

# A-1 Personnel of Houston

## Health Insurance – General Job Assignment

Welcome to A-1 Personnel! Attached you will find the health insurance documents.

**Eligibility** – You are currently under a waiting period. After 3 months of full-time work you are eligible to enroll in our health insurance package. Full-time is defined as working an average of 30 or more hours per week. You are eligible to enroll the first day of the month in which your 120<sup>th</sup> day falls. *For example: If someone starts working on October 15, 2021 the 120<sup>th</sup> day is February 12, 2022. Therefore, their health insurance coverage begins on February 1, 2022.*

Your enrollment takes effect on the 1<sup>st</sup> day of the month following the date you submit and we receive/process your enrollment form.

**What if I work Part-time?** Part-time employees (29 or fewer hours) are not eligible for health insurance coverage.

**Will I pay premium during the waiting period?** During the waiting period you will NOT be charged any premium and you also will not be enrolled in the insurance.

**How much does it cost?** Please see the enrollment guide for the full cost details and the attached Premium Spreadsheet.

**When will my deduction be taken from my check?** We will deduct once per month from the first check of every month for the entire insurance premium.

**I have other health insurance. Can I waive this insurance?** Yes. If you are covered by Medicare, Medicaid, Veterans Affairs/Tricare, individual coverage, coverage through a spouse, or coverage through a parent please complete the Waiver Form. You will need to provide a copy of your insurance card today.

**Whom should I contact if I have more questions/concerns about the health insurance?**

Please contact [insurance@a1personnelinc.com](mailto:insurance@a1personnelinc.com). Please email your questions first before calling.

For specific questions about the insurance plans call Fringe Benefit Group's Customer Service Department at 888-798-9480. Our group number is FCR8619. You will need this number any time you call Customer Service.

12725 Royal Drive  
Stafford, Texas 77477  
(713)773-2900 fax (713)773-4325  
[insurance@a1personnelinc.com](mailto:insurance@a1personnelinc.com) □ [www.a1personnelinc.com](http://www.a1personnelinc.com)

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## **Additional Information**

- Full-time employees who are new hires will be subject to a 90-day waiting period
- Enrollments will be processed effective the 1<sup>st</sup> Day of Month in which the 120<sup>th</sup> day falls
- Please note: A-1 Personnel's offer of the MVP makes employees ineligible to receive a subsidy/healthcare cost assistance from the Marketplace