

Benefits Termination Reference Guide

Benefit and Carrier	What Happens to Your Benefits?	Your Options After Benefits Loss	Next Steps
Medical Plans - UMR <ul style="list-style-type: none"> • Bronze • Silver • Gold • Platinum Dental Plan <ul style="list-style-type: none"> • Sun Life Vision Plan <ul style="list-style-type: none"> • Sun Life (VSP network) 	<p>Coverage for you and your family members ends on the last day of the month that you-</p> <ul style="list-style-type: none"> • Terminate employment, or • Become ineligible for benefit coverage (i.e., status change date) 	<p>You and each family member covered on your termination or status change date can elect to continue coverage under COBRA. You are responsible for paying the full cost of your COBRA coverage, plus an administrative fee. See COBRA premiums here.</p>	<p>Within 30 days of your termination or status change date, enrollment will be available via a package mailed from APA Benefit's (and Transamerica's) COBRA administrator to your home address on file. Details will include COBRA* rights, rates, and an election form. To elect COBRA coverage, complete and return the election form by the date indicated in the package.</p> <p>If after 30 days you have not received your COBRA packet or you have questions, contact APA Benefits directly at 801-561-4980.</p> <p>If after 30 days you have not received correspondence or you have questions, contact Inspira at 844-729-3539.</p>
Spending Accounts Healthcare, Dependent Care and Limited Purpose FSA <ul style="list-style-type: none"> • Inspira Financial 	<p>Coverage for you and your family members ends on the last day of your employment-</p> <ul style="list-style-type: none"> • Employment, or Benefits eligibility 	<p>Healthcare and Limited Purpose FSA: You can receive reimbursement up to your election amount (excluding any funds already received) for eligible expenses incurred on or before your termination or status change date. Claims must be submitted within 90 days following your termination or status change date. You may be eligible to continue coverage under COBRA if you have not received payment from Inspira greater than your contributions.</p> <p>Dependent Care FSA: If you and your spouse (if applicable) are employed, actively seeking employment, or attending school full-time, you can continue to incur expenses and seek reimbursement. You cannot make additional contributions, but you have until the end of the calendar year to incur expenses and 90 days after that to submit claims for reimbursement.</p>	<p>Healthcare FSA: If you qualify* to elect COBRA continuation for the Healthcare FSA, within 30 days of your termination or status change date, enrollment will be available online or via a package mailed from Inspira's COBRA administrator to your home address on file. Details will include COBRA rights, rates, and an election form. To elect COBRA coverage, complete and return the election form by the date indicated in the package, or, for online enrollment, visit http://www.inspirafinancial.com.</p> <p>If after 30 days you have not received your COBRA packet or you have questions, please contact Inspira directly at 844-729-3539.</p> <p>Dependent Care FSA: If you are eligible, continue filing claims for any remaining balance using the Dependent Care Account Claim Form or the Inspira app.</p> <p>*You must use your FSA funds by your last day of employment. If you have contributed to your FSA more than you have spent, you will have the option to continue your FSA with Cobra.</p>

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Savings Account • Inspira Financial Health Savings	Contributions from your paychecks will discontinue. The funds in your account remain yours to be used for eligible health items or services.	You can continue to use the money in your account to pay for qualified health care expenses. A monthly account maintenance fee will be deducted from your available balance. Inspira will send correspondence with information on your account.	<p>Your HSA may have been offered as part of your benefits package, but it remains yours, even when you leave Principia. If you want to, you could leave those dollars with Inspira and continue to save, invest, and withdraw them tax-free for qualified medical expenses.</p> <p>Contact Inspira at 844-729-3539 or www.inspirafinancial.com if you would like more information.</p>
Basic and Optional Employee and Dependent Life Insurance • Sun Life	<p>Coverage for you and your family members ends on the last day of</p> <ul style="list-style-type: none"> • Employment, or • Benefits eligibility <p>A death benefit will be paid if you or your dependent dies during the 31-day conversion period after your termination or status change date</p>	<p>You can port or convert your basic and optional life insurance.</p> <p>Portability: If you are a terminated employee under age 70, you can</p> <ul style="list-style-type: none"> • Continue your life insurance and the insurance of your dependents by porting coverage. • Continue insurance on a direct-billed basis. <p>Conversion: If you are a terminated employee, you can continue your life insurance and the insurance of your dependents by converting your coverage to an individual policy.</p>	<p>Contact Sun Life at 800-247-6875 or go to sunlife.com to contact the carrier directly or talk to a customer service representative about your options.</p> <p>See the Sun Life Portability flyer</p>
Basic and Optional AD&D Insurance • Sun Life	<p>Coverage for you and your family members ends on the last day of</p> <ul style="list-style-type: none"> • Employment, or • Benefits eligibility 	<p>If you are a terminated employee under age 70, you can continue your AD&D insurance and the insurance of your dependents by converting your coverage to an individual policy.</p>	<p>Contact Sun Life at 800-247-6875 or go to www.sunlife.com to contact the carrier directly or talk to a customer service representative about your options.</p> <p>See the Sun Life Portability flyer.</p>

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<p>403(b) Plan**</p> <ul style="list-style-type: none"> Transamerica 	<p>Termination of Employment: Your vested account balance becomes available for distribution.</p> <p>If you have an outstanding loan, you have two options:</p> <p>Continue making repayments directly to Transamerica. To set up an Automated Clearing House (ACH) payment, log on to https://www.transamerica.com/portal/</p> <p>Pay off the loan. You must do this by the last business day of the calendar quarter that follows the calendar quarter in which your last payment was received.</p> <p>Failure to pay off the loan results in a deemed distribution for federal income tax purposes, and the IRS will be notified of the distribution.</p>	<p>Status Changes: Not applicable</p> <p>Termination of Employment: You can do one of the following:</p> <ul style="list-style-type: none"> Elect a lump-sum cash payment (please consult the special tax rules for possible tax implications) Elect a distribution in installments or in partial distributions—provided that the installment or partial distribution is at least \$500 Roll over your vested account balance into another retirement vehicle Keep your account in the Transamerica 403(b) Plan if your vested account balance (excluding rollovers) is over \$7,000 (Note: If your vested account balance is less than or equal to \$7,000, see Next Steps section). 	<p>Status Changes: Not applicable</p> <p>Termination of Employment: TransAmerica will send you a termination kit describing your distribution options within 30 days of your final paycheck, or you can elect your distribution preference by contacting Transamerica at 800-797-2643 or go to https://www.transamerica.com/portal/</p> <p>No distribution will be made until Transamerica changes your employment status from active to terminated, which will occur on the regular pay cycle following your last paycheck.</p> <p>If your vested account balance is less than or equal to \$7,000 and you fail to make a distribution election within 60 days of receiving your mandatory distribution notice, one of the following will apply:</p> <ol style="list-style-type: none"> If your vested account balance (including rollovers) is under \$1,000, you will automatically receive a lump-sum cash payment. If your vested account balance is greater than \$1,000 and less than or equal to \$7,000 (excluding rollovers), your balance will be automatically rolled over to the Transamerica Individual Retirement Rollover Account.
<p>Disability</p> <p>Short- and Long-Term Disability (STD and LTD)</p> <ul style="list-style-type: none"> Sun Life 	<p>Coverage ends on the last day of</p> <ul style="list-style-type: none"> Employment, or <p>Benefits eligibility</p>	<p>If you are on an approved disability claim before your termination date, the STD and LTD benefits will continue under the terms and conditions set in the plan documents.</p>	<p>Contact Sun Life at 800-247-6875 to speak with the assigned Claims Examiner.</p>

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Voluntary Benefits <ul style="list-style-type: none">- Critical Illness- Accident- Hospital Indemnity• Sun Life	Coverage ends on the last day of <ul style="list-style-type: none">• Employment, or Benefits eligibility	You and your covered family members can elect to continue your insurance by arranging for an alternative payment plan. The rates paid and benefits covered may change and certain restrictions may apply.	Contact Sun Life at 800-247-6875 or go to www.sunlife.com to contact the carrier directly or talk to a customer service representative about your options. See the Sun Life Portability flyer .

Continuation of Medical Coverage through the Marketplace

If you aren't electing COBRA, or if COBRA is exhausted.

You and your family work directly with the vendor to find coverage that is right for your needs.

Contact www.HealthCare.gov to find coverage through the Health Insurance Marketplace.

COBRA Premiums

*The monthly COBRA premium includes a 2% administrative fee.

Health Plans (UMR)	
Platinum Premium*	Monthly COBRA
Individual	\$ 559.56
Individual + Child(ren)	\$ 783.38
Individual + Spouse	\$1,007.21
Family	\$1,231.03
Gold	
Individual	\$ 521.29
Individual + Child(ren)	\$ 729.81
Individual + Spouse	\$ 938.33
Family	\$1,146.84
Silver	
Individual	\$ 473.60
Individual + Child(ren)	\$ 663.03
Individual + Spouse	\$ 852.47
Family	\$1,041.91
Bronze	
Individual	\$ 407.04
Individual + Child(ren)	\$ 569.85
Individual + Spouse	\$ 732.67
Family	\$ 895.49

Dental Plans (Sun Life)	
High Plan	
Individual	\$ 46.47
Individual + Child(ren)	\$ 98.98
Individual + Spouse	\$ 84.29
Family	\$ 141.88
Low Plan	
Individual	\$ 24.60
Individual + Child(ren)	\$ 62.32
Individual + Spouse	\$ 49.69
Family	\$ 93.29
Vision Plan (VSP)	
Individual	\$ 5.94
Individual + Child(ren)	\$ 13.06
Individual + Spouse	\$ 11.87
Family	\$ 18.99