This chart identifies the benefits available through the Additional Security Benefits Plan (ASBP), the Health Reimbursement Account Plan (HRA), the Pension Hospitalization Benefit Plan (fka VHUP), and the Deferred Salary Plan (401(k), and the priority order in which they can be accessed from each plan.

BENEFIT TYPE	1ST SOURCE UNTIL EXHAUSTED	2ND SOURCE UNTIL EXHAUSTED	3RD SOURCE UNTIL EXHAUSTED
Supplementary Economic Assistance (Includes medical, dental, prescription, over- the-counter medicines, COBRA, Medicare Part B and Long Term Care premiums).	ASBP or HRA	ASBP or HRA	401(k) (a)
Supplementary Financial Assistance (Delinquent Mortgage/Rent)	ASBP	401(k) (a) (b)	N/A
College Tuition & Non-Private School Tuition Reimbursement	ASBP	401(k) (a) (b)	N/A
Jury Duty Benefit	ASBP	401(k) (a)	N/A
Funeral Leave Benefit	ASBP	401(k) (a)	N/A
Adoption Expense	ASBP	401(k) (a) (b)	N/A
Supplementary Workers' Compensation and Supplementary Disability Benefits	ASBP	401(k) (a)	N/A
Supplementary Unemployment Benefits During Furlough Time	PHBP (fka VHUP)	ASBP	401(k) (a)
Supplementary Unemployment Benefits During Non-Furlough Times	ASBP	PHBP (fka VHUP)	401(k) (a)
Holiday Benefits	PHBP (fka VHUP)	ASBP	401(k) (a)
Vacation Benefit (wage replacement portion).	PHBP (fka VHUP)	ASBP	401(k) (a)
Vacation Benefit (supplemental expense portion).	PHBP (fka VHUP) (b)	ASBP	401(k) (a)

(a) Distributions to active participants under age 59 1/2 are subject to IRS 10% tax.
(b) Subject to a remaining balance of $2,000.

ASBP = Additional Security Benefits Plan
HRA = Health Reimbursement Account Plan
PHBP (fka VHUP) = Pension, Hospitalization Benefit Plan
401(k) = Deferred Salary Plan