

If you retire from BEK, what happens to your pay, benefits and pension?



YOUR FINAL PAYCHECK

Your final paycheck will be paid to you by direct deposit. It will include payment for all remaining hours worked, as well as accrued but unused vacation time.

You can access your pay stubs for up to 18 months after leaving Ben E. Keith on dayforcehcm.com.

MEDICAL, DENTAL & VISION

MEDICAL: uhcservices.com or 1-866-747-0048

SE DIVISION MEDICAL: alabamablue.com or 1-800-292-8868

DENTAL: mycigna.com or 1-800-244-6224

VISION: metlife.com/mybenefits or 1-833-393-5433

COVERAGE ENDS: The last day of the month you leave BEK.

CONTINUE COVERAGE BY: Enrolling in COBRA.

Any BEK medical, dental and vision coverage you and your family members are currently enrolled in will no longer be effective at the end of your last month at BEK.

If you need coverage when you leave BEK

You can continue to keep your current medical, dental and vision coverage by enrolling in COBRA coverage.

How COBRA works

- You and your eligible family members can enroll in COBRA if you otherwise would lose medical, dental and/or vision coverage.
- You have 60 days to decide whether to enroll in COBRA. You will not have coverage when you leave BEK unless you enroll in COBRA or another plan.
- You are entitled to at least 18 months of COBRA coverage. In certain circumstances, you may be able to extend your coverage for an additional 18 months.
- Your coverage will be canceled if you do not pay your premiums when they are due.
- You will receive a COBRA information packet in the mail shortly after you retire from BEK.
- Contact UnitedHealthcare Benefits Services at uhcservices.com or 1-866-747-0048 to enroll or for further information.

IF YOU ARE AGE 55 OR OLDER

my.viabenefits.com/benekeith or 1-888-825-2645

Contact Via Benefits to get help choosing and enrolling in Medicare coverage on the Health Insurance Marketplace® – at no cost to you. Via Benefits is your personal health care advocate who will work hard to find the best plans for your personal situation. Download the Via Benefits Accounts app for iPhone or Android to access information any time from your smartphone.

CONFIDENTIAL SUPPORT

guidanceresources.com or 1-866-517-1267

Retired BEK employees and their eligible dependents can receive **no-cost, 24/7 confidential solutions** to life's challenges from GuidanceResources®.

LIFE/AD&D

mylincolnportal.com (Company code **BEKCO**) or 1-888-408-7300

COVERAGE ENDS: On your last day of work.

CONTINUE COVERAGE BY: Contacting the Corporate Benefits Team.

If you, your spouse and/or children are enrolled in a BEK life/AD&D plan, it will end on your last day at Ben E. Keith. You can continue coverage by contacting the Corporate Benefits Team.

BEK PROFIT SHARING & 401(k)

empowermyretirement.com or 1-833-BEK-SAVE (1-833-235-7283)

Once you retire, you can choose to:

- Take a cash distribution of some or all of your Profit Sharing and/or 401(k) balance (subject to federal taxes);
- Rollover your entire Profit Sharing and/or 401(k) balance to an IRA;
- Leave the entire balance in your BEK Profit Sharing and/or 401(k) (if more than \$5,000.)

Beginning at age 70 ½, you will be required to take Required Minimum Distributions (RMDs) annually. Empower will calculate and send your RMD to you when you near age 70 ½.

Empower will provide you with additional information including: rolling over your accounts, taking distributions and potential tax implications.

BEK PENSION PLAN

Aon Retirement Services at ypr.aon.com/benekeith or 1-844-870-0335

Contact Aon up to 90 days before your retirement date at ypr.aon.com/benekeith or 1-844-870-0335 and let them know you plan to retire and when. Aon will send you a form which you must complete and return a minimum of two weeks before your last day at BEK.

Aon will calculate your final retirement benefit then notify you of the amount and date you will begin receiving benefits. You will receive your first pension payment as a paper check to the address on file one to two months following your last day at BEK. Subsequent pension payments will be deposited into your bank account.