

Dependent turning 26

2019 Life Event Checklist

When your dependent turns 26, you can no longer cover him or her with your benefits. Their coverage ends after the last day of the month in which they turn 26. Find out about new coverage options for your family members, and get a wide range of support with well-being, finances, and life.

Learn about your Walmart benefits

Questions about how your benefits will change when your dependent turns 26? Give us a call and we can help. You or your dependent may also contact a HealthCompare agent, who can walk you through options other than the Walmart plans.

- People Services: [800-421-1362](tel:800-421-1362)
- HealthCompare: [877-260-1824](tel:877-260-1824)

Explore new coverage options

Learn how your dependent can continue medical, dental, and vision coverage temporarily with COBRA through WageWorks, or contact HealthCompare to learn about other coverage options.

You or your dependent are responsible for notifying People Services of your child's loss of dependent status. This notification must be made within 60 days after the qualifying event.

- WageWorks (COBRA): [800-570-1863](tel:800-570-1863)
- Visit WageWorks (COBRA): www.wageworks.com
- Learn more about COBRA: WalmartOne.com/COBRA
- HealthCompare: [877-260-1824](tel:877-260-1824)
- Visit HealthCompare: www.healthcare.gov

How to cover disabled dependents

You may continue coverage for a dependent child if the child is covered as an eligible dependent under Walmart-sponsored medical, dental, vision, critical illness insurance, accident insurance, AD&D, or optional dependent life insurance prior to his or her 26th birthday, and if both of the following conditions are met:

- The child is physically or mentally incapable of self-support, and
- The child's doctor provides written medical evidence of the child's disability and inability to provide self-support.

In addition, coverage for your dependent child may be added beyond the end of the month in which the child reaches age 26 if both the above conditions are met and the child experiences a valid status change event.

- People Services: [800-421-1362](tel:800-421-1362)

