

Other Eligible Individual Form For Non-Union/Non-Represented Employees

Revised: April 18, 2007

MSU intends to implement a pilot program effective July 1, 2007 that changes the eligibility criteria for enrollment in its health/dental plan(s). If implemented, this temporary program will be reviewed at least annually to determine if it will be continued for the next plan year. The pilot program is scheduled to end at the conclusion of the 2009-2010 plan year. Individuals are strongly encouraged not to forego health and/or dental coverage that may be available to them from other sources. The University reserves the right to suspend this pilot program and to determine how the below-listed eligibility criteria will be applied during the pilot program.

Under the pilot program a non-represented MSU employee who does not already enroll a spouse for health and/or dental benefits may enroll one (1) individual for health and/or dental coverage ("OEI" or "other eligible individual"), but only if ALL of the following eligibility criteria are met:

- The OEI currently resides in the same residence as the employee and has done so for the last 18 continuous months, other than as a tenant;
- The OEI is not a "dependent" of the employee as defined by the IRS; and
- The OEI is not eligible to inherit from the employee under the laws of intestate succession in the State of Michigan (see below).

Children who are qualified and claimed as IRS-defined dependents by an employee's OEI are also eligible for health and dental benefits if they are members of the employee's household or a full-time student and they are unmarried and under the age of 19 (up to age 23 if an IRS-defined dependent).

Eligibility to continue coverage for an OEI ceases at the end of the month in which the above criteria are not met. Employees must immediately notify MSU Human Resources Benefits of a change in eligibility status.

The following individuals **do not** fall within the eligibility criteria for this pilot program:

- Spouse
- Children and their descendents (i.e., children, grandchildren)
- Parents
- Parents' descendents (i.e., siblings, nieces, nephews)
- Grandparents and their descendents (i.e., aunts, uncles, cousins)
- Renters, boarders, tenants, etc.

Any information falsified on this document may result in discipline up to and including termination from employment.

I wish to enroll the following Other Eligible Individual (OEI):

Name of OEI: _____

OEI Birthdate: _____ OEI Social Security # _____

This is to certify that the person named above meets the OEI eligibility criteria for the pilot program as described above. I understand that I will be responsible for paying any taxes associated with enrolling an OEI.

Employee Name: _____ (please print)

Social Security #: _____

Employee Signature: _____ Date: _____