

## HIPAA SPECIAL ENROLLMENT NOTICE

### NOTICE OF SPECIAL ENROLLMENT RIGHTS FOR HEALTH PLAN COVERAGE

If you decline enrollment in the Robert Half Preventive Care Plus Plan — or, if eligible, the Robert Half High-Deductible Medical Plan — for you or your eligible dependents because of other health insurance or group health plan coverage, you or your dependents may be able to enroll in a Robert Half medical plan without waiting for the next open enrollment period if you:

- Lose other health insurance or group health plan coverage. You must request enrollment within 31 days after the loss of other coverage.
- Gain a new dependent as a result of marriage, birth, adoption or placement for adoption. You must request health plan enrollment within 31 days after the marriage, birth, adoption or placement for adoption.
- Lose Medicaid or Children's Health Insurance Program (CHIP) coverage because you are no longer eligible. You must request medical plan enrollment within 60 days after the loss of such coverage.

If you request a change due to a special enrollment event within the 31-day time frame, coverage will be effective on the date of birth, adoption or placement for adoption. For all other events, coverage will be effective on the first of the month following your request for enrollment. In addition, you may enroll in the Robert Half Preventive Care Plan (or, if eligible, the Robert Half High-Deductible Medical Plan) if you become eligible for a state premium assistance program under Medicaid or CHIP. You must request enrollment within 60 days after you gain eligibility for medical plan coverage. If you request this change, coverage will be effective on the first of the month following your request for enrollment. Specific restrictions may apply, depending on federal and state law.

**Note: If your dependent becomes eligible for a special enrollment rights, you may add the dependent to your current coverage or change to another health plan.**