

LAWRENCE UNIVERSITY
MEMORANDUM
Office of Human Resources

DATE: May 24, 2007
TO: All Employees
FROM: Barry Hoopes, Human Resources
SUBJECT: 2007-2008 BENEFITS RENEWAL

OVERVIEW

Via previous communication, you are aware that we recently concluded our selection process for a new health plan vendor. We strongly recommend that you attend one of the meetings listed below, so you can gain firsthand knowledge on how the new program will work (spouses are welcome). The meetings will be located in the Barber Room at Jason Downer Commons as follows:

June 5, 2007	June 6, 2007	June 7, 2007
9:00am – 11:00am	11:00am – 1:00pm	9:00am – 11:00am
2:00pm – 4:00pm	5:00pm – 7:00pm	1:00pm – 3:00pm

FLEXIBLE SPENDING ACCOUNT (FSA)

EBC (Employee Benefits Corporation) will continue to be the carrier for our Flexible Spending Plan. The plan year will begin July 1, 2007 through June 30, 2008 to coincide with the beginning of our new medical plan year.

The annual maximum contribution for the Health Care FSA remains at \$4,000 per plan year and \$5,000 per calendar year for the Dependent Care FSA.

If you are interested in participating in the Flexible Spending Account plan(s), please complete an enrollment form which has been previously sent to you. If you DO NOT wish to participate, you will still need to complete the enrollment form waiving your rights. **Please return the completed enrollment form to Human Resources no later than Monday, June 11, 2007.**

LIFE INSURANCE

Group Life Insurance through Assurant Employee Benefits will remain the same at **\$0.24 per \$1,000** of insurance coverage. Accidental Death & Dismemberment insurance coverage remains the same at **\$0.03 per \$1,000** of insurance. These costs are split between the employee and college.

The value of your life insurance is your annual salary times 217%. If you die accidentally, the benefit will be double of the base benefit.

DENTAL

Effective July 1, 2007, rates are as follows:

The Delta Premier plan (all participating dentists) premiums will **not change**.

Delta Premier (Group #3596)

	Monthly Premiums		
Coverage	Lawrence	Employee	Total
Single	\$ 16.64	\$ 16.64	\$ 33.28
Family	\$ 50.07	\$ 50.07	\$ 100.14

There have been some coverage changes made to the Delta Premier dental plan. Our group dental plan is being improved to provide sealant coverage for patients 6-19 years of age. In addition, we have added the Evidence-Based Integrated Care Plan (EBICP). EBICP customizes benefits at an individual level by offering additional services to persons who have specific health conditions (diabetes, pregnancy, or serious periodontal conditions) that can be positively affected by additional care. If you have any of the conditions previously mentioned, please contact Human Resources for information about how to access the additional benefits.

In addition, the benefit for x-ray frequency under our group dental plan is being changed to cover bitewings one time per 12-month period, and full-mouth once each 5 years for all patients. This change is in accordance with the guidelines of the American Dental Association.

DeltaCare HMO (Group #5598)

The DeltaCare HMO dental plan through North Park Dental Group will no longer be available. This decision was based on a significant increase in costs related to the DeltaCare HMO plan. Employees who currently have this plan will need to choose another dental plan or waive coverage.

The Care-Plus Dental (Dental Associates) premiums will **not change**.

Care-Plus Dental (Group #2019)

	Monthly Premiums		
Coverage	Lawrence	Employee	TOTAL
Single	\$ 16.81	\$ 16.81	\$ 33.62
Family	\$ 48.54	\$ 48.54	\$ 97.08

Attached please find the comparison of dental plans outlining the coverage for each dental plan. If you are interested in making any changes to your current Dental election or wish to enroll in Dental, please contact Human Resources **no later than Wednesday, June 27, 2007.**

Please contact Human Resources with any questions you may have. Thank you!