

EMPLOYEE BENEFITS UPON SEPARATION OF SERVICE

For employees who may be eligible for certain Company-sponsored benefit plans

MEDICAL

- Aetna HMO (in CA only)
- Aetna POS
- Aetna Basic PPO

Medical, dental & vision coverage ends at midnight on the last day of the following month in which you terminate.

DENTAL

- Aetna DMO
- Aetna PPO

A COBRA continuation of coverage package will be sent to you upon notice of your termination. You're allowed 60 days from the date of the notification or loss of coverage (whichever comes first) to elect COBRA retro to the date of the loss. Contact PayFlex at (888) 678-7835 / COBRAmail@payflex.com.

VISION

- Vision Service Plan (VSP)

Your participation in FSA ends at the end of the month that you terminate. If you were enrolled, an extension form will be included in your COBRA package.

FLEXIBLE SPENDING ACCOUNTS (FSA) (Tier 1)

- Health Care
- Dependent Care

Group Life & AD&D ends at the end of the month that you terminate. You may convert to an individual policy no later than 31 days after your group coverage ends. Conversion information will be sent to you by MetLife.

LIFE INSURANCE

- Group Life Insurance
- Group AD&D

Retirement plan contributions end as of your last day of employment. For payout options, contact Fidelity at (800) 354-3435 / www.netbenefits.com.

RETIREMENT (Tier 1)

CONTACT BENEFITS AT (818) 972-8914 FOR QUESTIONS OR MORE INFORMATION

MONTHLY COBRA RATES EFFECTIVE 8/1/2023 - 7/31/2024

	Medical			Dental		Vision
	HMO (CA only)	POS	Basic PPO	DMO	PPO	
Single	\$673.32	\$957.58	\$503.46	\$18.65	\$45.51	\$6.02
Plus 1	\$1,414.01	\$2,010.85	\$1,019.71	\$35.46	\$86.53	\$8.70
Family	\$2,019.98	\$2,872.62	\$1,406.10	\$52.24	\$127.54	\$16.91

The purpose of this document is to provide general information regarding current Company benefit plans upon separation of service. This does not provide eligibility or detailed provisions regarding any benefit plan. If there are differences between this document and the applicable plan, the provisions of the plan will govern in all cases. All benefit plans are subject to change.