

Staff Benefits at Separation

Benefit	Coverage Ends	COBRA and Continuation Options
Medical	Last day of the month of separation	Chard Snyder administers COBRA and will send notification and information within 14 days of coverage end date via first class mail to the most recent address NKU has on file.
Dental		
Vision		
Health Savings Account		You can continue to use your account for qualified medical, dental or vision expenses. You will receive a different card since you are no longer eligible to contribute to the account.
Flexible Spending Account		Debit card inactivated at coverage end date. Expenses must be incurred prior to coverage end date. Must file claim for reimbursement within 60 days of separation.
Life	Last day worked	Call Hartford within 30 days of benefit end date to request continuation of coverage information/application.
Disability (short and long)		Continuation not available.
Kentucky Public Pension Authority (KPPA) (Tier 1 & 2 Employees)		Contact KPPA directly for distribution options.
KY Public Employees' Deferred Compensation Authority		Contact KY Deferred Compensation directly for distribution options.
TIAA		Contact TIAA directly for distribution options.
Voluntary benefits (AFLAC Accident, AFLAC Critical Illness, ARAG Legal, Nationwide Pet)	With last payroll deduction	Contact Voluntary Benefits call center about conversion to a pay-at-home option.
Employee Assistance Program (EAP)	Last day of the month of separation	Continuation not available.
Vacation Payout (applicable only to regular employees)		Vacation payout is made in the pay period following your last regular paycheck. If you have any questions, contact Payroll at payroll@nku.edu

Carrier information located on reverse

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Carrier Contact information	
Aetna EAP (Employee Assistance Program) Phone: 1-888-238-6232 www.aetnaeap.com	
Chard Snyder (COBRA) Phone: 1-888-993-4646 Chard Snyder (Flexible Spending Accounts and Health Savings Accounts) Phone: 1-800-982-2715 or 513-459-9997 (local) www.chard-snyder.com	
Delta Dental Plan of KY (Dental) Phone: 1-800-955-2030 www.deltadentalky.com	
EyeMed (Vision) Phone: 1-866-800-5457 www.eyemed.com	
Humana (Medical) Phone: 1-866-427-7478 www.humana.com	
Kentucky Public Pension Authority Phone: 1-502-696-8800 www.kyret.ky.gov	
KY Public Employees' Deferred Compensation Authority (Optional 401k, 457 and Roth savings plans) Phone: 1-800-542-2667 www.kentuckydcp.com	
Hartford Phone: 1-860-547-5000 www.thehartford.com	
TIAA (Mandatory and Optional 403b and 457 savings plans) Phone: 1-800-842-2776 www.tiaa-cref.org	
Voluntary Benefits (AFLAC Accident, AFLAC Critical Illness, ARAG Legal, Nationwide Pet) Phone: 1-855-578-9942	