Benefit Information Reference Sheet

CONTACT INFORMATION

COBRA/USERRA Continuation – Blue Cross of Idaho
If you want to continue your health coverage through COBRA and/or USERRA, return your completed COBRA enrollment form and first monthly payment to Blue Cross of Idaho. If you have other questions regarding the administration of your COBRA/USERRA coverage, call Blue Cross of Idaho at (855) 216-6850. Blue Cross of Idaho provides COBRA/USERRA administration services for the Self-Funded Medical, Dental, and Vision Programs, along with the insured Hawaii Kaiser HMO Program, Hawaii Medical Assurance Association (HMAA) Program, International Welfare Benefits Program, and Employee Assistance Program. **If you and/or your Dependent Qualified Beneficiaries do not elect COBRA/USERRA continuation coverage by completing and returning the election forms within the 60-day election period, you/they will lose the right to elect COBRA/USERRA coverage.**

Life & AD&D Insurance and Long-Term Disability Insurance – New York Life
If you want to port or convert your life insurance or file for extended life insurance coverage due to a disability, contact New York Life toll-free at (888) 842-4462. You must apply to port or convert your life insurance within 31 days after your insurance ends.

If you want to convert your Long-Term Disability insurance, contact New York Life toll-free at (888) 842-4462. You must apply to convert your Long-Term Disability insurance within 62 days after insurance under the policy ends or within 31 days of the date notice is given to apply for a converted policy or certificate, whichever is later.

Retirement Savings Plan - T. Rowe Price
For more information regarding your savings account, please contact T. Rowe Price at (800) 922-9945.

Health Savings Account /DCRA - HealthEquity
For more information regarding your Health Savings Account or Dependent Care Reimbursement Account, please contact HealthEquity at (877) 629-8234.

EAP – Spring Health
For more information, contact Spring Health at Simplot.springhealth.com or call 855-673-1194.

General Questions
If you have any other questions regarding your coverage, please contact the Simplot Benefit Service Center at (800) 254-3252.

This reference sheet is intended to supplement the Summary Plan Description (SPD) booklets for the J. R. Simplot Company Group Health & Welfare Plan. It also provides general information on other benefit programs available to Simplot Company employees. If there is a difference between this sheet and the applicable SPD or insurance contract(s), the latter will prevail. This sheet may change to align with plan, program, policy, or contract changes. To receive a copy of the most recent document, please contact the Simplot Benefit Service Center. This document effective date is January 1, 2027.