



Qualifying Life Event

During the Calendar Year

Once you enroll in or decline health and welfare coverage or participation in the FSAs, your election generally stays in effect for the plan year. However, you can make changes during the year if you have a qualified change in status, a special enrollment right, or other change in circumstance. These mid-year changes are collectively referred to as “qualifying life events.” To make enrollment changes during the year, you must enroll on the PlanSource’s enrollment site at <https://benefits.plansource.com> or contact the **Benefits Help Desk at 1-877-291-9494** within the timeframes specified below.

Qualified Changes in Status

Note: Changes must be made **within 30 days** of the event unless otherwise noted, and are retroactive to the date of the qualified change in status.

A qualified change in status is a specific change in circumstance that affects eligibility for coverage under the Program or a plan within the Program. Changes to your elections must be due to and consistent with the qualified change in status, as determined by the Lam Research Benefits Department. Qualified changes in status include:

- You have a baby, adopt, or have a child placed in your care for adoption (change must be made within 60 days of the event).
- You get married, divorced, legally separated, or your marriage is annulled.
- You gain a domestic partner, or lose one through termination of the domestic partnership or death.
- Your spouse or dependent dies.
- You, your spouse, or your dependent has a change in employment status resulting in a loss or gain of eligibility for coverage. For example, one of you:
 - Takes or returns from an unpaid leave of absence;
 - Switches from full-time to part-time employment (or vice versa); or
 - Begins or ends employment. (This provision does not apply if rehired within 30 days.)
- Your dependent gains or loses eligibility for coverage (for example, he or she becomes a legal dependent or attains the limiting age).
- You, your spouse, or your dependent moves to a new place of residence, resulting in a loss or gain of eligibility for coverage (for example, you participate in an HMO and are transferred outside of the service area).