



**Benefits Information for Employees who leave employment in 2021**  
*(This doesn't apply to transfers to other HCA Affiliated Employers)*

<b>Benefits</b> (must be enrolled in coverage)	<b>Information</b>	<b>Contact</b>
<b>PTO Balance</b>	PTO accrued in the final pay period prior to termination is not paid. PTO will be paid out and included in your last pay check if you voluntarily resign, have completed 12 months of employment and worked the required notice. PTO is not paid out for involuntary terminations.	Payroll Department 828.257.7021
<b>Health and Dental Insurance</b>	Coverage will end on the last Saturday of the pay period in which you last work. There is not a retiree health or dental plan.	Health: MedCost - 877.275.2718 Dental: HealthSCOPE – 877.226.2058
<b>Health Care Continuation:</b>  <ul style="list-style-type: none"> <li>• COBRA</li> <li>• Health Insurance Marketplace</li> <li>• Medicare</li> </ul>	You may continue your coverage through <b>COBRA</b> for health, dental, vision, and/or EAP. COBRA information will be mailed to your home following your last day of employment.  <b>Health Insurance Marketplace</b> - options as an alternative to COBRA, and if you are not yet eligible for Medicare.	<ul style="list-style-type: none"> <li>• COBRA: Flores &amp; Associates - 800.532.3327</li> <li>• <a href="http://www.healthcare.gov/marketplace/individual">www.healthcare.gov/marketplace/individual</a></li> <li>• Council On Aging - 828.277.8288 or <a href="http://www.coabc.org">www.coabc.org</a></li> <li>• <a href="http://www.medicare.gov">www.medicare.gov</a></li> </ul>
<b>Life Insurance</b>	Coverage will end on the last Saturday of the pay period in which you last worked. You are eligible to continue your life insurance through either Conversion and/or Portability. Information will be mailed to your home following your date your employment ends.	Prudential 800.524.0542
<b>Short and Long Term Disability Insurance</b>	Coverage will end on the last Saturday of the pay period in which you last work. This coverage may <b>not</b> be ported or converted.	Aflac 888.862.5732, option 2
<b>Voluntary Vision insurance</b>	Coverage will end on the last Saturday of the pay period in which you last worked. In most cases, you may continue your coverage through COBRA. COBRA information will be mailed to your home following your last day of employment.	Community Eye Care 888.254.4290
<b>Aflac</b>	Accident, Critical Illness, Hospital Indemnity Insurance	800.433.3036
<b>Long Term Care Insurance</b>	Premium deduction will stop with your last pay check. You may take your policy with you and pay premiums directly to your insurance carrier. Please contact them for more information.	UNUM 800.227.4165
<b>Retirement 401k</b>	Retirement Counseling is provided by Transamerica.	Transamerica 800.755.5801 <a href="http://mission.trsretire.com">mission.trsretire.com</a>
<b>Social Security</b>	Payments may begin as early as age 62 for any month that you do not earn more than the Social Security limit. Eligibility for Social Security payments is based on an earnings test. You can get more information from the Social Security Office.	800 Centre Park Drive Asheville, NC 28805 866.572.8361

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