

## Summary of Benefit Coverage Upon Termination of Employment

<b>Medical/Rx Drug, Dental and Vision Plans</b>	<p>All coverage(s) will end on the last day of the month of your termination date (<u>Example</u>: Your termination date is June 8<sup>th</sup> so your coverage(s) will end June 30<sup>th</sup>).*</p> <p>COBRA will be offered. Watch for COBRA information from insolvent (formerly Infinisource).</p>
<b>Flexible Spending Account (FSA)</b>	<p>Health Care and Dependent Care FSA participation ends on your termination date.</p> <p><b>Health Care FSA</b> – You have 90 days from your termination date to submit for reimbursement all eligible health care expenses that occurred on or before your termination date. You may elect COBRA continuation coverage and remit after-tax contributions, to submit eligible expenses incurred after termination date.</p> <p><b>Dependent Care FSA</b> - You have 90 days from your termination date to submit for reimbursement all eligible dependent care expenses that occurred on or before your termination date.</p>
<b>Health Savings Account (HSA)</b>	<p>Contributions to your HSA will end with your last health insurance deduction (generally your last earnings check). The existing HSA balance is yours to keep and use until it is depleted. A monthly administrative fee may be deducted from your account by Optum Bank.</p>
<b>University-Paid Basic Term Life Insurance</b>	<p>University-Paid Basic Term Life insurance and University-Paid Basic Accidental Death &amp; Dismemberment (AD&amp;D) coverage ends on your termination date.</p> <p>Portability and conversion options are available to continue coverage. Please contact Unum if you are interested in continuing your life insurance coverage.</p>
<b>Voluntary Term Voluntary Term Life Insurance (VTL)</b>  <b>Dependent Life Insurance</b>	<p>Coverage(s) will end on your termination date.</p>
<b>Long-Term Disability</b>	<p>Coverage will end on your termination date.</p>
<b>Tuition Waivers</b>	<p>Tuition Waivers, if you were eligible, will end on your termination date.</p>
<b>Retirement Program</b>	<p>You may withdrawal funds from your 403(b) Retirement Plan, 457(b) Ohio Deferred Compensation, and/or 401(a) Alternative Retirement Plan account any time after your termination date. Please contact your applicable vendor(s) to initiate your desired withdrawal.</p>

Please contact Benefits at [benefits@utoledo.edu](mailto:benefits@utoledo.edu) with questions regarding any of the above benefits.

Please contact Payroll at [payroll@utoledo.edu](mailto:payroll@utoledo.edu) for questions regarding sick time and vacation time.

\*9-month faculty medical/rx, dental and vision end on July 31<sup>st</sup> if you leave position in May.