

2020 TERMINATION OF EMPLOYMENT (Union)

MEDICAL BENEFITS

- Medical/Dental Benefits end at midnight of the last day worked on Daramic's payroll. These benefits may continue through COBRA, if desired. See COBRA information/rates below.

COBRA

- Flores will mail COBRA qualifying event letter within 44 days of termination. Employee can contact Flores at #704-335-8211 if there are any questions about the COBRA election process.

2020 COBRA Monthly Rates:

Plan	Employee	EE + Spouse	EE + Children	Family
<u>Medical</u>				
Plan I	\$622.73	\$1,370.00	\$1,164.49	\$1,859.33
Plan II	\$665.77	\$1,464.70	\$1,244.98	\$1,988.45
Plan III	\$732.13	\$1,610.67	\$1,369.06	\$2,187.50
<u>Dental</u>				
Plan I	\$31.99	\$70.38	\$59.82	\$98.85
Plan II	\$33.68	\$74.09	\$62.97	\$104.06
Plan III	\$37.02	\$81.43	\$69.22	\$114.37
<u>Vision</u>				
Plan I	\$6.04	\$13.28	\$11.26	\$18.65
Plan II	\$7.92	\$17.39	\$14.76	\$24.42
Plan III	\$9.66	\$21.25	\$18.02	\$29.82

Note: COBRA due to disability uses active employee rates.

VOLUNTARY CANCER

- Voluntary Cancer coverage may be converted. Employee should contact the vendor AHL at #800-521-3535 to advise of termination and request a conversion form.

RETIREMENT SAVINGS PLAN (401K)

- To receive information about the 401K savings contributions, contact Transamerica at #888-676-5512. Transamerica will mail forms to complete for distribution of funds.

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, Optional Dependent Life, and Optional AD&D (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 Group Life Portability Kit for more details.**
- **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 Group Conversion Kit for more details.**

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://wd5.myworkday.com/wday/authqwy/akamerica/login.html>