

Benefits Begin the First of the Month Following 30 Days of Employment

Benefits Begin Date	Hire Date
July 1, 2016	May 3, 2016 - June 1, 2016
August 1, 2016	June 2, 2016 - July 1, 2016
September 1, 2016	July 5, 2016 - August 2, 2016
October 1, 2016	August 3, 2016 - September 1, 2016
November 1, 2016	September 2, 2016 - September 30, 2016
December 1, 2016	October 3, 2016 - November 1, 2016
January 1, 2017	November 2, 2016 - December 2, 2016
February 1, 2017	December 5, 2016 - December 30, 2016
March 1, 2017	January 3, 2017 - January 30, 2017
April 1, 2017	January 31, 2017 - March 2, 2017
May 1, 2017	March 3, 2017 - March 31, 2017
June 1, 2017	April 3, 2017 - May 2, 2017
July 1, 2017	May 3, 2017 - June 1, 2017

Created June, 2016

Benefits Eligible Employees going from temporary to permanent:

1. Medical, Dental, LTD and Medical Flex begin the first of the month following employment, regardless if it is currently carried by employee.
2. If LTD is not currently carried by employee, underwriting required.
3. All other benefits begin the first of the month following 30 days of employment.