Vinfen Employment Separation Fact Sheet - Connecticut Employees

Benefits Period 01/01/2026 – 08/31/2026

COBRA (Continuation of Medical, Dental, & Vision Coverage and Flexible Spending Account (FSA) Benefits)

- Your current Medical, Dental, and/or Vision insurance coverage will remain in effect until the end of the month during which you terminate, subject to applicable payroll deductions. Please note that your last check with benefits deductions may have an increased or decreased charge as we adjust for the end of your coverage. Effective the first of the following month, you are eligible for COBRA continuation coverage.
- Your current Health Care Flexible Spending Account benefits will remain in effect until the date of your termination. Your FSA debit card will not be available to use after that date. Effective the day after your termination date, you are eligible for COBRA continuation coverage. If you do not elect COBRA, you may still submit reimbursement claims to Voya for expenses incurred prior to your termination. These claims must be submitted within 30 days of your termination date.
- You will receive a personalized COBRA letter from our third-party COBRA Services vendor, Voya.
- You may choose to continue Medical, Dental, or Vision insurance, or Health Care FSA, or all four. COBRA law allows you sixty (60) days from the date of notice to elect continuation of coverage.
- ***Note***: Loss of coverage due to termination of employment is considered a "Qualifying Life Event" and generally makes you (and your covered dependents, if applicable) eligible to enroll in a spouse's or other available plan without a lapse in coverage. Electing COBRA may prevent you from choosing this option until your COBRA coverage is exhausted. Please check with the plan administrator of any other plan you may be eligible to enroll in for confirmation.
- If you elect COBRA, you may continue your Medical, Dental, and/or Vision coverage for up to eighteen (18) months from your loss of coverage date at the applicable monthly amounts. You may continue your FSA benefits until the end of the current plan year (August 31, 2025) at the applicable monthly amounts. See your COBRA notification for details.
- The monthly COBRA premium costs are shown below:

Monthly COBRA Costs:

Rates effective 1/1/2026 – 8/31/2026	**Employee Only**	**Employee + Spouse**	**Employee + Child(ren)**	**Employee + Spouse & Child(ren)**
Blue Cross Blue Shield $1,000 Deductible HMO (CONNECTICUT ONLY)	$1,012.78	$2,056.93	$1,900.97	$3,344.14
Blue Cross Blue Shield Essential Dental Plan	$36.33	$99.08	$99.08	$99.08
Blue Cross Blue Shield Premier Dental Plan	$46.68	$127.34	$127.34	$127.34
EyeMed Vision Plan	$4.77	$13.18	$13.18	$13.18
Health Care Flexible Spending Account	*Varies depending on your election*			

Colonial Whole Life, Term Life, Accident, & Critical Illness Insurance

If you are enrolled in a term life, whole life, accident, or critical illness policy through Colonial Life, you are eligible to continue your plans after you leave Vinfen. You will receive information in the mail, or you can contact Colonial Life at 800-325-4368 for more information.

New York Life - Life Insurance Conversion

If you were covered by Vinfen's employer-paid basic life insurance through New York Life, your coverage will remain in effect until the date of your termination. You will then be eligible to convert your life insurance benefit to an individual life insurance policy. You will receive more information from New York Life in the mail.

Fidelity 403(b)/ Employee Retirement Savings Plan – Fidelity Investments

- **Balances less than $1000**
  Under the Vinfen 403(b) plan, at the time of termination, a participant's **vested balance** that does not exceed $1000, is subject to the "de minimis" distribution. ***You will be contacted by Fidelity Investments if this applies to you, so watch your mail.***
- **Balances greater than $1000**
  A Participant's vested account balance that exceeds $1000 shall not be immediately distributable without consent from the participant. If your balance is over $1000 you may choose to do one of the following:
  1. Leave the money invested.
  2. Rollover to an IRA or other qualified plan without tax penalties.

3. Take a cash distribution subject to applicable taxes and penalties.

Contact Fidelity at 800-343-0860 regarding your distribution options. (If you still have a 403(b) plan with Mutual of America, you may contact them at 800-468-3785.) ***Please note that it may take up to 4 weeks for Fidelity to receive notice of your termination of employment, and you will not be able to request a rollover or distribution of funds until that occurs.***

401(a) Company-Defined Contribution Plan Loans

If you have an outstanding loan with Fidelity when your employment ends, you have the option of continuing to make payments on your loan via ACH withdrawal from your bank account. Please contact Fidelity at 800-343-0860 to set up your monthly ACH withdrawal. If no such arrangement is established within mandated timelines, then any outstanding loan amount(s) will be considered taxable income and you will owe taxes and penalties on that amount.

Fidelity 401(a) Company-Defined Contribution Plan Funds

- **Non-vested employees**
  Your non-vested account balance will be forfeited. If you return to work for Vinfen within five years, that balance will be restored to your account.
- **Vested employees**
  If you are vested in any or all of your account balance, the vested amount of your account balance is payable to you upon request, subject to applicable taxes and penalties. Call Fidelity Investments at 800-343-0860 regarding your distribution options. ***Please note that it may take up to 4 weeks for Fidelity to receive notice of your termination of employment, and you will not be able to request a distribution of funds until that occurs.***
  - **Vested Balances less than $1000**
    Under the Vinfen 401(a) plan, at the time of termination, a participant's **vested balance** that does not exceed $1000, is subject to the "de minimis" distribution. ***You will be contacted by Fidelity Investments if this applies to you, so watch your mail.***
  - **Vested Balances greater than $1000**
    A Participant's vested account balance that exceeds $1000 shall not be immediately distributable without consent from the participant.

Unemployment Insurance Benefits

<u>Basic Eligibility Requirements</u>. To qualify for benefits you must:

- Have earned sufficient wages during your base period (monetary eligibility).
- Meet certain legal eligibility requirements; the law imposes disqualifications for certain types of separations from employment (non-monetary eligibility)
- Be physically and mentally able to work and available for work as defined by law.
- Be registered with the American Job Center.
- Be available for work as defined by law.
- Be actively seeking work by making reasonable efforts to find employment each week (or be excused from this requirement because of your participation in approved training).
- Participate in selected reemployment services if selected.
- File your weekly claims as directed.

Filing an Initial (New) Claim

An initial (or new) claim for Unemployment Insurance should be filed with the Connecticut Department of Labor as soon as you become unemployed. Complete your application for benefits via the Internet anytime (24/7) from the website at **www.FileCTUI.com.**

- When using CT Direct Benefits, you will first need to create an account
- A claim for benefits is effective (begins) with the Sunday of the week in which you file your claim.
- After you file, you must select your payment method, Direct Deposit or Debit Card, unless you have previously filed for unemployment benefits and are satisfied with your prior payment method.

After processing a new claim, a Monetary Determination Letter (Form UC-58) will be mailed to you. This form states the benefit amount you may qualify for in unemployment payments and how it is calculated.

Information about you, your dependents and your work history is recorded and used by the Labor Department to establish your claim. It is very important that the information you provide is accurate.