

This notice is intended to inform you **in general** of the benefits continuation options available to you following your termination. This is **not** your official COBRA notice.

Typically, medical, dental, and vision benefits terminate on the last day of month in which employment is terminated. All other benefits terminate on your date of employment separation.

Benefits subject to COBRA continuation (you must be currently enrolled):

- | | |
|---|---|
| <input type="checkbox"/> Medical | <input type="checkbox"/> Vision |
| <input type="checkbox"/> Dental | <input type="checkbox"/> FSA Health Care Spending Account (in some situations) |

Your employer has contracted with a third party for COBRA administration. As such, you will receive your personalized COBRA notice in the mail directly from this third-party COBRA administrator. You must fill out the election form included with your COBRA notice to be eligible for benefits under COBRA.

Your COBRA benefits will be activated **ONLY** if you elect the COBRA coverage and send your elections form to the COBRA administrator with payment, if appropriate.

Important COBRA timelines:

- Your employer has 30 days from your date of termination to notify the COBRA administrator of your COBRA eligibility.*
- Upon notification from your employer, the COBRA administrator has 14 days to notify you of your COBRA options.
- You have 60 days from the date of your COBRA notice to make your election. You have an additional 45 days from the date of election to make your first premium payment.

* Your employer makes every effort to handle your notification on an expedited basis. However, this 30 day window is provided by law.

Benefits you may choose to convert or port:

• Life / AD&D (if applicable)

If you are interested in converting/porting from your group coverage, please contact the Centricity Solutions Account Manager. Please keep in mind that this **conversion/portability option expires 31 days** after your employment termination date. Specific eligibility requirements must be met.

• 401(k) (if applicable)

If you are a participant in your employer's 401(k) plan, you will be receiving a letter listing your options in the month following your termination.

Benefits not available for continuation:

- **Short & Long Term Disability (unless on a current claim)**
- **Employee Assistance Plan (EAP)**