



Dear Associate:

Thank you for your service with The Marcus Corporation. We know the end of your employment comes with a lot of questions and we would like to do all we can to ease your transition. To answer some of your benefits-related questions, we have prepared the following overview:

- **Medical, Dental, Vision Insurance:** If you are enrolled in any of these benefits, your coverage will end at midnight on the last day of the month in which your employment ended. You may elect to continue your health insurance through COBRA. A packet will be mailed to your home address from our COBRA vendor.
- **Flexible spending accounts (FSA):** You have 90 days from your termination date to submit claims that were incurred prior to your termination date. For questions about your FSA, log in to your account at [myuhc.com](http://myuhc.com) or contact UHC at 1-888-672-6330.
- **Health savings accounts (HSA):** Your HSA will remain available to you as long as you have funds in the account. You may continue your account through OptumFinancial or you may move your account to another provider. If you choose to keep your account through OptumFinancial, all admin fees associated with your account will be at your expense. For questions about your HSA, log into your account at [myuhc.com](http://myuhc.com) or contact Optum at 1-888-672-6330.
- **Voluntary Benefits (Accidental, Critical Illness, Hospital Indemnity, Legal Assistance, Identity Theft, Whole Life and Pet Insurance):** If you are enrolled in any of these voluntary benefits, your coverage will end at midnight on the last day of the month in which your employment ended. You may receive communication from these voluntary carriers regarding continuing your coverage through an individual plan.
- **Life Insurance (Basic and Supplemental):** Coverage will end as of the end of the month in which your employment ended. You do have the option to continue your life coverage by converting or porting your coverage. Details to convert or port your life insurance are attached.
- **401(k):** Details regarding options for your 401(k) balance will be sent to you from Principal. Look for this information mailed to your home within the next 30-45 days. If you have questions or wish to access your 401(k), you may contact Principal at 1-800-547-7754 or at [www.principal.com](http://www.principal.com).

Additional Questions? Employee Self Service (ESS) is still available after your employment ends. Log in to this online tool any time to access additional information you may need at the end of employment with us. Please remember to update your contact info to ensure we can share post-employment information with you. You will be able to retrieve both past and future W2 information through ESS as well. To access ESS, scan the QR code or go to <https://hrss.marcuscorp.com>.

If you have any benefit related questions, please contact our Corporate Benefits department at [benefits@marcuscorp.com](mailto:benefits@marcuscorp.com).

