

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

Plan	Company	Coverage End Date	Continuation of Coverage
Insurance			
Medical Prescription Dental Vision	UMR CVS Caremark Ameritas EyeMed	Last day of the month employment ended	<ul style="list-style-type: none"><li>• Same coverage as when actively employed</li><li>• Rates and enrollment information mailed to home address by WageWorks, the COBRA administrator</li><li>• Contact campus Benefits Office at 402.559.4340 for retiree insurance information</li></ul>
Enhanced Wellness Benefits (HRA)			<ul style="list-style-type: none"><li>• Wellstream Health Risk Assessment Enhanced Benefits end with active coverage, unless retiree insurance is elected</li></ul>
1x & Voluntary Life Insurance	Assurity Life		<ul style="list-style-type: none"><li>• Coverage can be converted into a whole life policy</li><li>• You will receive a letter from the UNMC Benefits Office with conversion information and retiree term life insurance options</li></ul>
Spouse & Child Life Insurance	Assurity Life		<ul style="list-style-type: none"><li>• Available for retiree's dependents</li></ul>
Accidental Death & Dismemberment	Assurity Life		None
Long Term Disability	UNUM		None
Flexible Spending Accounts	WageWorks		<ul style="list-style-type: none"><li>• COBRA coverage is offered for the healthcare account only if the account has not been overspent by the end date of active coverage</li></ul>
NuCredits	University of Nebraska		None
Retirement Plans			
401(a) Retirement, Supplemental 403(b) & Deferred Compensation 457(b)	TIAA & Fidelity	Date last paycheck is received	<ul style="list-style-type: none"><li>• May leave funds in account(s) and contact TIAA and/or Fidelity when ready to request funds</li><li>• Rollovers and/or distributions require a Notice &amp; Acknowledgement form signed and returned to the Benefits Office</li><li>• Cannot be employed by the University of Nebraska for 12 months after date of separation if money is rolled over/distributed (rare exceptions)</li></ul>
Additional Benefits			
Long Term Care	CNA & Genworth	CNA coverage ends the last day of the month employment ended	<ul style="list-style-type: none"><li>• Contact CNA at 877.895.6759 to set up direct bill (Please note: 3 months of premium may be required during initial set up)</li><li>• Genworth direct bill will continue when employment ends</li></ul>
Vacation/Floating Holiday/Banked Holiday/Sick/Comp Time Accruals	University of Nebraska	Last day of employment	<ul style="list-style-type: none"><li>• Vacation, Floating Holiday, Banked Holiday &amp; Compensatory Leave are paid out on last paycheck</li><li>• One quarter of Sick Leave is paid out to Bi-Weekly, Hourly employees that are hired prior to January 1, 2019 and retire before July 1, 2035</li></ul>
Employee & Dependent Scholarship Program	University of Nebraska	Contact HR Records Office at 402.559.4391 for end date	<ul style="list-style-type: none"><li>• Employees eligible to retire may take 15 credit hours per academic year at any University of Nebraska campus or allocate those credits to their eligible dependents</li><li>• Contact campus HR Records Office at 402.559.4391 to verify eligibility</li></ul>
Employee Assistance Program (EAP)	Arbor Family Counseling	6 months after employment ends	<ul style="list-style-type: none"><li>• Employees are able to utilize this program for 6 months following their last day of employment by contacting <a href="http://www.arborfamilycounseling.com">www.arborfamilycounseling.com</a> or 402.330.0960 or 800.922.7379</li></ul>
People Are Everything	UNMC Employee Relations	Last day of employment	None
Center for Healthy Living	UNMC Center for Healthy Living	Last Day of employment	<ul style="list-style-type: none"><li>• Retiring employees are eligible to continue/join the Center at a retiree rate</li><li>• Contact Center at <a href="http://www.unmc.edu/cfh">www.unmc.edu/cfh</a> or 402.559.5254 to verify eligibility</li></ul>
Discount Program	Various Vendors	Last day of employment	None