

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

Benefits - Insurance Effective Coverage Dates

The effective date of coverage for the various insurance plans in which you enroll is the first day of the month following your date of hire, unless you begin work on the first day of the month or the first working day of the month; in which case, your coverage is effective on the first day of that month. Depending on when your orientation is scheduled, you may not have completed your enrollment forms by the effective date described above. However, provided these forms are completed within 31 days of your date of hire date, your coverage is retroactive to the appropriate date, even if a claim already has occurred. Premium deductions also will be retroactive to that date.