



Benefit Information for Separated Employees

BENEFIT PLAN	COVERAGE END DATE	OPTIONS AVAILABLE UPON SEPARATION
Medical, Dental and Vision	If you were covered by one or more of the University sponsored medical, dental, and vision plans, your coverage will cease as of the last day of the month in which your separation occurs.	You and your eligible, covered dependents may be eligible to obtain continuation of coverage for a period of time after your group coverage terminates through the Consolidated Budget Reconciliation Act of 1985 (COBRA) by returning an election form and paying required premiums on a timely basis. Details regarding COBRA coverage will be sent to you from Employee Benefit Plan Administration (EBPA), NYU's COBRA administrator. For more information regarding COBRA, contact EBPA COBRA Services at 888-232-3203.
Flexible Spending Accounts (FSA)	If you were participating in the Health Care and/or Dependent Care Flexible Spending Account (FSA) Plan, participation ends on the date your employment ends.	Eligible expenses incurred through your termination date may be submitted to WageWorks for reimbursement through March 31st of the following Benefit year after your participation ends. If you do not submit claims for reimbursement before that time, you will forfeit any remaining funds in the FSA. If you have a Health Care FSA, you may continue contributing for the remainder of the plan year on an after-tax basis through COBRA. For FSA questions on your balances, contact WageWorks at 877-924-3967. If you elect COBRA, contact EBPA at 800-258-7298 for questions.
Health Savings Account	If you were participating in the High Deductible Health Plan and established a Health Savings Account, you will continue to own the account.	If you have questions regarding future withdrawals from or contributions to your HSA through Optum Bank, please contact an Optum Bank Customer Service Professional at 866-234-8913.
Basic Life Insurance and Supplemental Life Insurance	Life insurance coverage will cease on your last day of employment.	You are entitled to convert or port your basic and supplemental (if applicable) life coverages to a private policy with Prudential. If you are interested in converting your life insurance coverage, please contact Prudential at 877-697-7888 within 31 days of your last day of employment to request a Prudential conversion form.
Basic and Optional Long Term Disability	Disability coverage ends on your last day of employment.	No continuation of benefit is available.
Group Legal Plan	If you participated in the Group Legal Plan, your coverage will terminate on your last day of employment.	If you are currently utilizing the benefit for a specific case, the benefit will continue, for that case only, through the completion of the case. If you wish to continue your legal plan benefit after terminating employment, you must contact Hyatt Legal for portable enrollment within 30 days of your last day of employment. For further information, call Hyatt Legal Plans at 800-821-6400.
Commuter Benefit	If you participate in the commuter benefit through WageWorks, any scheduled or recurring orders will terminate on the last day of employment.	If you have unused funds in your commuter account, you have ninety (90) days from the date of termination of your employment to use the funds in your account for eligible expenses. For information on the commuter benefit, contact WageWorks at 1-877-924-3967.
Tuition Remission Benefits	Tuition Remission ends on your last day of employment.	No continuation of benefitS is available. If currently enrolled in a course at the time of separation, you will be entitled to a pro-rated benefit.
Voluntary Benefits: Auto / Home Insurance, Pet Insurance, Identity Theft, Group Legal	Last day of coverage varies based on your current policy(ies).	You may choose to continue your existing voluntary benefit(s) by contacting Mercer at 866-486-1945 to convert your policy(ies).
403(b): NYU Retirement Plan / Supplemental Tax Deferred Annuity Plan (STDA)	If you participated in a 403(b) Retirement Plan, your participation in the Plan ends on your last day of employment.	Upon separation, you can receive your Plan accounts at any time. You may: <ol style="list-style-type: none"> 1) Elect a full or partial distribution 2) Rollover your account balance to an Individual Retirement Account (IRA) or another eligible retirement plan. 3) You may keep your account invested through the Plans. It is recommended that you seek professional tax advice before you initiate a distribution from the Plan. For further information or to request a distribution, contact TIAA at 844-NYU-TIAA (844-698-8422) or www.tiaa.org/nyu .
403(b): Loans	Loan Program available to separated employees.	Participants may borrow against a portion of their employee pre-tax account balances. Loan repayments can continue to be made after separating from NYU provided that you maintain an account in the Plan(s). For more information, contact TIAA at 844-NYU-TIAA (844-698-8422).

Benefit Information for Separated Employees

BENEFIT PLAN	COVERAGE END DATE	OPTIONS AVAILABLE UPON SEPARATION
NYU Staff Pension Plan	If you participated in the Staff Pension Plan, your participation in the Plan ends on your last day of employment.	Vested balances below \$1,000 will be distributed as a lump sum payment. You may elect a lump sum payment if the present value of your benefit is more than \$1,000 but less than \$5,000. It is recommended that you seek professional tax advice before receiving a distribution. For more information or to request a distribution, contact the Milliman, at 866-767-1212.
Retiree Medical Plan	Coverage begins for eligible employees on the 1st of the month following the date of termination	You may be eligible for retiree medical benefits if: 1) your age plus years of continuous, full-time service equals 70 or more, and you're at least age 55 with at least ten years of service; or 2) if you have 10 or more years (or 15 or more years, depending on your eligibility) of continuous, full-time service and you are found eligible for Long-Term Disability. For more information, call PeopleLink at 212-992-5465.

Vendor Contact List

Question Type	Organization	Phone	Web
General Questions	NYU PeopleLink	212-992-5465	www.nyu.edu/peoplelink
COBRA Coverage: Medical Vision, Dental	EBPA - Direct Billing for Medical Premiums	888-232-3203	www.ebpabenefits.com
NYU Retirement Plans Helpline	TIAA	844-NYU-TIAA (844-698-8422)	www.tiaa.org/public/tcm/nyu
Staff Pension Plan Eligibility	Milliman	866-767-1212	www.millimanbenefits.com
Life Insurances: Basic, Supplemental, Spouse, and Child	Prudential (Life Insurance and Billing)	800-778-3827	www.prudential.com
Commuter Benefits and Flexible Spending	WageWorks	877-924-3967	www.wageworks.com
Auto, Home, Pet, ID Theft	Voluntary Benefits	866-486-1945	www.personal-plans.com/nyu
Medicare	Medicare	800-633-4227	www.medicare.gov
Social Security Questions	Social Security Administration	800-772-1213	www.ssa.gov