
Continuation of Benefits

GILSBAR HEALTH CARE SPENDING ACCOUNT

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 electing to continue on **COBRA** through your employer. You will receive notification from IMS of your continuation 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 **Interactive Medical Systems (IMS) at 1.800. 426.8739 or your Benefits Department at 910.671.3016**

AMERITAS DENTAL, SUPERIOR VISION, & BLUE CROSS BLUE SHIELD

Under the Dental, Vision & Medical PPO plan, you and your covered dependents are eligible to continue coverage through COBRA according to the following “qualifying events”. If you and your dependents are enrolled in either of these plans, you will be eligible to continue coverage through COBRA after you leave 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 maybe 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 turns 24 years old. Should you have any questions you can contact your **Benefits Department at 910.671.3016 or Interactive Medical Systems (IMS) at 1.800. 426.8739.**

ASSURITY CANCER

When you leave your employment, you may continue your Assurity Cancer coverage by having the premiums that are currently deducted from your paycheck drafted from your bank account. Please call **Assurity at 1.866.289.7337**

ACCIDENT ONLY INSURANCE

When you leave employment you may continue your AccidentSelect Insurance coverage by having the premiums that are currently deducted from your paycheck drafted from your bank account. **Please contact Transamerica Life Insurance Company at 1.800.400.3042.**

STANDARD LIFE DISABILITY PLAN

When you leave employment you may continue the disability coverage on a direct bill basis as long as continuous employment is maintained. Continuation of coverage is subject to occupational and income underwriting guidelines. Coverage expires at the age of 65. You can have the premium drafted from your bank account. **Please contact Standard Life at 1.800.327.0695.**

MUTUAL OF OMAHA 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.

To get information for converting coverage, please contact Human Resources at: 910.671.3016

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 within 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.

To get information for porting coverage, please contact Human Resources at: 910.671.3016

METLIFE WHOLE LIFE

When you leave employment you may continue your MetLife Whole Life coverage by having the premiums that are currently deducted from your paycheck drafted from your bank account. **Please contact MetLife at 1.800.634.5007.**

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.**

Phone Directory

- Assurity Cancer & Specified Disease- 1.866.289.7337
- Blue Cross & Blue Shield- 1.877.258.3334
- Gilsbar Health and Dependent Care - 1.800.445.7227 x.883
- IMS Cobra Administrator- 1.800.426.8739
- Mark III Brokerage, Inc.- 1.800.532.1044
- MetLife Whole Life- 1.800.634.5007
- Mutual of Omaha Term Life- **Conversion- 1.800.826.8054**
Portability- 1.800.826.8054
- Robeson County Human Resources- 910.671.3016
- Standard Life Short Term Disability- 1.800.327.0695
- Superior Vision- 1.800.507.3800
- Texas Life Whole Life- 1.800.283.9233 prompt #3
- Transamerica Accident- 1.800.400.3042

