

# Qualified Events

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You are permitted to change benefit elections if you have a “change in status” and you make an election change that is consistent with the “change in status.” Currently, Federal law considers the following events to be “changes in status”:

- Marriage, divorce, death of a spouse, legal separation or annulment;
- Change in the number of dependents, including birth, adoption, placement for adoption, or death of a dependent;
- Any of the following events for you, your spouse, or dependent:
  - Termination or commencement of employment
  - Strike or lockout
  - Commencement or return from an unpaid leave of absence
  - Change in work site
  - Any other change in employment status that affects eligibility for benefits
- One of your dependents satisfies or ceases to satisfy the requirements for coverage due to change in age, student status, or any similar circumstance;

Additional events that apply to those enrolled in the **Dependent Care Reimbursement Account ONLY**

- A change in place of residence of you, your spouse, or your dependent. This applies ONLY to Dependent Care FSA and ONLY if that change in resident results in a change of dependent care service provider and its cost.
- Your dependent no longer meets the qualifications to be eligible for dependent care.