

2016 Benefits Information

Health Plan

Medical coverage

Excellus BlueCross BlueShield will continue to administer the College's medical plan. Changes to deductibles and out-of-pocket maximums for 2016 are outlined below. Rates for 2016 are reflected on the enclosed rate chart.

	<u>2015 (current)</u>	<u>2016</u>
In-Network Annual Deductible – Individual/Family	\$250/\$750	\$275/\$825
In-Network Annual Out-of-Pocket Max. – Individual/Family	\$1,500/\$4,500	\$1,750/\$5,250
Pharmacy Annual Out-of-Pocket Max. – Family	\$8,700	\$8,450
Out-of-Network Annual Deductible – Individual/Family	\$1,000/\$2,500	\$1,100/\$2,750
Out-of-Network Annual Out-of-Pocket Max. – Individual/Family	\$3,000/\$7,500	\$3,500/\$8,750

Prescription coverage

As previously announced, effective January 1, 2016 OptumRx, formerly known as Catamaran, will be the College's new prescription drug vendor. The current copay structure of \$10/\$30/\$50 and the availability of mail-order service will continue.

The prescription drug formulary, which determines the medications covered as well as the member cost share will change with the transition to OptumRx. Pharmacy plan participants that will be impacted by changes including prior authorizations, step therapy, quantity limits, drug exclusions and specialty pharmacy will receive communication from OptumRx by mail. Please respond to all correspondence from OptumRx shortly after you receive it to avoid any disruption to your coverage starting January 1, 2016.

The change to OptumRx also means a change to the mail service pharmacy. All eligible open refills currently on file with Express Scripts will be moved to OptumRx starting January 1. You will not need to supply a new prescription unless the prescription on record will expire before December 31, 2015. Enclosed are OptumRx's formulary drug and exclusion lists. Additionally, prior to January 1, 2016 you may look up formulary information at

<https://ctrx.benefits.catamaranrx.com/rxpublic/portal/memberMain?customer=HAMILTON>. Beginning on January 1, 2016 you may visit OptumRx's website at www.optumrx.com/mycatamaranrx where you will be required to create a login to manage your account. Members utilizing mail order must create an account to provide payment information. You may also contact OptumRx at 855-463-6978.

Health Care Reform (Affordable Care Act "ACA")

Your 2015 federal tax return will require information to demonstrate that you satisfied the ACA's obligation to have health insurance. Around the time that you receive your Form W-2, you will also receive Form 1095-C (Employer-Provided Health Insurance Offer and Coverage). You will use the information in Part III of the Form to prepare your tax return.

Medical Plan Summary

In addition to the Medical Plan Summary located in the Guidebook, you may also view a copy of our 2016 Summary of Benefit and Coverage (SBC) at the Human Resources website:

www.hamilton.edu/documents/2016SBC.pdf.

(continued)

Identification Cards

As a reminder, if you are enrolled for the College's health insurance plan, you should utilize your Excellus BlueCross BlueShield identification card for medical services and your OptumRx identification card for prescriptions. Additionally, if you seek immunization services at a pharmacy, you should utilize your OptumRx card.

ALL HEALTH PLAN PARTICIPANTS WILL RECEIVE NEW ID CARDS FOR 2016 FROM EXCELLUS BLUECROSS BLUESHIELD AND SEPARATELY FROM OPTUMRX. PLEASE WATCH YOUR HOME MAIL FOR THESE ID CARDS AND BEGIN USING THEM EFFECTIVE JANUARY 1.

Dental and Vision Insurance

Dental and Vision – the benefit schedules and premium cost will remain the same for 2016 (refer to enclosed rate chart).

Eligibility for dependent children under the voluntary dental and vision plans is to age 19 or 23 if enrolled as a full-time student. Please remember that eligibility for dental and vision coverages for children is different than for the health plan and notify Human Resources timely of any eligibility changes.

Flexible Spending Accounts (FSA)

The College offers employees the opportunity to participate in Flexible Spending Accounts (FSA). This program allows employees to set aside tax-free dollars from their paycheck for eligible healthcare and dependent care expenses. The maximum amount allowed for a healthcare account for 2016 is \$2,550. The maximum amount allowed for dependent care expenses is \$5,000.

The College's Flexible Spending Accounts have a grace period provision. Amounts elected for 2016 must be used for eligible expenses incurred in 2016 or in the initial 2½ months of 2017. Participants will have until June 15, 2017 to submit claims for expenses incurred from January 1, 2016 through March 15, 2017. (For 2015 participants, claims must be incurred by March 15, 2016 and submitted by June 15, 2016.)

If you are a current participant and plan to reenroll for 2016, please keep your existing debit card which will be funded with your new election.

Voluntary 403(b) Retirement Plan

New enrollment forms must be received at least two weeks before the requested effective pay date for employees that are paid weekly and before mid-month for employees paid monthly. If you want to make a change to your Salary Reduction Agreement, a request form must be submitted at least one week before the requested pay date for employees paid weekly and before mid-month for employees paid monthly. Changes to your voluntary retirement deductions may be made at any time throughout the year.

The IRS annual contribution limit for voluntary contributions remains the same for 2016 at \$18,000. For individuals age 50 and over, an additional \$6,000 catch-up contribution limit applies (also unchanged).