

HELPFUL BENEFITS INFORMATION

For Employees Exiting Benesch

Health Benefits

Medical/Prescription (Anthem/Express Scripts), Dental (Delta Dental), and Vision (EyeMed) benefits continue at your active employee contribution rate until the last day of the month of termination. If eligible, you can continue these benefits at COBRA rates.

Carrot Family Building / Summus Second Opinion / Hinge Health Physical Therapy / Lyra Mental Health

These benefits continue until the end of the month of your term date and can be continued through COBRA.

COBRA

If enrolled in health benefits, within 30 days of your term date, you will receive a letter in the mail from our COBRA administrator. The letter will advise which benefits you can continue and the corresponding monthly premium. You will have the latter of 60 days after your termination date or 60 days from the date of the COBRA communication to enroll in COBRA coverage. If you enroll within this window, COBRA coverage is retroactive to the date your active coverage ended, if premiums are paid on time. COBRA coverage does not start until your premium for all elected coverages is paid.

Health Savings Account (Fidelity)

Employee contributions to your Health Savings Account (HSA) with Fidelity will cease with your last pay. The HSA account at Fidelity is your individual health savings account and it will remain open after your term date. You may use the funds any time after your termination date. If you earned the firm contribution, you will not receive it if you are not an active employee on the day of payout (January 15 and July 15).

Commuter Benefits and Flexible Spending Accounts, FSA (Wex)

Commuter flexible spending accounts (parking and transit), healthcare, limited purpose, and dependent care contributions cease with your last pay. You have up to 90 days after termination to use these funds for eligible expenses incurred on or before your termination date.

Voluntary Benefits (Voya)

Accident, critical illness, and hospital benefits end on your term date. These benefits are portable. You will receive a letter from Voya with premium rates to continue coverage.

Life Insurance (Lincoln Financial Group)

Firm-provided basic life insurance ends on your term date. Portability allows you to continue your employee paid life insurance benefits (optional employee life, spouse life, dependent life) by paying premiums directly to Lincoln. You will have 31 days after your term date to make an election. Lincoln Financial will send you a letter with the specifics.

Identity Theft (Norton LifeLock)

The identity theft benefit ends on your term date. To continue coverage with Norton LifeLock, you may enroll in their retail plans at a 30% discount. You will receive an email from Norton on how to enroll and pay them direct once your benefit has been cancelled.

Pet Insurance (MetLife)

If you have a MetLife Pet Insurance policy, it will continue to be active after your termination from Benesch, provided that you continue to pay the premiums directly to MetLife.

Supplemental Firm-Provided Benefits

The following firm-provided benefits will end on your term date: wellness programs (Calm, Wellbeats and Personify Health), Bright Horizons, Enrich Financial Wellness, Hinge Health and Homethrive.

401k/Retirement Savings (Fidelity)

You will continue to have access to your retirement plan savings through Fidelity at www.401k.com. Contributions will be deducted from your last pay and deposited to your Fidelity account, unless you change your election with Fidelity, or have already maximized this benefit.

You may be eligible to receive a profit-sharing contribution if the contribution for the prior year has not been made, contact payroll at payroll@beneschlaw.com to verify. Note: Profit sharing is subject to vesting.

If your account balance exceeds \$7,000.00, you are not required to withdraw or rollover your funds to an IRA or other employer account.

Withdrawals and rollover distributions may be subject to Plan Administrator signature. If a signature is required, contact payroll at payroll@beneschlaw.com.

Pay and Annual Tax Statements

Access pay and tax statements for three years online at ADP or through the mobile App:

1. In [ADP](#): **Myself > Pay > Pay & Tax Statements**

2. In the ADP Mobile App: **Myself > Pay**
 1. If you do not have your User ID/password, please follow “Forgot your User ID? Forgot Your Password?” found on the ADP login page.
 2. You should update your personal email address on file to receive notification for any outstanding statements.
 3. If you are subsequently hired by another ADP client with Online Pay Statements, all Pay Statement information will be combined by your SSN, regardless of the employer.

Questions?

If you have questions about your benefits, contact Benesch Benefits at benefits@beneschlaw.com.

[Click here](#) for a list of our Vendor contact information.