Amendment to the Administrative Services Agreement
ELIGIBILITY PAGE

Name: Earlham College
Group Number(s): 00235451
Subgroups: 0001 – Active
0002 – Retiree
9999 – Cobra

SECTION I - ELIGIBILITY

Every Subscriber within any of the classifications set forth below shall be eligible for coverage. Family members of Subscribers shall be eligible for coverage if they meet the definition of “Dependent” contained in the Certificate applicable to the Subscriber under whom the family member claims coverage.

All active full-time hourly and salaried Employees working at least 30 hours per week and at least 36 weeks per year and who work in states in which Anthem provides coverage shall be eligible for coverage under this Contract.

Coverage for eligible new Employees shall be effective on the date of hire as long as the application form is received within 31 days of the effective date of the coverage.

Coverage will be terminated the last day of the month following termination.

Employees returning from a leave of absence or lay off are treated the same as a new hire.

Retiree: Retirees until age 65.

SECTION II - BENEFITS

Anthem shall provide or cause to be provided, through a Participating Plan or otherwise, the benefits evidenced in the applicable Certificates, including any amendments to such benefits hereafter agreed to by the Employer and Anthem, and provided by the administrative practices and procedures of Anthem and/or a Participating Plan. “Participating Plan means any Blue Cross and/or Blue Shield Plan other than Anthem that has agreed, either by written document, oral understanding, or course of dealing or conduct, to participate in providing any services to Anthem, administrative or otherwise, in connection with the provision of payment for Covered Services under this Agreement.
SECTION III - EFFECTIVE DATE AND ANNIVERSARY DATE AND OPEN ENROLLMENT

The Effective Date of the Administrative Services Agreement shall be 01/01/2015. The Anniversary Date of the Administrative Services Agreement shall be 01/01.

Initial Open Enrollment Period and Open Enrollment Period: The initial Open Enrollment period will commence December 1st and end January 31st with an Effective Date of January 1st for Subscribers and their eligible dependents enrolled during this initial Open Enrollment period. After the initial Open Enrollment, there shall be an open enrollment period at least every 12 consecutive months.

ANTHEM INSURANCE COMPANIES, INC.

Robert W. Hillman
President and General Manager
Anthem Blue Cross and Blue Shield of Indiana