



Kentucky Personnel Cabinet
501 High Street
Frankfort, KY 40601

IC MEMORANDUM 15-01

TO: Non-Commonwealth Paid Insurance Coordinators (ICs)
Human Resources Generalists (HRGs)

FROM: Kentucky Group Life Insurance (KGLI)

SUBJECT: **Nationwide®** Dependent Life Insurance Enrollment for Married Same-Sex Couples

DATE: July 31, 2015

Based on the ruling by the U.S. Supreme Court, **Nationwide®**, the third-party provider of **Kentucky Group Life Insurance**, is hosting a national special dependent life insurance enrollment period for persons who are of the same-sex and in a marriage that is lawfully licensed.

Special **Nationwide** dependent life insurance enrollment period:

- A national special dependent life insurance enrollment period is effective August 1 - 31 2015;
- The special enrollment period is for dependent life insurance coverage. **Dependent coverage is voluntary and employees purchase through Nationwide.** Basic and optional life insurance coverage is not impacted;
- Eligible persons may enroll a dependent same-sex spouse and/or dependent children of the same-sex spouse in coverage;
- The life insurance enrollment form must be received by Kentucky Group Life Insurance on or **before August 31, 2015.** Kentucky Group Life Insurance must have all forms submitted to Nationwide by the close of business August 31, 2015. The form is available online, visit <https://personnel.ky.gov/OER%20Documents/Enrollment-Change-Termination%20Form.pdf>;

Ongoing rules **after** the special **Nationwide** dependent life insurance enrollment period:

- Following the special enrollment period, Kentucky Group Life Insurance's general qualifying event schedule will apply and employees will be required to add their spouse to the plan within 35 calendar days from the date of the marriage.
- All standard Kentucky Group Life Insurance plan rules will apply to newly hired employees and eligible spouses and dependents.

For additional information please contact Kentucky Group Life Insurance at 1-800-267-8352 or visit our [website](#).

Note: Please notify employees.