



 **Hampshire College**

2015 Benefits Open Enrollment

Strategic BENEFIT ADVISORS INC.
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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:
 - Join the supplemental life plan for the first time at 1X your annual salary; or
 - 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:
 - Allows you to set aside pre-tax dollars for qualified medical, dental and vision expenses.
 - The annual maximum, set by the IRS, is increasing to \$2,550 for 2015.
 - 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:
 - Allows you to set aside pre-tax dollars for qualified dependent care expenses.
 - 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

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

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

Category	Frequency	In-Network Cost & Coverage
Eye Exam	12 months	\$10 copay
Lenses	12 months	\$25 copay; clear plastic single vision, bifocal, trifocal or lenticular prescription
Frames	24 months	\$0 copay; Any Fashion or Designer level frame from Davis Collection is covered in full; <i>or</i> \$130 allowance toward any frame + 20% off balance
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; <i>or</i> \$130 allowance toward any contacts + 15% off balance.

Questions?

