2027 TERMINATION OF EMPLOYMENT

MEDICAL BENEFITS

- Medical/Dental/Vision/EAP Benefits end at midnight of the last day worked. These benefits may continue through COBRA, if desired. See COBRA information/rates below.

COBRA

- Navia will mail COBRA qualifying event letter within 44 days of termination. Employee can contact Navia at 800-669-3539 if there are any questions about the COBRA election process.

2027 COBRA Monthly Rates:

Plan	Participant	Participant + Children	Participant + Spouse	Family
Medical				
Enhanced	$1,545.49	$2,890.07	$3,400.08	$4,636.47
Core	$1,096.80	$2,051.02	$2,412.96	$3,290.40
HDHP	$997.09	$1,864.56	$2,193.60	$2,991.27
Basic	$907.35	$1,696.75	$1,996.17	$2,722.05
Dental	$51.99	$97.22	$114.37	$160.64
Vision	$6.08	$12.99	$12.99	$12.99
EAP	$1.79	$1.79	$1.79	$1.79

RETIREMENT SAVINGS PLAN (401K)

- To receive information about the 401K savings contributions, contact Transamerica at #800-755-5801. Transamerica will mail forms to complete for distribution of funds. Plan number is JK62945.

BASIC AND SUPPLEMENTAL EMPLOYEE AND DEPENDENT LIFE AND AD&D (Lincoln)

- Upon your termination of employment (prior to the age of 65) Portability is available on Optional Employee Life and Optional Dependent Life (up to $500,000). Basic Employee Life, Optional Employee Life, and Optional Dependent Life have the option of Conversion upon termination of employment.
- **Portability:** Portable means you continue your existing term life insurance to age 65 without having to satisfy evidence of good health. Rates are based on age at each renewal period. Portability is usually less expensive than converting to a permanent plan but premiums increase with age. There is a limited time to "Port" – Lincoln must receive *Portability Application* & first premium within 31 days of date of termination. **Refer to the Portability Form for more details. This can be found on our benefits website at www.akusbenefits.com on the Employee Off-Boarding tab.**
- **Conversion:** Conversion means you obtain permanent life coverage without evidence of insurability. Rates for this coverage are generally more expensive than for Portability, however, premiums remain level. There is only a limited time to convert. Lincoln must receive *Conversion Application* & first premium within 31 days of your date of termination. **Refer to the Conversion Form for more details. This can be found on our benefits website at www.akusbenefits.com on the Employee Off-Boarding tab.**
- **Please contact the Benefits team via email at Asahi-Benefits@ak-america.com or phone at (980) 319-0821 if you are interested in portability or conversion.**

EMPLOYEE SELF-SERVICE

- Access to Employee Self-Service will continue to be available to you so that you may access your check stubs, as well as the link to access the electronic version of your upcoming W-2's. You will also be able to submit address changes so that any correspondence we send to you in the future (including your paper W-2) arrives to you in a timely fashion. The link for Employee Self-Service is https://identity.wd501.myworkday.com/wday/authgwy/akamerica/upc/login?redirect=n