

As mentioned in our Annual Enrollment Materials, Relias conducts a Dependent Eligibility Verification for dependents enrolled in the plans. Your action is required if you enrolled a new dependent under your Relias insurance.

Upon receipt of your elections, Consova, an independent third-party, will review your dependents to ensure that they meet the plan's eligibility requirements. You will receive a packet in the following weeks after your initial enrollment with detailed instructions, a list of required documents, and how to submit them for the Dependent Eligibility Verification.

As the Dependent Eligibility Verification nears, you will receive the packet from Consova with contact information to answer any questions you may have about the process. For now, please take some time to read the below FAQs.

What is a Dependent Eligibility Verification?

A Dependent Eligibility Verification ensures that only qualified dependents are enrolled in Relias' benefit plans. While we understand that majority of our employees are covering dependents that are eligible for the plan, Consova's experience shows that 5% to 8% of enrolled dependents are typically ineligible for the plan. The removal of ineligible dependents results in an average 3% to 5% reduction of annual plan expense. This process will help reduce the escalation of benefit plan increases for both Relias and our employees.

Why is Relias conducting a verification?

As part of Relias' efforts to offer affordable health care options our employees, we want to ensure that only eligible dependents are enrolled in our employee's health care coverages. If our employees were inadvertently covering ineligible dependents, this increases our healthcare costs, including what employees pay through their paycheck deductions.

Who will be contacting me?

You will be receiving a mailing from Consova at your home address on file in the following weeks after your initial enrollment containing important information pertaining to the upcoming verification. Consova is an independent third-party that specializes in Dependent Eligibility Verification. They are focused on making this necessary process as easy as possible for you.

What type of documentation is required?

If you have a dependent enrolled in a Relias healthcare plan, you will be required to provide ConSova with documentation to support their eligibility. The documentation will vary slightly based on the dependents you are covering. Here are some sample documents that you may be asked to provide:

- Marriage Certificate
- Certificate of Domestic Partnership
- Federal Tax Return (you may redact all financial information)
- Child's Birth Certificate
- Adoption Certificate
- Court Order/QMCSO

A personalized list of required documents will be included in your packet from Consova. Please be assured that any information and documentation you provide to Consova is kept secure and confidential, at all times.

What happens if I do not provide the information to Consova?

Please understand that if Consova does not receive a response from you or you do not supply all the required documentation in a timely manner, **this will result in the termination of coverage for your dependents.**