

Dear Hampshire College Faculty & Staff,

Each year, Human Resources carefully evaluates our benefit plans and carriers in order to provide a comprehensive offering while managing within the College's budget parameters. Following many months of work, we want to give you a preview of the January 1, 2015 renewals as we have much good news to share.

- **No increase in health premiums.** The medical plans will be renewing with Tufts Health Plan and there will be no increase to employee contributions for the HMO plans for the third year in a row. This is unheard of given medical trend and the additional costs associated with health care reform. We will be making some minor plan design changes to the PPO plan in order to make it more affordable to employees who need coverage outside of the Tufts service area.
- **Vision premiums –no increase; Dental premiums – minor increase.** The dental and vision plans will be renewing with the current carriers and no change to plan design. The dental rates will be increasing slightly following no increase last year. There will be no change to the vision rates.
- **New life insurance carrier—Elect or increase coverage without underwriting.** We will be changing our life and disability carrier effective January 1, 2015. This change will result in both savings to the College and better customer service for those who experience a claim.
  - Our new carrier, Symetra, is offering a one-time opportunity during open enrollment to either join the supplemental life plan for the first time at 1X earnings, or increase your current election by 1X earnings with no medical underwriting (up to the guarantee issue amount). This is a great opportunity and we encourage you to learn more about it at the Benefits Fair.
  - You will be asked to update your beneficiary information. Forms will be available at the Benefits Fair and on the Benefits website.

Please watch your mail/email for a detailed Open Enrollment communication in the next couple of weeks.

**Open Enrollment will take place November 3<sup>rd</sup> through December 5<sup>th</sup>. Our annual Benefits Fair will be held Thursday, November 6<sup>th</sup>, 10am – 2pm** in the Red Barn. Please stop by to learn more about your benefits, ask any questions you may have, and, of course, enter for a chance at some great raffle prizes. We hope to see everyone there!

Again, a detailed communication including the plan design, contributions and the actions you need to take, will be coming in the next couple of weeks in our annual Open Enrollment letter. This information will also be posted on our Benefits website. If you have any questions in advance, don't hesitate to reach out to the Human Resources office. We are here to help!