

Continuation of Benefits

If you Leave Employment

FBA Flexible Spending Accounts

If you have a positive balance (payroll deductions are greater than the amount you have received in reimbursement) in your Spending Accounts at the time of your termination, you may continue participation in the Plan for the remainder of the Plan year. If you want to remain in the Plan, you can do by selecting the COBRA option.

If you prefer to terminate your participation and contribution to the Plan, any balance in your account on the date of termination will be forfeited if expenses were not incurred prior to the date of termination. For more detailed information, please call your Benefits Department at 931-762-4459.

Ameritas Dental & Superior Vision

Under the Ameritas Dental & Superior Vision plans, you and your covered dependents are eligible to continue dental coverage through COBRA according to the following “qualifying events”. If you and your dependents are enrolled in the dental or vision plan, you will be eligible to continue coverage through COBRA after you leave employment for a specified period. In addition, while covered under the plan, if you should die, become divorced or legally separated, or become eligible for Medicare, your covered dependents maybe eligible to continue dental coverage through COBRA. Also, while you are covered under the plan, your covered children who no longer qualify as an eligible dependent may continue coverage through COBRA. Examples of an ineligible dependent would be when your child turns 26 years old. You will receive notification from Interactive Medical Systems with premium and continuation options shortly following your termination of employment. Should you have any questions you can contact your Benefits Department at 931-762-4459.

AUL Disability

Once an employee is on the AUL disability plan for 3 months, you can port the coverage for one year without evidence of insurability. You have 31 days from your date of termination to apply for portability by calling 1-800-553-5318.

AUL Term Life

To continue your term life coverage, please contact AUL by calling 1-800-553-5318.

To Continue Other Plans

You may continue your Aflac Group Accident plan, Aflac Group Critical Illness plan, Allstate Benefits Cancer policy and Boston Mutual Whole Life policy by having the premiums currently deducted from your paycheck drafted from you bank account or billed to your home. For more information, contact:

- Aflac at 1-800-433-3036
- Allstate Benefits at 1-800-521-3535
- Boston Mutual at 1-800-669-2668

