

IT'S YOUR BENEFIT

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Welcome to the second edition of "IT'S YOUR BENEFIT", a semiannual bulletin from the Benefits office highlighting upcoming events, helpful tips, information, and facts about your Washington University benefits program. Look for the next edition coming your way April 2005.

Mark Your Calendar

- Mailing of retirement plan 2005 employee deferral maximums, week of Oct. 18.
- Health and Childcare Flex Spending annual open enrollment, Nov. 1-30.
- Announcement and access to amended plan documents, Nov. 1-30.
- Mailing of COBRA notice to employees' age 23 children who become ineligible for WU health coverage on 12/31/04, week of Nov. 22.
- Deadline for incurring Health and Childcare Flex Spending expenses, Dec. 31.
- Mailing of annual personalized benefit statements, March 2005.
- Deadline for submitting Flex Spending claims for 2004 incurred expenses, March 31, 2005.
- One-on-one counseling with TIAA-CREF at West Campus Jan. 25, Feb. 22, Mar. 22, Hilltop Jan. 25, and Medical School Jan. 26-27, Feb. 23-24, Mar. 23-24. For reservations call 1-800-842-2005 and ask for Venise or online at <http://www.tiaa-cref.org>, then click on meetings/counseling.
- One-on-one counseling with Vanguard at West Campus Jan. 4, Feb. 1, Hilltop Mar. 1, and Medical School Jan. 6-7, Feb. 2-3, Mar. 2-3. For reservations call 1-800-662-0106, ext. 14500 or online at <http://www.meetvanguard.com>.

Did You Know?

- Annual open enrollment changes to Health and Childcare Flex Spending plans are effective January 1, 2005. Check your January paycheck for accuracy.
- Biweekly paid employees will not have a Flex Spending deduction on their first paycheck in January 2005.
- Health and dental plan annual calendar deductibles begin January 1, 2005.
- University contribution to the Retirement Savings plan is based on your age as of January 1, 2005.
- Medicare Part A for hospitalization benefits is not automatic. Active faculty and staff members should apply for Part A at least 2 to 3 months prior to turning age 65.
- Your spouse/ domestic partner's open enrollment qualifies as a family status change. Forms for health and/or flex spending must be submitted to the Benefits department within 31 days of the open enrollment effective date.
- Birth or adoption of a child, marriage, divorce, or changes in employment status also qualify as family status changes. Forms for health and/or flex spending must be submitted to the Benefits department within 31 days of the change date.
- Faculty/staff and their spouses/domestic partners not currently enrolled in Long Term Care may do so at any time with the submission of a health statement.
- MO\$T (Missouri Saving for Tuition) program benefits can be applied to dependent children already in college. Some qualified expenses include tuition, supplies, books, and certain room and board expenses.

For Your Information

- Faculty and staff interested in Long Term Care may inquire and/or enroll online at <http://wustl.jhancock.com>. (Username: wustl; Password: mybenefit) For questions or more information, call John Hancock Customer Service Center at 1-877-582-2288.
- For information on the MO\$T (Missouri Saving for Tuition) program visit <http://www.missourimost.org>.
- MetLife offers helpful advice on an array of topics such as life transitions, insurance basics, health, and family. Visit <http://www.metlife.com> and click on Life Advice.
- All university faculty and staff have benefits information at their fingertips. For links to all vendors, staff contacts, provider directories, forms, FAQ's, and much more visit <https://hr.wustl.edu>.

Just The Facts

- The total cost for the total benefits program increased 14% in FY '04.
- The university provides free term life insurance through MetLife of 50% of your annual base salary to all full-time faculty and staff after 6 months of service.
- Additional term life insurance can be purchased by all benefits eligible faculty and staff in increments of 1, 2, 3, or 4 times your annual base salary.
- Dependent term life insurance is available for your spouse/domestic partner and/or dependent children.
- The university provides Long Term Disability coverage of 60% of your annual base salary to all benefits eligible faculty and staff. Enrollment is automatic after one year of service.
- Current faculty and staff participation in the following plans:
 - 7,650- Retirement Savings plan.
 - 685- Employee Tuition benefit.
 - 95- Inactive employees receiving Long Term Disability benefits.
 - 524- Paragon Variable Universal life insurance.
 - 76- MO\$T program.

