

Benefits Coverage and Premium End Dates

Transition to Non-Benefits Eligible Position

Eligibility to participate in the BSW health and welfare benefit plans is based on your employment status. If standard hours are reduced below 20, you will no longer be eligible for benefits*. To find information on when your coverage will end and when to expect final benefit premiums, see below:

Effective Date	Coverage End Date*	Final Benefit Premiums
12/30/2024	12/29/2024	1/3/2025
1/13/2025	1/12/2025	1/17/2025
1/27/2025	1/26/2025	1/31/2025
2/10/2025	2/9/2025	2/14/2025
2/24/2025	2/23/2025	2/28/2025
3/10/2025	3/9/2025	3/14/2025
3/24/2025	3/23/2025	3/28/2025
4/7/2025	4/6/2025	4/11/2025
4/21/2025	4/20/2025	4/25/2025
5/5/2025	5/4/2025	5/9/2025
5/19/2025	5/18/2025	5/23/2025
6/2/2025	6/1/2025	6/6/2025
6/16/2025	6/15/2025	6/20/2025
6/30/2025	6/29/2025	7/3/2025
7/14/2025	7/13/2025	7/18/2025
7/28/2025	7/27/2025	8/1/2025
8/11/2025	8/10/2025	8/15/2025
8/25/2025	8/24/2025	8/29/2025
9/8/2025	9/7/2025	9/12/2025
9/22/2025	9/21/2025	9/26/2025
10/6/2025	10/5/2025	10/10/2025
10/20/2025	10/19/2025	10/24/2025
11/3/2025	11/2/2025	11/7/2025
11/17/2025	11/16/2025	11/21/2025
12/1/2025	11/30/2025	12/5/2025
12/15/2025	12/14/2025	12/19/2025
12/29/2025	12/28/2025	1/2/2026

*This applies to all health and welfare benefits excluding short-term leave and flexible spending accounts (FSAs), which end on your last day in a benefit-eligible position. Note: You may continue healthcare FSA contributions by electing COBRA coverage.

BENEFITS CONTINUATION

For more information on how this change will impact each of your benefit plans, view the [Benefits Continuation Overview](#).