



## DELTA DENTAL OF COLORADO

4582 South Ulster Street  
Denver, Colorado 80237

### DELTA DENTAL BENEFITS CONTRACT

The parties of this Contract are COLORADO COLLEGE, herein called the "Group," "Applicant," or "Employer" and Colorado Dental Service Inc., d/b/a Delta Dental of Colorado, herein called "Delta Dental."

The following section of the current Delta Dental PPO contract dated July 1, 2006 has been amended effective April 1, 2008. The balance of such contract is continued as if fully set forth herein except for the changes as shown below.

#### **Eligibility Waiting Periods:**

Active employees working the minimum number of hours as required by the employer will become eligible for enrollment as follows: **Class 1-Active, Full-Time Employees (1,400 to 2,080 hours per year), faculty, non-exempt and exempt employees:** on the first day of the month following or coincident with date of employment; if employee is hired on the first calendar day or business day of the month, benefits are effective immediately. **Class 2-Active, Part-Time Employees (1,000 to 1,399 hours per year or 4 block or equivalent of teaching per year) adjunct faculty, non-exempt and exempt employees:** on the first day of the month following or coincident with their date of employment; if employee is hired on the first calendar day or business day of the month, benefits are effective immediately. **Class 3-Active Senior status members, early retirement/phased retirement status, faculty employees who are appointed by the college president:** will become eligible immediately upon appointment to class. **Class 4-Retired Employee:** an employee who has been retired from active service with the employer; and has attained at least age 55 on the date he retires; and just prior to the date of his retirement had completed at least 10 years of service with the employer; or has entered into an agreement with the employer that waives the age and/or service requirement or otherwise provides for eligibility under the plan, provided that the agreement does not result in discrimination in favor of a highly compensated individual will become eligible immediately upon retirement. **Class 5-Retired Employee:** an employee who has been retired from active service with the employer; and has attained at least age 60 on the date he retires; and just prior to the date of his retirement had completed at least 5 year of service with the employer will become eligible immediately upon retirement.

## **ARTICLE 1 - DEFINITIONS**

### **1.14 DEPENDENT** means

- the Employee's legal spouse, including common law spouse or domestic partner. Domestic Partner is defined by Colorado College as two individuals of the same or opposite sex who live together in a long-term relationship of indefinite duration. In order to be eligible for benefits, the employee and domestic partner must sign a Statement of Domestic Partnership;
- unmarried natural or legally adopted children, step-children, common-law children, domestic partner children under age 19 or unmarried natural or legally adopted children, step-children, common-law children, domestic partner children under age 25 if full-time students and in all cases provided they rely on employee for support and maintenance; unmarried children, step-children, common-law children, domestic partner children if mentally and/or physically disabled for lifetime if they are completely dependent on the employee for support and maintenance; other children for whom the employee has guardianship or legal custody that live in their household and are not married and will be included as a dependent on the employee's federal income tax return for the current or next tax year; or children not living with the employee yet directed by court order to be covered.;

No one may be covered as a Dependent and also as an Employee under this Contract. If both parents are covered as Employees, children may be covered as Dependents of one parent only.

Persons in active military service will not be considered as eligible Dependents.

## **ARTICLE III ELIGIBILITY**

### **3.01 TERMINATION OF COVERAGE.** A Subscriber's coverage will terminate at the earliest of:

- The date Delta Dental receives a written request to terminate coverage;
- The date the Subscriber is no longer eligible for coverage;
- The date the Contract terminates;
- The end of the period for which Premium is paid;
- The date the Subscriber enters full-time military service of any country; or
- As to any Dependent, the date the person no longer qualifies as a Dependent.
- As to any Student, student status is verified through August 31<sup>st</sup> of the following year, unless the dependent either reaches the maximum dependent age limit of 25 for the plan or the dependent ceases to qualify as a dependent under the plan.

Delta Dental must be notified within 60 days if a Dependent or Subscriber is no longer eligible.



**Countersigned:**  
**Delta Dental of Colorado**

*Jean Lawhead*  
**Signature**

August 18, 2008  
**Date**

**Accepted:**  
**COLORADO COLLEGE #0284**

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**