Notice of Privacy Practices, which are included in my New-Hire Enrollment Kit.

***If I am declining coverage, I hereby acknowledge I read, understand and accept the rules listed in Part 5 of this form.***

If I am an actively employed participant, I authorize my Salary-Paying Unit to make the appropriate pre-tax payroll deductions from my wages to apply toward my HealthFlex required contributions, if applicable.

Participant signature \_\_\_\_\_ Date \_\_\_\_\_

## Part 7 – Plan Sponsor Authorization

Plan sponsor signature \_\_\_\_\_ Date \_\_\_\_\_

## Part 8 – Additional Dependents

Name	Social Security #	Birth Date	Relationship	Gender		Disabled		Cover	
				F	M	Yes	No	Yes	No

**Note:** You can access a *Summary of Benefits and Coverage (SBC)*, which summarizes important information about any health coverage option offered by your plan sponsor. The SBC is available at [wespath.org](http://wespath.org); log into **HealthFlex/WebMD**, select "**HealthFlex Plan Benefits**," and search under "**Reference Center**." A paper copy is also available, free of charge, by calling **1-800-851-2201**.

- <sup>1</sup> This applies to same-sex civil union partners or legal domestic partners of lay employees in states that have established civil unions or comprehensive state domestic partnerships if the plan sponsor has elected to provide such coverage through Exhibit D to its adoption agreement.
- <sup>2</sup> Pre-65 retirees are not eligible to contribute to a Health Care FSA and/or Dependent Care FSA. In addition, they cannot make personal pre-tax contributions to a Health Savings Account.
- <sup>3</sup> This amount does not include the HSA plan sponsor contribution or any excess defined contribution that will be added to the HSA. Please keep this in mind to avoid exceeding the HSA Annual Contribution Limit established by the Internal Revenue Service (IRS).
- <sup>4</sup> This amount can not be less than what you have been contributed to date through HealthFlex. In addition, this amount will be prorated and billed based on the number of months remaining in the plan year.