



### Vaccine Mandate - FAQs regarding benefits

- 1. What happens to my medical benefits if I am separated from employment due to not being fully vaccinated by December 8<sup>th</sup>?** If you are represented, your active coverage will continue to the end of the month. If you are non-represented, your active coverage will end the day of separation from the company. For non-represented employees who separate prior to December 8<sup>th</sup> as a retirement, coverage will continue to the end of the month. Employees and dependents covered by the medical plan will be eligible for COBRA continuation.
- 2. What happens to my Huntington Ingalls Savings Plan (HISP) if I am separated from employment due to not being fully vaccinated by December 8<sup>th</sup>?** Participants in the HISP will be eligible to request a distribution of the vested portion of the savings plan. If the account balance exceeds \$1,000, you may choose to 1) Leave your vested balance in the HISP until you reach the required minimum distribution age; 2) Receive payment of the entire vested account balance; 3) Receive payment of a portion of your account balance; or 4) Roll over your account balance, directly or indirectly to an IRA or another employer's qualified retirement plan. Contact the Huntington Ingalls Benefits Center (HIBC) at 877-216-3222 or go online to UPoint to request a distribution.
- 3. What happens to my Financial Security and Savings Program (FSSP) if I am separated from employment due to not being fully vaccinated by December 8<sup>th</sup>?** If your vested account balance (Retirement and Savings Accounts combined) is greater than \$1,000, the FSSP allows you to make independent deferral and/or distribution elections for your Retirement Account and Savings Account. You can elect to 1) Leave your vested FSSP Retirement Account and/or Savings Account balance, until the commencement of your minimum required distributions; 2) Receive a single lump-sum distribution equal to your Retirement Account and/or Savings Account balance; 3) Roll over your total Retirement Account balance and/or your vested Savings Account balance directly to another qualified retirement plan or IRA; or 4) Only at the time you retire, elect a tax-deferred rollover of your Retirement Account balance to the pension trust. Contact the HIBC at 877-216-3222 or go online to UPoint to request a distribution.
- 4. Do I lose my pension if I am separated from employment due to not being fully vaccinated by December 8<sup>th</sup>?** Both the FSSP and the Cash Balance Pension Plan have a 3 year vesting schedule. Vesting means you have earned a non-forfeitable right to your benefit. Once you become vested, you are always vested.
- 5. What do I do if I want to retire in January and do not plan to get vaccinated?** Contact the HIBC at 877-216-3222. It is recommended that you make a request for a retirement package as early as possible but no later than November 1<sup>st</sup> if you plan to commence your retirement in January and notify your supervision of your intent to retire. To commence your retirement in January, you must clear out/separate by December 7<sup>th</sup> if you do not plan to become vaccinated.
- 6. What is the minimum notification period to request retirement?** Retirement commencement dates are always on the 1<sup>st</sup> of the month and you can choose a date at least 2 months and up to 180 days from the date of the call to the HIBC. Example:

Employee calls 10/25:-----earliest retirement date is 1/1/22  
Employee calls 11/1:-----earliest retirement date is 1/1/22  
Employee calls 11/2: -----earliest retirement date is 2/1/22  
Employee calls 12/1: -----earliest retirement date is 2/1/22  
Employee calls 12/8: -----earliest retirement date is 3/1/22

If you have additional benefits questions, contact the Huntington Ingalls Benefits Center (HIBC) by calling 877-216-3222 or visiting <https://hiibenefits.com>.