

❖ What happens to my benefits when I am no longer employed by Zimbrick?

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 separation occurs
Unum Voluntary Term Life Ins. Unum Life, AD&D and STD	May be able to convert to individual coverage (contact Unum)	
Cafeteria Plan (Medical Reimbursement or Dependent Care)	You will be given the option to continue <u>Medical Reimbursement only</u> under COBRA	On the date of separation (last day worked)
Profit Sharing & 401(k) Plan	See Below*	

***Profit Sharing and 401(k) Plan:** Diversified Investment Advisors will send you distribution/rollover information. A letter outlining the details and special tax consequence notices will be sent to your home address along with the necessary forms to execute a distribution or rollover.

For Vested Balances	What are my options?
< \$1000	Take a distribution or rollover funds. If no response to Diversified within 60 calendar days from the date of the letter amount will be distributed at end of next calendar quarter.
> \$1000 but < \$5,000	Take a distribution or rollover funds. If no response to Diversified within 60 calendar days from the date of the letter amount will rollover to an IRA account.
> \$5,000	Take a distribution, rollover funds or leave funds in the plan.

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