

## **Health Insurance Portability and Accountability Act (HIPAA) Special Enrollment Notice**

If you are declining enrollment for yourself or your dependents (including your spouse) because of other health insurance or group health plan coverage, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing toward your or your dependents' other coverage). However, you must request enrollment within 60 days after your or your dependents' other coverage ends (or after the employer stops contributing toward the other coverage).

In addition, if you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents. However, you must request enrollment within 60 days after the marriage, birth, adoption, or placement for adoption.

Finally, you and/or your dependents may have special enrollment rights if coverage is lost under Medicaid or a State health insurance ("SCHIP") program, or when you and/or your dependents gain eligibility for state premium assistance. You have 60 days from the occurrence of one of these events to notify the Benefits Department and enroll in the plan.

Coverage elected during this time will become effective on or immediately following the date of the event. You will be responsible for paying any premiums beginning on the effective date of the coverage and forward.

To request special enrollment or obtain more information, contact the Benefits Department using one of the methods below.

**By Email:** [Benefits@genesco.com](mailto:Benefits@genesco.com)

**By Telephone:** 615-367-7852

**By Mail:** Genesco Inc.

Benefits Department

535 Marriott Drive, 11<sup>th</sup> Floor

Nashville, TN 37217