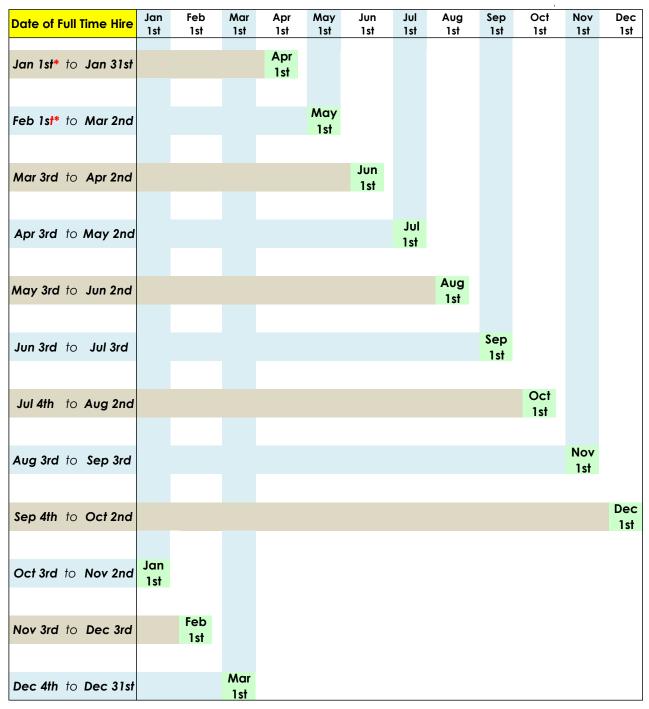
## CALENDER MARK THIS DATE

## BENEFIT WAITING PERIOD CALENDAR

## Eligible 1st of the month after 60 days

60 D



## NOTES:

Determine date of hire (DOH) and where the date falls into on the left column above. Then move across to the right to see when the employee is eligible for benefits to start. The enrollment form needs to be submitted within 30 days of the eligiblity date.

Federal law requires waiting periods do not exceed 90 days before coverage starts. California uses first of the month after 60 days.

\* If hired in a leap year (29 days in Feb), Jan 1st DOH would be eligible March 1st and Feb 1st eligible April1st.