

Continuation of Benefits

Health and Dental Plans

Under the Anthem Health and Dental Plans, you and your covered dependents are eligible to continue coverage through COBRA according to the “qualifying events”.

If you and your dependents are enrolled in the dental or health plans, you will be eligible to continue coverage through COBRA after you leave your employment for a specified period. In addition, while covered under the plan, if you should die, become divorced or legally separated, or become eligible for Medicare, your covered dependents may be eligible to continue dental coverage through COBRA. Also, while you are covered under the plan, your covered children who no longer qualify as an eligible dependent may continue coverage through COBRA. Examples of an ineligible dependent would be when your child graduates from college, or reaches the age of not being eligible for dependent coverage. You will receive notification with premium and continuation options shortly following your termination of employment. Should you have any questions you may contact your Benefits Department at 540.727.3422.

FBA Flexible Spending Accounts

If you have a positive balance (payroll deductions are greater than the amount you have received in reimbursement) in your Health Care Spending Account at the time of your termination, you may continue participation in the Plan for the remainder of the Plan year. If you want to remain in the Plan, you can do so by selecting one of the COBRA options.

If you prefer to terminate your participation and contribution to the Plan, any balance in your account on the date of termination will be forfeited if expenses were not incurred prior to the date of termination. For more detailed information, please call your Benefits Department at 540.727.3422 or Flexible Benefit Administrators at 1.800.437.3539.

The Standard Short-Term Disability

When you leave employment, you will not be able to keep the Short Term Disability. Should you have any questions you may contact your Benefits Department at 540.727.3422.

The Standard Long-Term Disability

When you leave employment, you will be able to keep the Long Term Disability if you have had the benefit for a year or longer. You may contact The Standard at 1-800-368-1135

Minnesota Term Life

To get information on converting or porting the term life coverage, please contact Minnesota Life at 1.800.441.2258 or your Human Resources Department at 540.727.3422.

Texas Life Whole Life

When you leave employment, you may continue your Texas Life Whole Life coverage by having the premiums that are currently deducted from your paycheck drafted from your bank account. You may do that by contacting Texas Life at 1.800. 283.9233 prompt #3.

To Continue Other Policies

You may continue your CAIC Accident, CAIC Critical Illness, and Allstate Cancer policies by having the premiums currently deducted from your paycheck drafted from you bank account or billed to your home.

For more information, contact:

Allstate at 1-800-521-3535

CAIC at 1-800-433-3036