

2010 Benefits Information

Health Insurance

- We are pleased to report that we will be continuing to offer coverage through MVP and our health care options will remain the same. Specifically, you can choose between the HMO/POS plan and the Preferred PPO Plan.
- The premiums for the HMO/POS plan are increasing 4% for 2010. The premiums for the Preferred PPO plan are increasing 12.5% for single and single plus one coverages and 9.7% for family coverage. Additionally, plan design changes were made to both plans to reduce initially higher premium increases.
- Current employee contributions will be increased by the 4, 12.5 and 9.7 percentages, respectively, and the College's contribution will also be increased by these percentages. Additionally, the first tier HMO/POS coverage which currently has a zero contribution will have an \$11.64 per month contribution (\$2.91 per week). Overall the College will absorb over 80% of this year's increase.
 - An updated employee premium rate chart for the 2010 plan year is included in this packet (charts for part-time employees are posted at the Human Resources website). The salary breakpoints for the contribution rate structure have been adjusted upward.
 - Full-time employees who have coverage under another health insurance plan will continue to be eligible for a waiver of credit of \$1,000 per year (eligible part-time employees will receive a pro-rated credit).
- Student Waiver Reminder
 - Under Hamilton College's health care policy with MVP, dependent children are covered to age 19 or to age 23 if a full-time student.
 - At age 19, a dependent child's coverage is terminated unless a Student Waiver form is completed and submitted to MVP.
 - Completion of a student waiver form is required at a minimum of once per year (each fall).
 - If full-time student status ends, it is each participant's responsibility to inform Human Resources on a timely basis.
 - Dependents that no longer qualify for coverage as a dependent may elect to continue their coverage under the terms of COBRA or the new "Age 29 – Young Adult Option".
- Age 29 – Young Adult Option
 - MVP recently notified participants of a new benefit provided under New York State law for coverage for unmarried young adults through age 29. A copy of MVP's letter dated 9/29/09 is enclosed along with additional information including "Frequently Asked Questions" (as issued by New York State) and an enrollment form including cost information. If this information applies to you, please read this information carefully as an enrollment for a child must meet specific requirements such as the child must be in the same plan as their parent and therefore may affect your choice of plans. If your child is currently enrolled in COBRA coverage, the COBRA coverage may offer greater flexibility and should be considered in your decision. **The annual open enrollment period for the "Age 29 – Young Adult Option" is December 1, 2009 through December 30, 2009. If an election is made during the annual open enrollment period, coverage is effective January 1, 2010 and payment must be included for the first month's premium. Enrollment is only permitted at other times in the year in timely relation to certain stipulated events.**
- Prescription Tier Information
 - You may check the applicable copay tier (1, 2 or 3) for prescriptions by going on-line to www.mvphealthcare.com and clicking on "Rx Info", or by calling 888-687-6277.

Dental and Vision Insurance

- Dental – the benefit schedule and premium cost will remain the same for 2010. New enrollees will be eligible for all allowed services without penalty for late enrollment.
- Vision – the benefit schedule and premium cost will remain the same for 2010.

FSA - Flexible Spending Accounts

- Hamilton College continues to offer employees the opportunity to participate in Flexible Spending Accounts (FSA). This program allows you to **set aside tax-free dollars from your paycheck for eligible healthcare and dependent care expenses**. The maximum amount for each account is \$5,000 per calendar year.
- All amounts elected for 2010 must be used for expenses incurred January 1, 2010 through December 31, 2010 and claims must be submitted by March 31, 2011. (For 2009 participants, all amounts elected for 2009 must be used for expenses incurred by December 31, 2009 and claims must be submitted by March 31, 2010.)
- In 2008 we introduced PayFlex as our new administrator and participants are enjoying enhanced benefits including:
 - Debit card – a personal debit card you can use to pay for eligible health expenses. (Current participants please keep your debit card when you have exhausted your 2009 funds. If you enroll for 2010, the card will be reloaded with your new election.)
 - If you don't use your debit card, claims submitted by fax or mail are processed on a daily basis and direct deposit into your bank account is available. If you are interested in direct deposit, please contact Human Resources for an authorization form.
 - On-line or phone access to your account and up-to-date account balances.

Life Insurance

- Supplemental life insurance rates remain at \$.245 per thousand dollars of coverage.
 - As an example, the premium for \$75,000 of supplemental life insurance will remain at \$18.38 per month.

Open Enrollment is a good time to confirm your beneficiary information. Please make sure that Human Resources has the appropriate information on file.

Voluntary Retirement Plan 403(b)

- New enrollments and changes to your voluntary retirement deductions may be made at any time throughout the year.
 - If you want to enroll or make a change, you must complete a Salary Reduction Agreement at least one week before pay date for weekly paid employees and before mid-month for monthly paid employees.
- The IRS is not changing the annual limit for voluntary contributions for 2010; the limit will remain at \$16,500. For individuals age 50 and over the additional \$5,500 catch-up contribution limit remains the same for 2010. Employees with 15 years of service may be eligible for an additional \$3,000 contribution limit for up to five years depending on prior contribution levels.

MVP Health Care plan changes effective January 1, 2010:

HMO/POS Option		Current HMO/POS Provision	New HMO/POS Provision for 2010
Primary/Specialist Office Visits (including Office Surgery); Chiropractic; Outpatient Mental Health/Substance Abuse; Outpatient X-Ray, Therapeutic Services; Home Health Care; Vision Exam	In-Network	\$20 copay	\$25 copay
Inpatient Hospital; Inpatient Mental Health; Inpatient Substance Abuse Detoxification	In-Network	\$0 copay	\$240 copay ⁽¹⁾
Outpatient Hospital Surgery	In-Network	\$20 copay	\$75 copay
Ambulance	In-Network	\$0 copay	\$100 copay
Mental Health; Substance Abuse (effective 11/09)	In-Network and Out-of Network	Days and visits limitations	Inpatient days and outpatient visits limitations the same as medical/surgical (subject to medical necessity)

PPO Option		Current PPO Provision	New Preferred PPO Provision for 2010
Primary/Specialist Office Visits (including Office Surgery); Chiropractic; Outpatient Mental Health/Substance Abuse; Outpatient X-Ray, Therapeutic Services; Home Health Care	In-Network	\$20 copay	\$25 copay
Inpatient Hospital; Inpatient Mental Health; Inpatient Substance Abuse Detoxification	In-Network	\$0 copay	\$250 copay ⁽¹⁾
Outpatient Hospital Surgery	In-Network	\$20 copay	\$75 copay
Ambulance	In-Network	\$0 copay	\$100 copay
Mental Health; Substance Abuse (effective 11/09)	In-Network and Out-of Network	Days and visits limitations	Inpatient days and outpatient visits limitations the same as medical/surgical (subject to medical necessity)

⁽¹⁾ Inpatient copays apply for the first admission per member per calendar year, with a maximum of three (3) copays per family per calendar year.