

BENEFIT + GUIDE



JANUARY 1-DECEMBER 31 | 2025
FORMER EMPLOYEES



ARCHDIOCESE
OF INDIANAPOLIS

THANK YOU FOR YOUR SERVICE TO THE ARCHDIOCESE!

This benefit guide highlights the plans that were available to you during your employment. For some plans, you may need to take action, while others will end automatically with no action required. Please take some time to review this summary and contact the appropriate person for each.

Please remember to complete your employee exit interview survey. Your feedback ensures the people of central and southern Indiana are receiving the best service we can provide.

Answer a few confidential questions regarding your employment with the Archdiocese. ✨

QUESTIONS & ASSISTANCE

Please contact the Human Resources Office.

Email | HR@ArchIndy.org

Call | 317-236-1594 or 800-382-9836 ext. 1594



BENEFIT	DETAILS
<p>403(b) Retirement Savings Plan</p>	<p>If you contributed to this plan, your contributions will cease upon termination of employment. You can leave funds in the plan or roll them over to another plan. Employer matching funds vest and are available to you immediately. Call OneAmerica or visit the online portal to access your funds at any time.</p> <p>Online Portal Pages.OneAmerica.com/archindyretire</p> <p>OneAmerica 844-272-4463 (Plan number 963016)</p> <p>Merrill Lynch 317-262-4157 (Plan discontinued in 2008)</p>
<p>Pre-91 Pension Plan <i>For those hired before 1991</i></p>	<p>Employees hired prior to 1991 with at least 10 years of continuous full-time service may be eligible for this benefit. Eligible employees must be age 60 and no longer employed to receive a distribution of this benefit. OneAmerica is currently the administrator.</p> <p>Call 877-647-3987 Option 1 (Plan A95ARC)</p> <p>Email DeferredAnnuityGroup@OneAmerica.com</p>
<p>Pension Plan <i>For those hired before 1/1/2012</i></p>	<p>Full-time employees who worked at least 1,500 hours per calendar year and were hired prior to Jan. 1, 2012, participated in a grandfathered pension plan. Employees hired on or after Jan. 1, 2012, are not eligible for this plan. You may access this benefit at age 62 or when employment ends, whichever comes first.</p> <p>No new benefits will be earned under this plan as of July 1, 2016. Benefits earned under the plan will remain and earn interest equal to the 10-year Treasury rate, which is always a positive number. You can access these benefits when you retire, leave employment, or as an in-service distribution at age 62+.</p> <p>Call 317-236-7313</p> <p>Email HR@ArchIndy.org</p>
<p>Employee Assistance Program (EAP)</p>	<p>Administrated by St. Vincent Hospital, the EAP provides free, confidential counseling to employees, their spouses, and dependent children living at home. Up to 7 sessions are provided per person for each issue or life event. Eligibility to use this benefit continues for up to 6 months after employment ends.</p> <p>Call 800-544-9412 (24-hour hotline) or 317-338-4900 (Indianapolis)</p>
<p>Life Insurance</p>	<p>Basic life insurance for full-time employees and supplemental policies purchased during employment will cease upon termination of your employment. If you are interested in converting your group life insurance policy to an individual policy, contact WalkerHughes within 30 days of your last day of work, and they will inform you about your options and the cost.</p> <p>Katie Francis at WalkerHughes 317-552-0357</p>
<p>Medical and Dental Benefits</p>	<p>Insurance as an employee will automatically terminate on the last day of the month in which you terminate.</p> <p>Contracted employees' coverage will automatically terminate on the last day of the contract. If you ended your contract early, your coverage would terminate on the last day of the month in which you last worked.</p>

BENEFIT	DETAILS
Health Savings Account (HSA) or Health Reimbursement Account (HRA)	<p>Any funds remaining in your HSA or HRA belong to you and will remain in the account until you deplete or transfer the funds. You can continue to use your debit card to pay medical, vision, and dental expenses with these funds. If you are covered by a high deductible health plan, like the Archdiocesan health plan, you can contribute to your HSA directly.</p> <p>If you are covered by Medicare or a traditional health plan with lower deductibles and co-payments, you cannot contribute to the account, but can withdraw funds to pay medical, vision, and dental expenses.</p> <p>HealthEquity 877-924-3967</p>
Continuation of Medical and Dental Benefits (COB)	<p>Employees and their dependents are eligible for continuation of medical and dental benefits after termination of employment for up to eighteen months.</p> <p>Employees who retire at age 60 or over and have at least 10 years of service can purchase continued coverage for up to 60 months. Eligibility for continuation of coverage ceases when employees become eligible for Medicare.</p> <p>Monthly costs in 2025 to continue medical coverage are \$645.72 for single coverage and \$1,732.21 for family coverage. There are no contributions from the Archdiocese to health savings accounts or health reimbursement accounts for individuals or families who are continuing medical benefits.</p> <p>Monthly costs in 2025 to continue dental coverage are \$56.70 for single coverage and \$153.38 for family coverage.</p> <p>If you want to purchase continuation of coverage, contact HR at hr@archindy.org within 60 days of your termination. Enrollment forms are NOT automatically mailed out to terminated employees.</p>
Flexible Spending Accounts (FSA)	<p>Any funds remaining in your flexible spending accounts must be used within 90 days of termination. You may request reimbursement for services incurred during your period of employment prior to termination.</p> <p>HealthEquity 877-924-3967</p>
Disability Insurance	<p>Short-term and long-term disability coverage will cease upon termination of your employment. If you are still receiving deductions from Dunn and Associates after termination, please contact Katie Francis at 317-552-0357.</p>



The information in this enrollment guide is based on information provided by the employer and various benefit documents. While every effort was taken to accurately report your benefits, discrepancies or errors are always possible. In case of discrepancy between this guide and the actual plan documents, the plan documents will prevail. All information is confidential pursuant to the Health Insurance Portability and Accountability Act of 1996.

Guide prepared by The MJ Companies.