

## Benefits When Your Employment Ends

Please see below for important information specific to any benefits you were enrolled in, including plan information, end dates and extending coverage past your last day with Motion Recruitment Partners through COBRA. **Unless otherwise noted below, any benefits for which you are enrolled will end as of midnight on your last day of work (separation date).**

### COBRA

If you elect to continue your benefits, your coverage under your COBRA plan will become effective immediately on the first day following your separation date. Details on extending your benefit coverage under COBRA will be mailed to you directly from United Health Care (UHC), our COBRA administrator, for all COBRA eligible benefits. Please allow 7-10 days for this information to reach you in the mail. All COBRA payments and election forms are to be sent directly to UHC. If you have any questions about our COBRA coverage, please contact UHC directly at **866-747-0048** or [cobra\\_kyoperations@uhc.com](mailto:cobra_kyoperations@uhc.com). You may also complete your enrollment online at <https://uhcservices.com>.

Carrier	Benefit	Contact Details
UHC	Medical	866-414-1959, <a href="http://www.myuhc.com">www.myuhc.com</a>
	Vision	800-638-3120, <a href="http://www.myuhcvision.com">www.myuhcvision.com</a>
	Prescription	800-552-8159, <a href="http://www.caremark.com">www.caremark.com</a>

Carrier	Benefit	Contact Details
Guardian	Dental	888-482-7342, <a href="http://www.guardianlife.com">www.guardianlife.com</a>
<b>Note:</b> Coverage in this plan ends midnight as of your separation date and are eligible for COBRA continuations coverage.		

Carrier	Benefit	Contact Details
Guardian	Hospital Indemnity	800-268-2525, <a href="http://www.guardianlife.com">www.guardianlife.com</a> <a href="mailto:national_conversions@glic.com">national_conversions@glic.com</a>
<b>Notes:</b> To discuss optionality for portability and continuing your hospital coverage past this date, please reach out to Guardian directly at the conversions email above.		

Carrier	Benefit	Contact Details
WEX	Flexible Spending Accounts* (Healthcare and Dependent Care)	866-451-3399, <a href="http://www.wexinc.com">www.wexinc.com</a>
	Transit and Parking	833-225-5939, <a href="http://www.wexinc.com">www.wexinc.com</a>

**Notes:** If you were enrolled in an FSA, you will have a rundown period of 90 days from your last day to submit claims that occurred up to and including your last day of work. Funds will be forfeited unless you submit claims incurred prior to your end date or you continue the coverage via COBRA. \*Please note only your healthcare FSA is eligible for COBRA continuation coverage. Further information will be provided in your COBRA notice.

Your transit debit card will be active through the end of the month following the month in which you terminate employment, after which time you will no longer have access to your transit funds. Please check your current transit/parking balance by logging into [benefitslogin.wexhealth.com](http://benefitslogin.wexhealth.com). To avoid forfeiture of your balance, please ensure you purchase a transit or parking pass prior to the end of next month.

Carrier	Benefit	Contact Details
OPTUM	Health Savings Account	844-362-7967, <a href="http://www.optumbank.com">www.optumbank.com</a>

**Notes:** If you were enrolled in a Health Savings Account, your funds/account move with you if you change employers or insurance carriers, and you will not lose access to the funds that you have contributed as a Motion employee. Please reach out to Optum directly with questions.

Carrier	Benefit	Contact Details
Lincoln Financial	STD, LTD, Voluntary Life	800-423-2765, <a href="http://www.lfg.com">www.lfg.com</a>

**Notes:** If you were enrolled in voluntary benefits through Lincoln, they will terminate at midnight on your last day. To discuss optionality for portability and continuing Life coverage past your last day please reach out to Lincoln directly

Carrier	Benefit	Contact Details
LEGALEASE	Legal Insurance	800-248-9000, <a href="http://www.legaleaseplan.com/motionrecruitment">www.legaleaseplan.com/motionrecruitment</a>
Allstate	Identity Protection	800-789-2720, <a href="http://www.allstateidentityprotection.com/contact-us">www.allstateidentityprotection.com/contact-us</a>

**Notes:** If you were enrolled in voluntary supplemental benefits, coverage will terminate on your last day. To discuss your options for continuing your coverage post your last day, please get in touch with the vendors directly.

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Carrier	Benefit	Contact Details
The Standard	401(k)	800-858-5420, <a href="https://standard.com/retirement">https://standard.com/retirement</a>

**Notes:** Your eligibility to participate in the company’s retirement plan ends as your last pay date. You are 100% vested in any contributions you have made to date. For accounts with balances over \$5,000, you may choose to maintain your 401(k) plan with The Standard. More information regarding this and distribution options will be provided to you directly from The Standard. If you have any questions about your 401(k), please contact The Standard directly.