

❖ What happens to my benefits when my employment status changes from full time to part time?

Benefit	What are my options?	When does it end?
Zimbrick Health Plan Delta Dental Vision	You will be given the option to continue coverage under COBRA	On the last day of the month in which change of status occurs
Unum Voluntary Life Ins.	May be able to convert to individual coverage	
Unum Group Life, AD&D, Short Term Disability	May be able to convert to individual coverage	On the change of status date (first day part time)
Cafeteria Plan (Medical Reimbursement/Dependent Care)	You will be given the option to continue <u>Medical Reimbursement only</u> under COBRA	
401(k) Plan	You may continue to contribute to your 401(k), as long as you meet the requirement of a minimum of 1,000 hours worked	Part time employees are still eligible to participate in 401(k) for any year in which they work at least 1,000 hours

Please refer any benefit questions to your Office Manager or Kristine Fredricksen, Human Resources, at (608) 270 - 7706.