



2023 Summary of Benefits After Employment Ends

If you are currently enrolled in one or more of the following benefits, please see the information below on next steps, including when coverage(s) will end and options to continue (if applicable).

Contact information is on the last page if you have additional questions.

Medical, Dental and Vision	Coverage ends at 11:59 pm on the last day of the month in which your separation occurred. After your coverage ends, you will be eligible for continued coverage under COBRA. Information from BRI will be mailed to your home address on file.
Employee Assistance Program (EAP)	Coverage ends 18 months after your separation date.
Health Care Flexible Spending Account (FSA) and Dependent Care Account	Participation ends on your separation date. However, you can be reimbursed for qualifying expenses incurred prior to your separation date, up to the balance in your account as of your separation date. Eligibility for continuation of coverage is available through BRI for the medical expense account. Dependent care is not eligible for continuance of coverage after separation of employment.
Health Savings Account (HSA)	HSA is a portable benefit. A participant will have their account transition to an individual account following separation. An individual account is charged \$3.00 per month. Participants will receive a letter and new set of debit cards from BRI.
Disability Benefits (Full Time Only)	Coverage ends on your separation date.
Life/Accidental Death and Dismemberment (AD&D) and Voluntary Life Insurance Coverage (Full Time Only)	Coverage ends at 11:59 pm on the last day of the month in which your separation occurred. Continuation of the life insurance coverage is available through COBRA. Information will be mailed to your home address on file from BRI.
Voluntary Worksite Benefits: Accident Insurance Critical Illness Insurance Hospital Indemnity Insurance Voluntary Life Insurance (Part Time Only)	Coverage ends on your separation date. Please contact a Benefits Communication Specialist on portability options with The Hartford.
Voluntary Worksite Benefits: Whole Life Insurance Short Term Disability (Part Time Only)	Coverage ends on your separation date. After coverage ends, you will be eligible for continued coverage through Unum. Unum will mail continuance of coverage information to your home about 4-6 weeks after separation of employment.

<p>Voluntary Worksite Benefits: Identify Theft Insurance</p>	<p>Coverage ends on your separation date. After coverage ends, you will receive continuation coverage options through Allstate. Allstate will mail information to your home about 4-6 weeks after separation of employment.</p>
<p>401K Retirement Saving Account</p>	<p>Participants will be eligible for a distribution (cash or roll-over) after employment ends. Participants can contact Empower Retirement to begin the distribution process.</p>
<p>Employee Stock Option Plan (ESOP)</p>	<p>The ESOP distribution cycle occurs once per year for all eligible participants. Participants with a vested ESOP balance will be eligible for a distribution in approximately the fall of 2024. Coborn’s will mail information to the employee’s home address on file. It’s important to keep a current address on file with Coborn’s so you receive distribution information in a timely manner.</p>
<p>Kudos</p>	<p>Any recognition points you have received can be submitted for a prize award. You will have a total of 45 days from your separation date to make your selection. After 45 days, any unused Kudos points are forfeited. To access the Kudos platform after your employment ends, visit https://coborns.achievers.com and log in using your Coborn’s Intranet credentials.</p>
<p>Paid Time Off (PTO)</p>	<p>If applicable, Coborn’ will payout any accrued (useable) PTO upon separation of employment on the next regular scheduled pay date.</p> <p><i>*Please refer to the Time Off Policies document for PTO payout eligibility upon separation of employment.</i></p>
<p>W2</p>	<p>W2 tax statements will be mailed to your home address on file. Please ensure that Coborn’s has your current address on file. You can contact the payroll department at Payroll.Info@cobornsinc.com with any W2 questions.</p>
<p>Payroll/Paystubs</p>	<p>You can access your 2023 paystubs via PeopleHQ up to 45 days from your separation date. After 45 days, you must contact the payroll department to retrieve.</p> <p>To access PeopleHQ after your employment ends, visit https://cobornsinc.ultipro.com.</p> <p>In addition, you will need to contact the payroll department directly to obtain any paystubs for 2019 and prior. You can contact payroll via telephone at 320-203-6333 or via email at payroll.info@cobornsinc.com.</p>

Questions Regarding:	Service Provider	Phone Number	Website and/or Email
Medical Benefits	HealthPartners Member Services	1-952-883-5000 1-800-883-2177	www.healthpartners.com/coborns
Dental Benefits	Delta Dental Customer Service	1-651-406-5916 1-800-553-9536	www.deltadentalmn.org
Vision Benefits	VSP	1-800-877-7195	www.vsp.com
Flexible Spending Account (FSA) Health Savings Account (HSA) COBRA	BRI Customer Service	(800) 473-9595	www.BRIweb.com
Life and Accidental Death and Dismemberment	Lincoln Financial Group	1-800-713-7384	www.MyLincolnPortal.com
Disability Benefits	Lincoln Financial Group	1-800-713-7384	www.MyLincolnPortal.com
Voluntary Worksite Benefits: Accident Insurance Critical Illness Whole Life	Coborn's Benefit Communication Specialist	1-877-237-6486	Coborns.benefits@cobornsinc.com
Voluntary Worksite Benefit: Identity Theft Insurance	Allstate	1-800-789-2720	myprivacyarmor.com
401(k) Retirement Savings Plan	Empower Retirement	1-844-465-4455	www.empowermyretirement.com
Employee Stock Ownership Plan (ESOP)	Retirement Focus Service Center	1-833-855-1804	www.retirementfocus.com
Employee Assistance Program (EAP)	Lincoln Financial Group	1-888-628-4824	www.guidanceresources.com Username: LFGsupport Password: LFGsupport1
Accessing PeopleHQ or Kudos after employment ends (if you need your password reset)	Coborn's IT Help Desk	1-844-262-6260	Help.Desk@cobornsinc.com Provide your employee ID number, that you are a former employee, and that you need your password reset.