

BENEFITS AFTER BARRY-WEHMILLER AT-A-GLANCE



Beyond your employment at Barry-Wehmiller, you have the choice to continue some of your benefits. Please see the chart below for details regarding benefit end dates and continuing your coverage (where applicable). Contact your local People Team representative with questions.

| BENEFIT | | END DATE | SPECIAL NOTES | CONTACT INFORMATION |
|------------------|--|--|---|--|
| FREE BENEFITS | BW Wellbeing Programs (Vitality, Personal Health Coaching, Weight Loss, Prediabetes & Diabetes Management, Counseling Resources & Tobacco Cessation) | Last day of employment | All rewards, including Vitality Bucks, expire after your last day. If you redeem your Vitality Bucks for a gift card, be sure to record your gift card number before your last day. | bwwellbeing@barry-wehmiller.com |
| | Life & AD&D Insurance (Including Supplemental Insurance) | Last day of the month in which your final date of employment falls* | Those eligible for full-time benefits can convert life coverage to an individual policy (AD&D coverage cannot be converted). You have 31 days from the date your coverage ends to convert coverage. E-mail benefits@barry-wehmiller.com for Lincoln life insurance conversion paperwork. | Lincoln Financial Group 877-289-6376 www.mylincolnportal.com |
| | Short- & Long-Term Disability Insurance | Last day of employment | Coverage cannot be converted to an individual policy. | Contact your local People Team representative with questions. |
| | Quantum Health | Last day of the month in which your final date of employment falls* | Coverage cannot be converted to an individual policy. Claims/deductible details will remain accessible at www.mybwbenefits.com. | Contact your local People Team representative with questions. |
| ELECTED BENEFITS | Medical, Dental & Vision Plans | Last day of the month in which your final date of employment falls* | Continuation of plan coverage is available to you and your eligible dependents for 18 months through COBRA. Navia Benefit Solutions will mail a COBRA Continuation Coverage Election Notice within 30 days of your last day. | Navia Benefit Solutions 425-452-3490 cobra@naviabenefits.com |
| | Second Medical Opinion | Last day of the month in which your final date of employment falls* | Coverage cannot be converted to an individual policy. | Contact your local People Team representative with questions. |
| | 401(k) Retirement Savings Plan | Account funds remain yours and are always 100% vested. Upon notification of your change in status (within 30 days after your last day of employment), Principal will contact you, and offer to help you navigate your options and repay any outstanding loans. Accounts with balances greater than \$7,000 may remain in the plan. | If your account balance is less than \$200, your account funds will be distributed automatically after your last day. If your account balance is between \$200 and \$7,000, you have 60 days after your last day to take action before an automatic distribution will occur. Unpaid loan balances are reported as taxable income. If you remain in the plan, please update your account with current contact information, including your personal e-mail address. | Principal 800-547-7754 www.principal.com/welcome |
| | Health Savings Account (HSA) | Account funds remain yours. Any company HSA contributions end as of your final paycheck (no partial installments will be made). | Funds can remain with OptumBank or be transferred. HSAs left open after your last day are subject to additional administrative fees, which are your responsibility. | OptumBank 866-234-8913 www.optumbank.com |
| | Flexible Spending Accounts (FSAs) | Last day of employment | Claims incurred through your last day must be submitted for reimbursement within 60 days. Funds can't be transferred, and all remaining funds are forfeited. (To continue to file claims against funds remaining in these accounts, you must be enrolled in COBRA.) | Navia Benefit Solutions 800-669-3539 customerservice@naviabenefits.com |
| | Supplemental Long-Term Disability Insurance Buy-Up Option | Last day of employment | Coverage cannot be converted to an individual policy. | Contact your local People Team representative with questions. |
| | Legal Services | Last day of employment | Coverage can continue beyond your BW employment by contacting MetLife. | MetLife 800-821-6400 www.legalplans.com |
| | Pet Insurance | Coverage will continue beyond your BW employment with no action. | Cost of coverage will not increase beyond your BW employment. | MetLife 800-438-6388 https://online.metlife.com |
| | Voluntary Benefits (Group Critical Illness & Accident, Hospital Indemnity) | Last day of employment | Those enrolled can convert coverage to an individual policy. You have 31 days from the date your coverage ends to convert coverage. E-mail benefits@barry-wehmiller.com for conversion paperwork. | Sun Life 800-247-6875 www.sunlife.com/account Policy #955301 |

*Example: If your last day is Jan. 8, your coverage will continue until Jan. 31.

OTHER IMPORTANT INFORMATION FOR YOU

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|-----------------------|---|
| VACATION DAYS | Accrued but unused vacation time will be paid in a lump sum on the pay period following your final paycheck, unless otherwise required by state law. |
| ADP & DAYFORCE ACCESS | Earning statements and W-2 forms are accessible for up to three rolling years from the date of your last paycheck. Access earning statements for pay dates through Mar. 2023 and W-2 forms for 2022 and before through www.ipay.adp.com. To receive e-mail notifications after your last day (e.g., to reset your user ID and password), please add your personal e-mail address to your ADP account BEFORE your last day: Login and click on your name > Settings > Contact Preferences. For access help after your last day, contact your local Payroll Team. Access earning statements for pay dates from Apr. 2023 forward and W-2 forms for 2023 forward (beginning in 2024) through www.dayforcehcm.com/mydayforce/login.aspx (Company: barrywehmiller, User Name: legalfirstname.legallastname, Password: provided before your last day by your local People Team representative). |
| WORKDAY ACCESS | Access to Workday, Barry-Wehmiller's global people information system, will terminate at 11:45 p.m. local time on your last day of employment. |