





Requirements for Enrollment and Visa Compliance





International employees on a work visa in the United States are eligible for benefits and have the right to have coverage outside of NMPSIA as required for their Visas.





International employees can enroll in NMPSIA benefits as a new hire, during open/switch enrollment period, or a qualifying event such as an involuntary loss of coverage.











The Qualifying Event to add family member(s) joining the employee is "when the family member(s) enter the U.S.".





Requirements for Enrollment and Visa Compliance

All members require a Social Security Number *(SSN) or Individual Tax Identification Number *(ITIN) to continue NMPSIA coverage.





*SSN or *ITIN will be collected the following May after initial enrollment.

Note: If employee's SSN or ITIN has not been received by the time benefits are scheduled to start, a temporary ID number will be provided by the NMPSIA Benefits Administrator.





Requirements for Enrollment and Visa Compliance

An international employee must also provide a copy of their passport or work visa.







Requirements for Enrollment and Visa Compliance

In accordance with the U.S. Department of State's Bureau of Educational and Cultural Affairs' (ECA) regulations for exchange visitors, all participants must have health and accident insurance in effect for the duration of their stay in the United States. This insurance coverage must include:

- Medical benefits of at least \$100,000 per accident or illness
- Individual deductibles not to exceed \$500 per accident or illness

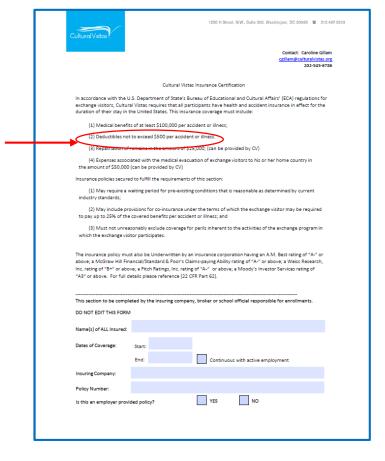


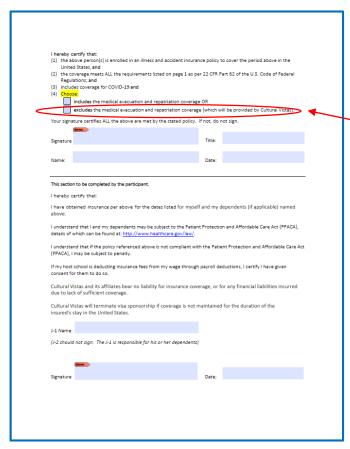


Requirements for Enrollment and Visa Compliance

Cultural Vistas Insurance Certification

Deductibles not to exceed \$500





Choice to Exclude the medical evacuation and repatriation coverage (which will be provided by Cultural Vistas)





International Employee Benefits Enrollment Requirements for Enrollment and Visa Compliance

The NMPSIA BCBS EPO plan is the closest plan that meets the international employee Visa requirements without the "Emergency Medical Evacuation/Repatriation coverage" as required by companies like Cultural Vistas.

The employer will complete the Cultural Vistas form with the BCBS EPO coverage and MUST check the box "excludes the Medical Evacuation and Repatriation coverage".

International employees may **switch** medical plans to the **BCBS EPO** plan (only if currently enrolled in a NMPSIA medical plan) to meet the Visa minimum requirements.







