Hampshire College

2015 Benefits Open Enrollment

Strategic Benefit Advisors
Integrity. Innovation. Results.
2015 Benefits Open Enrollment

- Ends: Friday, December 5th
- All changes effective January 1, 2015.
- During open enrollment you may change your plan elections and covered dependents.
- Your elections remain in effect for 12 months unless you have a qualifying event.
- No action is required if you do not want to make any changes to your current elections.
- You must re-elect Flexible Spending Account (FSA) elections each year. Your 2014 elections will not carry forward.
Today’s Agenda

• Medical plan review – Janice Perez, Tufts Health Plan
  • Plan enhancements
  • Changes to PPO plan

• Life and Disability Update
  • New carrier
  • Supplemental Life open enrollment

• Other benefits:
  • Flexible Spending Accounts: Increased healthcare FSA maximum
  • Dental plan
  • Vision plan
Medical Plan Review
Life and Disability Update

• Effective January 1, 2015, our Life, AD&D and Disability carrier will be Symetra.
• No change to your employer paid basic life/AD&D or long term disability benefits.
  • Basic life/AD&D: 2X annual earnings to a maximum of $150,000
  • Long term disability: 60% of monthly earnings to a monthly maximum of $7,500
• No change to current supplemental life rates and your current coverage amount will be transferred automatically.
• One-time open enrollment opportunity to:
  o Join the supplemental life plan for the first time at 1X your annual salary; or
  o Increase your current election by 1X your annual salary with no medical underwriting (up to the guarantee issue amount of $150,000).
• You also have option to purchase Spouse and/or Child Life Insurance

We are asking all employees to complete a new beneficiary form as part of this transition.
Flexible Spending Accounts (FSA)

• Health Care FSA:
  o Allows you to set aside pre-tax dollars for qualified medical, dental and vision expenses.
  o The annual maximum, set by the IRS, is increasing to $2,550 for 2015.
  o The Hampshire College FSA includes the “Rollover provision”. This means you can carry over up to $500 of unused funds into the next plan year.

• Dependent Care FSA:
  o Allows you to set aside pre-tax dollars for qualified dependent care expenses.
  o The annual maximum for the dependent care FSA remains at $5,000 per household.

• Benefit Strategies will continue as our FSA administrator.

You must make a new election for 2015. Your 2014 elections will not carry forward.
Dental Plan

- Hampshire offers employees a voluntary, employee pay all dental program through Delta Dental of MA.
- The current rates are increasing **2% increase** in 2015. Premiums are deducted from your paycheck on a pre-tax basis.

- The plan combines two of Delta’s networks as well as providing out-of-network coverage.
  - **Delta PPO network**: by utilizing a PPO provider you will have the lowest out-of-pocket costs and your annual benefit ($1,500 per covered member) will go further. No balance billing allowed.
  - **Delta Premier network**: benefits will be provided at the in-network level, higher out-of-pocket costs that PPO provider, no balance billing allowed.
  - **Non-Delta contracted provider (out-of-network)**: benefits will be paid based on reasonable and customary charges. You may be balance billed the difference between what the provider bills and what Delta reimburses.

- The plan also includes a Rollover Maximum benefit which allows each covered member to rollover a portion of their unused maximum into the following plan year provided certain conditions are met.
# Dental Plan Design

<table>
<thead>
<tr>
<th>Category/Service</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>$50 per individual / $100 per family</td>
</tr>
<tr>
<td>Annual benefit maximum</td>
<td>$1,500 per covered member</td>
</tr>
<tr>
<td>Preventive</td>
<td>100%, no deductible</td>
</tr>
<tr>
<td>Diagnostic</td>
<td>100%, no deductible</td>
</tr>
<tr>
<td>Restorative, Oral Surgery, Root canals, prosthetic maintenance, emergency care</td>
<td>80% after deductible</td>
</tr>
<tr>
<td>Major restorative (crowns), Prosthodontics (dentures, bridges, implants)</td>
<td>50% after deductible</td>
</tr>
<tr>
<td>Orthodontia</td>
<td>50% to $1,000 lifetime maximum (to age 19)</td>
</tr>
</tbody>
</table>
Vision Plan

• Hampshire offers employees a voluntary, employee pay all vision program through Davis Vision.

• There is no change to the current rates for 2015. Premiums are deducted from your paycheck on a pre-tax basis.

• You will get the greatest benefit by seeking services at a Davis Vision provider. You can find in-network providers at: www.davisvision.com

• If you seek services from a non-Davis provider, you will be reimbursed a set dollar amount. You will be responsible for submitting the claim.
# Vision Plan Design

<table>
<thead>
<tr>
<th>Category</th>
<th>Frequency</th>
<th>In-Network Cost &amp; Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eye Exam</td>
<td>12 months</td>
<td>$10 copay</td>
</tr>
<tr>
<td>Lenses</td>
<td>12 months</td>
<td>$25 copay; clear plastic single vision, bifocal, trifocal or lenticular prescription</td>
</tr>
<tr>
<td>Frames</td>
<td>24 months</td>
<td>$0 copay; Any Fashion or Designer level frame from Davis Collection is covered in full; or $130 allowance toward any frame + 20% off balance</td>
</tr>
</tbody>
</table>
| Contact Lens evaluation, fitting & follow up care | 12 months | $25 copay  
Davis Vision Collection contacts: covered in full  
Standard, soft contacts: covered in full  
Specialty contacts: $60 allowance + 15% off balance |
| Contact Lenses in lieu of eyeglasses               | 12 months | $0; From Davis Collection: up to 8 boxes of disposable contacts; or $130 allowance toward any contacts + 15% off balance. |
Questions?