

Continuing Your Benefits Upon Termination of Employment

MEDICAL REIMBURSEMENT ACCOUNT:

Under the Flexible Benefit Administrators Medical Spending Account plan, you are eligible to continue coverage through COBRA.

If you are enrolled in the Medical Reimbursement Account, you will be eligible to continue coverage through COBRA after you leave employment for a specified period. You will receive notification from Interactive Medical Systems (IMS) with your account balance and continuation options shortly following your termination of employment. You may call **IMS at (800) 426-8739**.

ASSURITY CANCER PLAN

When you leave employment you may continue your Assurity Cancer coverage by having the premiums that are currently deducted from your paycheck billed to your home address or drafted from your bank account. Assurity will send you a letter explaining your options or you may arrange that by contacting **Assurity at: (866) 289-7337**.

AUL SHORT TERM DISABILITY PLAN

When you leave employment you may continue your disability coverage as long as continuous employment is maintained. To set up direct bill to your home address, please contact **AUL at (800) 553-5318**,

TEXAS LIFE WHOLE LIFE INSURANCE

When you leave employment, you may continue your Whole Life coverage by having the premiums that are currently deducted from your paycheck billed to your home address or drafted from your bank account. You may do that by contacting **Texas Life at: (800) 283-9233 prompt #3**.

METLIFE TERM LIFE

Conversion: If your employment terminates while you are covered under the plan or when you are approved for long-term disability, you may purchase without medical evidence of insurability, any individual insurance policy, except a term policy. You must apply for conversion within 31 days after the date your coverage terminates. This applies to Optional Life and Dependent Life as well as the basic coverage.

Portability: If you terminate employment, the portability provision allows you to take your optional life coverage with you, subject to the following provisions:

- You must apply for coverage with 31 days from the date your life coverage terminates.
- You must be **ACTIVELY** at work prior to employment termination.
- You may only port up to your current coverage amount. You cannot increase or add dependents.
- Employees are eligible to age 74, spouses to age 64 and children up to age 18, 24 if a full-time student.

Your employer will advise MetLife of your termination and MetLife will in turn, contact you directly to assist with the conversion/portability process, and advise you of your options. You may also call **MetLife at (877) 275-6387** and request a conversion kit.

If you do not convert or port your group term life insurance, coverage will terminate.

Important Phone Numbers:

Mark III Brokerage, Inc. - (800) 532-1044, ext. 212
Flexible Benefit Administrators Spending Accounts - (800) 437-3539
Assurity Cancer Plan - (866) 289-7337
AUL Short Term Disability Plan - (800) 553-5318
Texas Life Whole Life Plan - (800) 283-9233, prompt #3.
MetLife Term Life Plan - (800) 638-6420 (ext. 2 for claims)