



## **Benefits Information upon Status Change to No Longer Full Time**

The following is a general summary of the effect a status change to a non-full time associate has on the benefits offered at Silverado. Unless otherwise indicated, benefits coverage will end on the last day of the month of status change of employment. Please review this summary for any action you may need to take.

### **Medical, Dental and Vision Coverage**

Participants currently enrolled in Silverado health plans may be eligible to continue coverage via COBRA (Consolidated Omnibus Budget Reconciliation Act of 1985). Discovery Benefits, the third party COBRA administrator, will send to your mailing address on file within two (2) to four (4) weeks, details regarding coverage continuation including rates and an election notice. Any election to continue coverage will be retroactive to the date your coverage(s) expired. Each of your family members covered at the time of your status change of employment may make individual COBRA elections. For additional information, contact Discovery Benefits at 866-451-3399.

Please note that loss of company-sponsored medical coverage qualifies you to enroll in the health insurance marketplace. To learn more about finding affordable health coverage through the health insurance marketplace, go to [www.getinsured.com/mercer](http://www.getinsured.com/mercer) or you can call them at 877-917-7957.

### **Flexible Spending Accounts**

Your coverage under the Health Care and/or Dependent Care Flexible Spending Accounts ends on your status change date. You may submit claims for eligible expenses incurred up to this date. You must submit your claims within 30 days after your termination of employment. Any claims submitted after that time will not be considered.

Participants enrolled in the Health Care Flexible Spending Accounts will be eligible to continue coverage via COBRA through the end of the plan year. Information on this option, if applicable, will be included in your COBRA election materials.

### **Basic and Supplemental Life Insurance**

Basic and supplemental life insurance coverage ends on your status change date. You are eligible to convert a portion of the company sponsored basic life and/or supplemental life insurance to individual policies within 31 days of status change. Conversion forms are available, by request, from Corporate Benefits.

## **Basic and Supplemental Accident (AD&D) Insurance**

Basic and supplemental AD&D insurance coverage ends on your status change date. You are eligible to convert a portion of the company sponsored basic AD&D and/or supplemental AD&D insurance to individual policies within 31 days of status change. Conversion forms are available, by request, from Corporate Benefits.

## **Long Term Disability Insurance**

There is no conversion option available for disability insurance. This coverage will end on the date of status change of employment.

## **401(k) Plan**

If you are part time you are still eligible to participate in the 401(k) plan if you have met the other eligibility requirements. If you are no longer eligible for Silverado's 401(k) plan through Mass Mutual, depending upon your balance, you may be able to keep your contributed funds in the Silverado 401(k) plan or transfer the funds to a qualified retirement fund account, accounts with balances under \$1000 will be automatically distributed to the participant. Go to [www.retiresmart.com](http://www.retiresmart.com) for more information or contact Mass Mutual at (800) 743-5274.

## **Voluntary Benefits**

If you are enrolled in one of the voluntary benefit programs (Group Auto/Home, Critical Illness, Accident, Group Legal or Pet Insurance), you may be able to continue benefits after status change of employment. Please contact the vendor for more information. Vendor contact information is available by logging into your account at <https://silverado.e.paylogix.com>.

## **Silverado Strong**

If you are part time you are still eligible to participate in the Silverado Strong program. If you are not full time or part time your coverage under the Silverado Strong Well-Being Program and Virgin Pulse ends on your status change date. You will have a 30 day grace period to use any already earned, fulfilled and unused incentives. Any requests submitted after that time will not be considered.

## **Change of address**

It is important that we have your current address in the system in the event that we need to contact you with benefits or other payroll or employment related information. If you need to update your address, please log into <http://silveradocare.com/ultipro>; under the "Myself" tab.

If you have additional questions regarding benefits, contact the Benefits Department at 949-705-4900 or email [L-benefits@silveradocare.com](mailto:L-benefits@silveradocare.com). Additional plan details and vendor contact information can be found on the benefits website: [www.silveradobenefits.com](http://www.silveradobenefits.com).