



Benefits Information upon Separation of Employment

The following is a general summary of the effect that a voluntary or involuntary separation of employment has on the benefits offered at Silverado. Unless otherwise indicated, your benefit coverage will end on the last day of the month in which your voluntary or involuntary separation of employment took place. If you have elected benefits with Silverado, Payroll deductions will be processed on your final check for those benefits that will cover you through the last day of the month, following your separation with us. 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). WEX/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 separation may make individual COBRA elections. For additional information, contact WEX/Discovery Benefits at 1-866-451-3399 or www.wexinc.com

Flexible Spending Accounts (FSA)

Your coverage under the Flexible Spending (FSA) Healthcare and/or Flexible Spending Dependent Care spending accounts is administered by WEX/Discovery Benefits and ends on your separation date. You may submit claims within 30 days of after your termination of employment. Any claims submitted after that time will not be considered. For additional information, contact WEX/Discovery Benefits at 1-866-451-3399 or www.wexinc.com to submit forms: forms@discoverybenefits.com

Health Savings Account (HSA)

Health Equity administers your coverage under the Health Savings Account. This account does not terminate or expire even if Silverado no longer employs you. If you were enrolled in the Consumer Choice plan, Silverado contributed \$25.00 per pay period or you may have contributed through payroll deductions for either the Consumer Choice Plan or Bronze Plan. For additional information, contact Health Equity at 1-866-346-5800 or <https://my.healthequity.com>

Basic and Supplemental Life Insurance

Basic and supplemental life insurance coverage ends on the last day of the month of separation from employment. You are eligible to continue the company sponsored basic life and/or supplemental life insurance to individual policies within 31 days of separation. Reliance Standard administers this benefit. For additional information, contact Reliance Standard at 800-351-7500 or www.reliancestandard.com. You can also receive the conversion form from Silverado Benefits by emailing L-Benefits@silverado.com.

Basic and Supplemental Accident (AD&D) Insurance

Basic and Supplemental AD&D insurance ends on the last day of the month of separation from employment. You are eligible to continue a portion of the company sponsored basic AD&D and/or supplemental AD&D insurance to individual policies within 31 days of separation. For additional information, contact Reliance Standard at 800-351-7500 or www.reliancestandard.com



Short-Term Disability Insurance

There is no conversion option available for short-term disability insurance. This coverage will end on the date of separation of employment.

Long-Term Disability Insurance

There is no conversion option available for short-term disability insurance. This coverage will end on the date of separation of employment.

401(k) Plan & Loans

If you enrolled in Silverado Senior Living Holdings, Inc. 401(k) Plan thru MercerWise, please be advised of the following. Vested balances between \$1,000 and \$5,000 are distributed and rolled over into an Individual Retirement Account (IRA) established on behalf of the former associate. Amounts below \$1,000 are cashed-out via check to the participant. Additional information will be mailed to you by MercerWise within 30 days. For more information, go to www.mercerwise.com or contact MercerWise at 1-800-637-2379. If you leave Silverado while you have an outstanding 401(k) loan with a balance, you could owe taxes and/or penalties. For more information, contact Mercer Wise at 833-637-2379 or www.mercerwise.com

Voluntary Benefits

If you are enrolled in one of the voluntary benefit programs, you may be able to continue benefits after separation of employment. For more information on Accident, Critical Illness, Hospital contact MetLife at 877-783-5426 or <https://mybenefits.metlife.com>, for legal MetLife at www.legalplans.com (877) 783-5426, for Auto/home contact Famers Group Select at myautohome.farmers.com (800) 438-6381 and for Pet Insurance Nationwide (877) 738-7874.

Change of Address

It is important that we have your current address in the system if we need to contact you with benefits or other payroll or related information. We also need your current address to send out tax and 401(k) statements. To update your address, email, or phone information you can log into UltiPro/UKG <https://n31.ultipro.com>. You can also contact the Benefits Department at L-benefits@silverado.com or call (949) 705-4900.

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

CONSULT THE RELEVANT PLAN DOCUMENTS FOR DISCREPANCY BETWEEN WHAT IS DESCRIBED IN THIS MEMORANDUM, THE SUMMARY PLAN DESCRIPTION, AND THE RELEVANT PLAN DOCUMENT; THE RELEVANT PLAN DOCUMENT SHALL APPLY