

Life Events

Changes in your life can affect your eligibility for health and insurance benefits.

Depending on your situation, you may be able to change your benefit choices outside of the annual enrollment period.

To make benefit coverage changes mid-year, the life event must be a “qualified change in status.” Usually you must make the benefit changes within 31 days after the life event occurs.

Termination of Employment

- ☐ Benefits coverage is discontinued on the last day of the month in which your employment is terminated.
- ☐ You will have the option to continue coverage under your current plans by enrolling in COBRA with WageWorks. Enrolling in COBRA ensures no gap in coverage.
- ☐ Following your final date of employment, WageWorks will send COBRA enrollment paperwork to your address on file, which must be completed 60 days after the later of the date of this notice or the date coverage is lost under the Plan(s) to elect COBRA coverage. Regardless of the timing of completion of the paperwork, there will be no gap in coverage with COBRA enrollment.
- ☐ Premiums for COBRA are your responsibility – these are paid via the WageWorks platform. Failure to pay the premiums will result in retroactive termination of COBRA benefits.
- ☐ You can remain enrolled in COBRA benefits for up to 18 months.
- ☐ Your HSA will remain at HealthEquity after termination. Visit my.healthequity.com to view your balance, complete a rollover, and more.
- ☐ Your 401(k) will remain at Charles Schwab after termination. Fisher will cover the first 12 months of your administrative fees after termination. Thereafter, the management fees will be your responsibility.
- ☐ Log into your account on workplace.schwab.com to view your balance, update your beneficiaries, complete a rollover, and more.

If you have questions, email the Benefits Department at BenefitsServices@fi.com or call 1-(650) 350-5886.