



TOYODA GOSEI

## Your Benefits When You Leave Toyoda Gosei

Please review this document for important information regarding your benefit options once you leave Toyoda Gosei.

In general, your Toyoda Gosei benefits end at midnight on your last day of employment. In some cases, you may be able to continue your coverage or convert your benefits to another type of plan, as described below.

### Medical, Prescription Drug, Dental, and Vision Coverage

You may continue your group health coverage under COBRA for up to 18 months at your own expense (including a 2% administrative fee). You will receive a COBRA notice at your home address from bswift, including enrollment information, rates, and participant requirements.

If you have questions about your COBRA coverage, call the Toyoda Gosei Benefits Center at 877-557-1132 (option 7 for COBRA). If you need a Certificate of Creditable Coverage (COCC) for health insurance, please contact UnitedHealthcare.



### Spending Accounts



#### Health Savings Account (HSA)

The money in your HSA is yours to keep, even after your separation from Toyoda Gosei. Upon leaving the company, you will receive a letter from Lively explaining how to continue accessing your account.

#### Health Care and Limited Purpose Flexible Spending Accounts (FSAs)

Your FSA debit card will no longer work after your separation date. You may file FSA claims for services received up to your date of termination for 90 days after you leave the company - either at [livelyme.com](https://www.livelyme.com) or on a paper claim form. You may also elect COBRA coverage for this benefit through the end of the current plan year.

#### Dependent Care FSA

This benefit may not be continued after your employment with Toyoda Gosei ends. However, you may file claims for services received up to your date of termination for 90 days after you leave the company.

#### Lifestyle Spending Account (LSA)

This benefit may not be continued after your employment with Toyoda Gosei ends.

## Supplemental Medical Coverage Prudential

You may continue your critical illness, accident, and hospital indemnity group coverage(s) directly with Voya. If you wish to continue these benefits, please contact Prudential at 844-455-1002 or [www.prudential.com/mybenefits](http://www.prudential.com/mybenefits).

## Life and Disability Benefits Prudential

You may be eligible to port or convert your basic and optional life coverage(s). To port coverage, you must have been actively at work on the date your employment ended. Contact Prudential directly at 800-778-3827 (using contract number: 70367) to obtain and complete an application for these options within 31 days of your coverage termination.

If you are using a telecommunications device for the hearing impaired (TDD), please call 800-496-1214. Representatives are available Monday through Friday, 8 a.m. to 8 p.m. Eastern Time.

## Other Benefits

### **401(k) Plan/Roth Termination Forms**

Upon separating from Toyoda Gosei, please contact Fidelity Investments at 800-835-5095 to learn about your retirement account options.

Form processing time is 30-45 days after the last payroll period. Your vested balances (funds you own) will be distributed as a direct transfer, lump sum, or both – this is up to you. If you choose to receive a distribution from your 401(k), please be aware that taxes and/or penalties for early withdrawal may apply.

If you've taken out a loan against your 401(k) balance, please call 800-835-5095 to resolve the unpaid balance.

### **Legal Plan** **MetLife** | [Legal Plans](#)

You may continue your MetLife Legal Plans coverage after leaving Toyoda Gosei. Please call 800-821-6400 or visit [www.legalplans.com](http://www.legalplans.com) for more information.

### **Identity Theft Protection** **Allstate** IDENTITY PROTECTION

You may continue your Allstate Identity Protection plan after separation from Toyoda Gosei. Please call 800-789-2720 or visit [www.myaip.com](http://www.myaip.com) for more information.

## Company Property Returns

Please return any company property (Toyoda Gosei badge, rented uniforms, computers, phones, etc.) on your last day of employment.

## Access to UKG After Employment Ends

Your access to UKG will remain active for **90 days following your termination date**. During this time, please **download and save any pay stubs, W 2s, tax forms, or other employment documents** you may need for your records. After the 90 day period, you will no longer be able to log in to UKG.