

Benefits Summary

Below is summary information that will be covered during your exit interview in Human Resources with an Employee Benefits Representative.

- **COBRA Information: Blue Cross/Blue Shield Medical and Dental, VSP – Vision Insurance:** If you currently are enrolled in any of these insurance plans, you may be eligible to continue them through COBRA for up to 18 months. You will receive information on your COBRA Rights during the exit interview. COBRA provides the same level of coverage you have at UAH. Please be sure to read the information carefully, be sure to adhere to the election deadlines. For more information regarding your COBRA rights, [click here](#).
- **Flexible Spending Account:** If you have a PayFlex Flexible Spending Account, you have until the termination date to incur claims for medical expenses. Those claims must be filed by March 30 of the following year. Employees may have COBRA Rights with the FSA account. Under COBRA the premiums you pay are not tax-deferred and COBRA can only be elected through the end of the current plan year (December 31).
- **Teachers' Retirement System of Alabama** – Please review the important information below regarding termination of service from TRS.
 - [Tier 1 Members](#) (employed prior to 1/1/13)
 - [Tier 2 Members](#) (employed after 1/1/13)
 - TRS withdrawal/rollover form:
 - [Notice of Final Deposit and Request for Refund - Form 7](#)
 - [Special Tax Notice Regarding Rollover Options](#)
- **403(b) and 457(b) Voluntary Retirement Plans:** If you are enrolled in the RSA-1, TIAA-CREF or VALIC Voluntary Retirement Plan, you may keep your account. For additional information, please see the contact information below:

RSA-1(TRSA) Phone: 877.517.0020	TIAA/CREF Phone: 800.842.2776	VALIC Phone: 800.448.2542
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- **Life Insurance:** All group life insurance you have through UAH will end on the last day of employment. If you wish to continue life insurance through The Standard Insurance Company, applications for conversion or portability should be made within 45 days of termination of employment. For more information, please call 855.757.4714.
- **Annual Leave:** Unused vacation days (annual leave) not to exceed one year's accrual will be paid in lump sum in final payroll check.
- **Sick Leave:** No sick or personal leave is paid upon termination of employment.