

Benefits Summary for the Termination of Active Employee Benefits

The following benefits information may apply to you if:

- Your employment ends at Ensign Services or any of its affiliates
- You are no longer eligible for active employee coverage

When Coverage Ends Timeline

Your coverage will end as follows when it is determined you are no longer eligible.

PLAN	COVERAGE END DATE
Medical, Dental, Vision ^{1,3}	Last day of the month in which you terminate or become ineligible for benefits
Flexible Spending Account (FSA) ³	Date of Termination/Loss of Eligibility
Limited Purpose Flexible Spending Account (LPFSA) ³	Date of Termination/Loss of Eligibility
Health Savings Account (HSA)	Date of Termination/Loss of Eligibility
Basic Life ²	Date of Termination/Loss of Eligibility
Supplemental Life (Employee, Spouse, Child) ²	Date of Termination/Loss of Eligibility
Accidental Death and Dismemberment (AD&D) ²	Date of Termination/Loss of Eligibility
Supplemental AD&D (Employee, Spouse, Child) ²	Date of Termination/Loss of Eligibility
Supplemental Short-Term Disability ²	Date of Termination/Loss of Eligibility
Supplemental Long-Term Disability	Date of Termination/Loss of Eligibility
Critical Illness, Hospital Indemnity, Accident ¹	Last day of the month in which you terminate or become ineligible for benefits
Commuter Benefits	Date of Termination/Loss of Eligibility
Employee Assistance Program (EAP)	Up to 31 days from day in which you terminate or become ineligible for benefits ¹
Farmers Insurance	Can continue through direct billing

¹ If a Data Change resulting in benefit ineligibility occurs on the first of the month that results in the end of benefit eligibility, any active benefits will become inactive as of that date, not the end of the month.

² Coverage is portable and may be converted to an individual policy.

³ Eligible for COBRA continuation except for benefit termination reason: Loss of coverage due to non-payment or Employment Termination reason: Gross Misconduct.

COBRA

Following you or your dependent's last day of coverage, you will be contacted by TRI-AD, our COBRA administrator, and informed of your rights under the Consolidate Omnibus Budget Reconciliation Act (COBRA), to continue your current medical, dental, vision, HCFSA, or LPFSA coverage. Other coverages will not continue under federal COBRA. COBRA generally provides up to 18 months of continued coverage, subject to your payment of premium. Contact TRI-AD with any COBRA specific questions at 888-844-1372 or visit www.tri-ad.com for more information. COBRA will not be offered to those who lose benefit eligibility due to non-payment of active benefits.

Health Savings Account

All money contributed to your HSA is yours to keep. You can withdraw funds from your HSA at any time. However, if the funds are withdrawn for unqualified expense prior to age 65, the IRS will impose a 20% penalty tax (in addition to treating it as ordinary income).

After 01/01/2025, if you leave your money with HealthEquity and have a balance of \$2,500 or less, you will be charged an administrative fee of \$3.95 per month. Contact HealthEquity at 866-346-5800 for more information.

401(k)

You will not be permitted to contribute to the 401(k) after your termination. Your normal contribution rate will be taken from your final pay check. If you have a loan, a final loan deduction will be taken from your final pay check. You must arrange to begin payments on your loan by the end of the quarter after your termination date. If you don't, your loan will default which may result in additional taxes and penalties. You can also request a distribution from your 401(k) in the form of a rollover or lump sum. If your balance is under \$1000 or less, you will automatically receive a distribution. Contact Fidelity at 800-835-5095 if your contact information changes so they can continue to provide you with information about your account.

Health Care, Dependent Care and Limited Purpose Flexible Spending Accounts (FSAs)

Health Care and Limited Purpose FSA claims will only be reimbursed for expenses incurred during the period you were contributing to the accounts. You can continue to submit Dependent Care for any expenses incurred during the plan year. Contact Health Equity at 866-346-5800 for more information.

Basic Life & AD&D

Life insurance coverage may be converted when you terminate or when you are no longer a full-time benefit-eligible employee. More information can be found at <http://www.ensignbenefits.com/financial-protection/life-and-add-insurance>. After your coverage ends, you have 31 days to apply to convert or port your coverage. The Unum Life Insurance Portability Brochure and Portability form have additional information:

- <http://www.ensignbenefits.com/wp-content/uploads/2018/07/life-ins-portability-brochure.pdf>
- <http://www.ensignbenefits.com/wp-content/uploads/2018/07/life-ins-portability-form.pdf>

Disability Coverage

If you elected Short-Term Disability coverage, you own the policy. After termination or loss of benefit eligibility, you may take the policy with you and pay the same premium. If you choose to convert your Short-Term disability policy, Unum will bill you directly. Long-Term Disability coverage is not portable and ends on your termination date or loss of eligibility. Contact Unum at 800-635-5597 for more information.

Farmers Group Select Insurance

If you are currently getting a payroll deduction for your automobile or home insurance, contact Farmers at 800-438-6381 to set up new direct payment deductions.

Transportation Benefit Program

Your commuter debit card is deactivated at the time of your termination. You can manually submit any claims falling within 90 days of your termination date toward your commuter balance. Contact Health Equity at 888-346-5800 for more information.

Purchasing Power

If you have not paid off the total worth your product with Purchasing Power at the time of your termination or loss of benefit eligibility, Purchasing Power will work with you on a payment plan. They will not charge any extra fees, so the amount paid will not change. Contact Purchasing Power at 866-670-3479 for more information.



Stock Options

If you have previously been awarded Stock Options or Restricted Stock with Ensign Services, you may review the plan documents to confirm how your equity will be treated with your termination. Also, please update your contact information at [NetBenefits.com](https://www.NetBenefits.com) to ensure that you continue receiving account statements and notices. Contact Aaron Fitch at 949-487-9500 or afitch@ensignservices.com for more information.