

## Upcoming Dependent Eligibility Verification

**If you have a dependent enrolled in the healthcare plan, you will be asked to provide documentation to prove eligibility.**

A partial list of documents you may be asked to provide includes:

- Marriage Certificate
- Federal Tax Return
- Birth Certificate
- Adoption Certificate
- Court Order/QMCSO

**If you have a spouse enrolled in the medical plan, you will be asked to provide documentation to prove compliance with the plan's working spouse provision.**

The document you will be asked to complete and provide to Consova:

- The Benefit Verification and Information Release Authorization Form

### Dependent Eligibility Verification

The purpose of this notification is to inform you of the upcoming Dependent Eligibility Verification. Your action will be required if you are covering one or more dependents with your Gates Corporation insurance. Upon receipt of information from Consova, you will need to review your list of dependents to ensure that they meet the eligibility requirements and then follow the instructions provided to submit the required documents for dependent eligibility verification.

### What is a Dependent Eligibility Verification?

A Dependent Eligibility Verification ensures that **only qualified dependents** are enrolled in Gates Corporation's benefit plans. Consova's experience shows that 5% to 8% of enrolled dependents are typically ineligible for the plan. Their subsequent removal results in a 3% to 5% reduction of annual plan expense. This process will help reduce the escalation of benefit plan rate increases, which is good for everyone, including you as a member.

### Why is Gates Corporation conducting an Audit?

As part of Gates Corporation's efforts to ensure that our employees have affordable options within our health care plans; we want to ensure that only eligible dependents are enrolled in our employee's health care coverages. If our employees are covering ineligible dependents – this increases costs, and those costs are shared, in part, by our employees, through premium contributions.

### Who will be contacting me?

You will be receiving a mailing from Consova at your address of record containing important information pertaining to the upcoming verification. Consova is focused on making this necessary process as easy as possible for you; but please understand that if there is not a response from you, this could result in the termination of coverage for your dependent(s). Please be assured and understand that any/all information you provide to Consova is kept secure and confidential, at ALL times.

***Please direct all questions regarding the Dependent Eligibility Verification to Consova Corporation using the contact information provided in the upcoming mailing.***