



BENEFITS INFORMATION FOR FORMER EMPLOYEES

The following summary is provided for your information only. For more specific details about your Health and Welfare benefits eligibility or Continuation of Coverage, please contact Lupe Aguirre at 562 334 1230 or our James Perse Benefits Service Center at 844 582 5775 or email JP-BENEFITS@JAMESPERSE.COM. You will receive your COBRA qualifying event notice from our COBRA administrator, WEX Inc., shortly after your date of separation. Their customer service number is 866 451 3399.

JAMES PERSE ENTERPRISES LLC MEDICAL PLAN, DENTAL PLAN, VISION PLAN

If enrolled at time of separation, your benefits will continue through the end of the month.

You may elect to continue in your current benefits coverage for self and/or family, through the Consolidated Omnibus Budget Reconciliation Act (COBRA). Continuation of group coverage may continue for up to 18 months.

You will receive a COBRA enrollment notice within a few weeks of termination in the mail at home. Included in this packet will be an enrollment form and instructions on how to pay for your COBRA benefits. You will receive a monthly bill from WEX Inc. for the duration of your COBRA benefits. You can stop your benefits at any time.

Your COBRA premium will be based on the full monthly premium cost plus a 2% administrative fee.

AFFORDABLE CARE ACT - MEDICAL INSURANCE THROUGH FEDERALLY FACILITATED MARKETPLACE

You also will potentially qualify for a special enrollment window for the medical insurance available through the Federally Facilitated Marketplace.

For California employees, please visit www.coveredca.com or call 800 300 1506 for further information. Additionally, you may qualify for Health Insurance Premium Payment (HIPP) Program which is an optional premium reimbursement under Medi-Cal. You may be eligible to receive payment for your existing private insurance premium and cost-sharing. To learn more about the Health Insurance Premium Payment (HIPP) Program please review the important notice from the [Department of Health Care Services](#).

For all states (outside of California), please visit www.healthcare.gov/ or call 800 300 1506 for more information.

JAMES PERSE ENTERPRISES LLC LIFE INSURANCE - BASIC, SUPPLEMENTAL, & DEPENDENT

Your coverage ends on the last day actively at work. You have the option to convert your basic, supplemental, and dependent life insurance coverage into individual policies. You must apply and make your first payment within 31 days after termination of coverage or within 25 days after receiving written notice of conversion, but no more than 92 days after termination date and coincident with coverage termination. For life conversion forms, you can find them by logging on to the James Perse benefit website in the Life section.

JAMES PERSE ENTERPRISES LLC LIFE INSURANCE - ACCIDENTAL DEATH & DISMEMBERMENT

Your coverage ends on the last day actively at work. There are no conversion rights for this plan.

FLEXIBLE SPENDING ACCOUNTS

You may file for reimbursement for eligible expenses incurred prior to your termination date. You have 90 days from your termination date to submit for reimbursement of claims incurred prior to your termination.

SHORT TERM DISABILITY

Your coverage ends on the last day actively at work.

LONG TERM DISABILITY

Your coverage ends on the last day actively at work.

PET INSURANCE

Your coverage for pet insurance will continue as long you continue to make payments to your policy. You must call Nationwide directly at 1 800 540 2016 to notify them of your separation and discuss options for direct billing.

JAMES PERSE ENTERPRISES LLC 401(K) PROFIT SHARING PLAN - ACCOUNT 517461

At your date of separation, you are eligible to receive a distribution of your account, or you may continue your deferral under the James Perse Enterprises LLC 401(k) Profit Sharing Plan.

If your account balance is \$5,000 or less your distribution amount can be:

- Paid to you in a lump sum
- Rolled over directly into another qualified plan or IRA
- If \$500 or more, divided with a portion paid to you in a lump sum and a portion rolled over directly into another qualified plan or IRA

If your account balance is over \$5,000 you can elect to have your distribution amount:

- Paid to you in a single lump sum payment
- Rolled over directly into another qualified plan or IRA
- Divided with a portion paid to you in a lump sum and a portion rolled over directly into another qualified plan or IRA
- Deferred until any time up to age 70 1/2. Your account would continue to be invested among the investment funds you select.

If you would like to make arrangements for a distribution, you will need to call Transamerica at 800 401 8726. For information on rollover and no cost financial advice, please contact our financial advisors at Merrill Lynch.

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If your account balance is between \$1,000 and \$5,000 and you do not affirmatively direct your distribution within a reasonable timeframe, to have the distribution either (1) directly rolled over to an IRA or another eligible retirement plan that accepts rollovers, or (2) paid to you directly, then the distribution will be automatically rolled over to a Transamerica individual retirement plan (IRA). All distributions subject to this automatic rollover will be invested in an investment product designed to preserve principal and provide a reasonable rate of return and liquidity. IRA fees will be paid by the participant as the account owner.

If you have a loan, you must pay the outstanding loan balance in one lump sum within 90 days of your date of separation. If this payment is not made within 90 days, the plan will liquidate the necessary portion of your account balance to pay off the loan and it will be considered a taxable distribution. You cannot continue making loan payments after the date of separation.

i For more detailed benefit information, please visit www.jamesperse.benefitsmap.com

ii Forms referenced in this document can be provided to you digitally or physically. To request a form, please contact JP-HumanResources@jamesperse.com