

Benefits Coverage and Premium End Dates

Transition to Non-Benefits Eligible Position

Eligibility to participate in the BSW health and welfare benefit plans is based on your employment status. If standard hours are reduced below 20, you will no longer be eligible for benefits*. To find information on when your coverage will end and when to expect final benefit premiums, see below:

Effective Date	Coverage End Date*	Final Benefit Premiums
12/29/2025	12/28/2025	1/2/2026
1/12/2026	1/11/2026	1/16/2026
1/26/2026	1/25/2026	1/30/2026
2/9/2026	2/8/2026	2/13/2026
2/23/2026	2/22/2026	2/27/2026
3/9/2026	3/8/2026	3/13/2026
3/23/2026	3/22/2026	3/27/2026
4/6/2026	4/5/2026	4/10/2026
4/20/2026	4/19/2026	4/24/2026
5/4/2026	5/3/2026	5/8/2026
5/18/2026	5/17/2026	5/22/2026
6/1/2026	5/31/2026	6/5/2026
6/15/2026	6/14/2026	6/19/2026
6/29/2026	6/28/2026	7/2/2026
7/13/2026	7/12/2026	7/17/2026
7/27/2026	7/26/2026	7/31/2026
8/10/2026	8/9/2026	8/14/2026
8/24/2026	8/23/2026	8/28/2026
9/7/2026	9/6/2026	9/11/2026
9/21/2026	9/20/2026	9/25/2026
10/5/2026	10/4/2026	10/9/2026
10/19/2026	10/18/2026	10/23/2026
11/2/2026	11/1/2026	11/6/2026
11/16/2026	11/15/2026	11/20/2026
11/30/2026	11/29/2026	12/4/2026
12/14/2026	12/13/2026	12/18/2026
12/28/2026	12/27/2026	12/31/2026

*This applies to all health and welfare benefits excluding short-term leave and flexible spending accounts (FSAs), which end on your last day in a benefit-eligible position. Note: You may continue healthcare FSA contributions by electing COBRA coverage.

BENEFITS CONTINUATION

For more information on how this change will impact each of your benefit plans, view [the Benefits Continuation Overview](#).