## Benefit Plan Coverage Upon Separation from the University of Nebraska

### Plan | Company | Coverage End Date | Continuation of Coverage |
|-------|---------|------------------|--------------------------|
| Medical | UMR CVS Caremark, Ameritas, EyeMed | Last day of the month employment ended | ● Same coverage as when actively employed  
● Rates and enrollment information mailed to home address by WageWorks, the COBRA administrator |
| Enhanced Wellness Benefits (HRA) | Assurity Life | None | ● Wellstream Health Risk Assessment Enhanced Benefits end with active coverage, unless retiree insurance is elected |
| 1x & Voluntary Life Insurance | Assurity Life | None | ● Coverage can be converted into a whole life policy  
● You will receive a letter from the UNMC Benefits Office with conversion information |
| Spouse & Child Life Insurance | Assurity Life | None | None |
| Accidental Death & Dismemberment | Assurity Life | None | None |
| Long Term Disability | UNUM | None | None |
| Flexible Spending Accounts | WageWorks | None | ● COBRA coverage is offered for the healthcare account only if the account has not been overspent by the end date of active coverage  
● Claims submitted to the account must have dates of service between the effective date of coverage and last day of the month employment ended |
| NuCredits | University of Nebraska | None | None |

### Retirement Plans

<table>
<thead>
<tr>
<th>Plan</th>
<th>Company</th>
<th>Coverage End Date</th>
<th>Continuation of Coverage</th>
</tr>
</thead>
</table>
| 401(a) Retirement, Supplemental 403(b) & Deferred Compensation 457(b) | TIAA & Fidelity | Date last paycheck is received | ● May leave funds in account(s) and contact TIAA and/or Fidelity when ready to request funds  
● Rollovers and/or distributions require a Notice & Acknowledgement form signed and returned to the Benefits Office  
● Cannot be employed by the University of Nebraska for 12 months after date of separation if money is rolled over/distributed (rare exceptions) |
| Long Term Care | CNA & Genworth | CNA coverage ends the last day of the month employment ended | ● Contact CNA at 877.895.6759 to set up direct bill (Please note: 3 months of premium may be required during initial set up)  
● Genworth direct bill will continue when employment ends |
| Vacation/Floating Holiday/Banked Holiday/Sick/Comp Time Accruals | University of Nebraska | Last day of employment | ● Vacation, Floating Holiday, Banked Holiday & Compensatory Leave are paid out on last paycheck  
● Sick Leave is not paid out |
| Employee & Dependent Scholarship Program | University of Nebraska | Contact HR Records Office at 402.559.4391 for end date | ● Employees and/or their dependents will be billed for their tuition if the employee resigns from University Employment and the effective date of resignation occurs during the first thirty days after classes have commenced  
● Contact campus HR Records Office at 402.559.4391 for assistance |
| Employee Assistance Program (EAP) | Arbor Family Counseling | 6 months after employment ends | ● Employees are able to utilize this program for 6 months following their last day of employment by contacting [www.arborfamilycounseling.com](http://www.arborfamilycounseling.com) or 402.330.0960 or 800.922.7379 |
| People Are Everything | UNMC EE Relations | Last day of employment | None |
| enter for Healthy Living | UNMC Center for Healthy Living | Last Day of employment | ● Separated employees have the option of continuing/joining if they have an active employee sponsor them, contact CFLH at 402.559.5254 for more information |
| Discount Program | Various Vendors | Last day of employment | None |

---

University of Nebraska Medical Center Benefits Office – 402.559.4340 – [benefits@unmc.edu](mailto:benefits@unmc.edu) – 985470 Nebraska Medical Center, Omaha, NE 68198-5470  
Effective 1/1/19