

Seattle University Benefits at Termination of Employment

| Benefit | When Benefit Ends | Post-Employment Information |
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| Medical, Dental and Vision Insurance | Coverage automatically ends on the last day of the month of employment for you and your enrolled family members. | Coverage may be extended by electing COBRA. A COBRA election packet will be mailed to your home within 2 weeks from your last day. |
| Life and Accidental Death Insurance | Coverage automatically ends on the last day of the month of employment for you and your enrolled family members. | You may apply for ported or converted insurance. New York Life as the insurer determines the ported or converted benefit amounts and your cost. NY Life will mail an information packet after your employment ends. |
| Flexible Spending Accounts - Healthcare or Dependent Care | Contributions end with your final paycheck. You may elect to accelerate healthcare spending account contributions on your last paycheck. Contact HR for more information. | <p>Unclaimed amounts in your spending account will be forfeited.</p> <p>Your Healthcare FSA may be extended by electing COBRA. If you don't elect COBRA, you cannot submit reimbursement requests for expenses incurred after termination.</p> <p>Dependent care differs - You may request reimbursement for dependent care expenses incurred through Dec. 31.</p> |
| Fidelity HSA Account | University contributions will be posted to your Fidelity account through the date of your final paycheck. | Your HSA account remains available to fund qualifying expenses after termination. You may be able to contribute to your account if enrolled in a high-deductible medical plan. Contact Fidelity at (800) 343-0860 for assistance. |
| 403(b) Retirement Account | <p>University contributions for the current calendar year will be forfeited from your Fidelity account if you have not worked at least 1,000 hours in the year.</p> <p>Exceptions: employment ends due to death, disability or termination after reaching normal retirement age.</p> | <p>Fidelity will mail a letter to your home a few weeks after leaving. Your distribution options including rollover, cash and periodic installments. Contact Fidelity at (800) 343-0860 or at their website for assistance.</p> <p>If you are a TIAA account holder, you are advised to promptly contact TIAA to discuss distribution options and election deadlines that are applicable to your individual contracts. (800) 842-2776.</p> |
| Sick Leave, Short-term Disability and Long-Term Disability Insurance | Benefit eligibility ends upon termination. Accrued and unused sick hours are forfeited upon your termination. | |

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| Staff Vacation and Holiday Pay | You must be actively at work after a holiday to be paid for that holiday. | The value of accrued and unused vacation hours will be included in your final paycheck if sufficient notice was provided. |
| Tuition Benefits | <p>If you separate from service during an academic quarter and before final exams, the Tuition Remission benefit for you or your family member will be reduced based on the number of completed weeks of employment. The student will be billed for any remaining amounts that are due.</p> <p>For children receiving a scholarship through Tuition Exchange or Fachex, that scholarship is subject to the revocation practice of the attended institution.</p> | |
| Other benefits including wellness and employee assistance | Benefit ends on the last day of the month of employment. | |
| Campus privileges including Fitness Center, Library | Access generally ends on your last work day upon surrender of your campus card. | Certain campus privileges are extended to honored retirees and emeriti faculty if designated as such upon retirement. |

This is a brief outline of benefits. Under all circumstances, the insurance policy or official plan document will take precedence over information contained above.