

Benefit Effective Dates

Associate Start Date	Medical/Dental/Vision Effective Date
January 1 to January 31	February 1
February 1 to February 28	March 1
March 1 to March 31	April 1
April 1 to April 30	May 1
May 1 to May 31	June 1
June 1 to June 30	July 1
July 1 to July 31	August 1
August 1 to August 31	September 1
September 1 to September 30	October 1
October 1 to October 31	November 1
November 1 to November 30	December 1
December 1 to December 31	January 1