

To: All Benefit Eligible Employees of Augusta State University
From: Patricia A. Harris, HR Specialist (Benefits)
Subject: Open Enrollment Period for Plan Year 2010
Date: October 21, 2009

The 2010 open enrollment period for the University System of Georgia and Augusta State University benefit plans is scheduled for October 26, 2009, through November 20, 2009.

We are pleased to announce that we will have our annual “Benefits Fair” on October 23, 2009 (9:00 a.m. – 4:00 p.m., JSAC Ballroom). Vendors will be available to give employees an opportunity to speak with them directly and make open enrollment changes. Several Open Enrollment Update Presentations have been scheduled to discuss the open enrollment changes (see benefits flyer in packet). A copy of the ASU open enrollment package which contains all benefit announcements for the upcoming year is enclosed. This information is also available on our web site (www.aug.edu/humanresources).

All Open Enrollment changes this year must be done on-line through the ADP portal (portal.adp.com). Several training presentations have been scheduled during the open enrollment period to show you how to make your elections (see benefits flyer). We will also setup various assisted labs (details forthcoming) and directions will be put on the ASU ADP Self Service website. **Employees should not send any paper forms to HR; everything is done on-line.** You should receive an Open Enrollment Worksheet from ADP prior to open enrollment which will show what benefits you are currently enrolled in. You can use this worksheet for guidance when making your elections on-line.

A brief summary of the highlights is listed below. **Please read the complete enrollment packet to fully understand all changes.**

- An employee will not be required to make a formal election of a healthcare plan for Plan Year 2010 unless he/she wishes to change his/her plan type or his/her level of health care coverage. If you wish to enroll or continue coverage in the Health Care or Dependent Care Flexible Spending Account(s) for plan year 2010, you must make an election during open enrollment.
- The Board of Regents has approved the following changes for January 1, 2010.

Move PPO to Nationwide Network

- The move would create a single set of deductibles, co-pays and co-insurance.
- Employees and retirees have more and more geographical diversity than ever before, and with the global expansion of the System, such as online education and satellite institutions, we have more users of our plans living outside of the state of Georgia.
- Therefore, we are making changes to the benefits plans that would take advantage of the Blue Cross/Blue Shield Nationwide Network and provide service to all of our employees, wherever they might live.

Add Limited Extended Care Provision to PPO

- We have added a limited extended care provision -- a plan enhancement -- which gives our employees a better option when care beyond the hospital is needed. This plan enhancement would cover rehabilitation or convalescent care for post-hospitalization.

Add Voluntary Mail Order Prescription Plan to PPO

- We have added a voluntary Mail Order Prescription Plan, another plan enhancement. It's cost-effective for both the System and the employee. It offers convenience and is shown to improve health outcomes.

One-time Seed of Health Savings Account (HSA) under the High Deductible Health PPO Plan

- The one-time seed, \$750 is half of the annual deductible for single coverage and \$1,500 for others which would be payable in two installments (January & July). The HSA uses pre-tax dollars, an added benefit for the employee.

Eliminate the Indemnity Plan Offering

- The changes to this plan are due to an outdated plan design that is increasingly expensive to maintain.
- When switching plans, most of the employees will not have to change any of their doctors because ninety-two percent of Indemnity Plan providers are covered under the BC/BS Nationwide Network, which means an easy transition for our employees and retirees, some of which live outside of Georgia.

Minor Changes to Dental Plan

- The changes will establish a separate orthodontia benefit, increase yearly maximum benefit to \$1,200 from \$1,000 and limit x-rays to ADA recommended timing.

The following vendor administrative changes have been implemented:

Lincoln National – Serves as administrator for the Basic, Supplemental, and Dependent Life Plans. *Lincoln National is replacing MetLife.*

- The High Deductible Health Care Plan (HDHP) will experience a premium increase.
- The PPO/PPO Consumer Choice Healthcare Plans will experience a premium increase.
- The Blue Choice HMO Plan will experience a premium increase.
- The Hartford LTD (Long Term Disability Plan) will experience a premium decrease.
- The Brokers National Life Insurance Dental Plans will experience a premium increase.
- The USG Indemnity Dental Plan will have premium increases. The USG Indemnity Dental Plan will be available for new participants during open enrollment this year.
- Delta Care Dental Plan will have premium increases. The Delta Care Dental Plan *will not* be available for new participants during open enrollment this year.
- The Lincoln National Dependent or Supplemental Life Insurance options *will not* have a premium increase.

For all questions please call Human Resources at (706) 737-1763 or contact our website @ www.aug.edu/humanresources.