

Your Smith College Health and Welfare Benefits Summary Plan Description

Administrative and Staff Positions

About This Booklet

Inside this booklet, you'll find important information about your health and welfare benefits at Smith College. Health and welfare benefits include health care, dental care, life and accident, disability, spending accounts, employee assistance plan and tuition assistance plans.

This booklet focuses primarily on eligibility, enrollment, and your rights under the plan. Along with this booklet, you will receive summaries for each benefit (typically an insurance certificate), which explain how the plan works, what is covered and how you receive benefits. This booklet and the benefit summaries are intended to satisfy the written plan document requirements of Section 402 of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. This booklet is also intended to satisfy the written plan document requirements of Section 125, 105H and 129 of the Internal Revenue Code.

Every attempt has been made to ensure the accuracy of this booklet. However, the legal documents, policies or certificates pertaining to various benefits prevail in the event of any discrepancy.

The benefits summarized here are not conditions of employment. Smith College, in its sole discretion, reserves the right to amend, modify or terminate any plan or provision contained in the booklet or the accompanying plan summaries, including insurance certificates. Neither this document nor any of its terms or provisions constitutes a contractual obligation of Smith College. Smith College has the sole and absolute authority to interpret the terms of these plans, determine benefit eligibility and resolve any and all ambiguities or inconsistencies in the plans.

You have certain rights under the Employee Income Security Act of 1974 (ERISA), as amended. A statement of ERISA rights and information about the plans' claims and appeals procedures are included in this booklet.

If you have any questions about health and welfare benefits, contact the plan insurer/claims administrator (listed on page 52) or contact the Human Resources at hr@smith.edu or 413-585-2260.

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Eligibility

The benefits described in this booklet are available to regular Smith College employees who are scheduled to work at least 17.5 hours per week. Most benefits are also available to limited-term employees* .

Temporary employees (those hired for five months or less) and employees who work less than 17.5 hours are eligible for Travel Accident Insurance but are not eligible for any other benefits described in this booklet. Agency employees (those employed by temporary agencies and not by Smith College) are not eligible for any Smith College benefits.

Special rules apply with respect to those employees in a job sharing arrangement.***
These special rules are provided in the description of the benefits in this booklet.

When Coverage Begins

Plan	When Coverage Begins (provided you complete any required enrollment forms within the specified timeframe, see page 9)
Health Care Program	1st of the month coincident with or next following your date of hire
Dental Care Plan	1st of the month coincident with or next following your date of hire
Life Insurance	
▪ Basic	1st of the month coincident with or next following your date of hire
▪ AD&D	1st of the month coincident with or next following your date of hire
▪ Supplemental	1st of the month coincident with or next following your date of hire
▪ Dependent	1st of the month coincident with or next following your date of hire
Travel Accident Insurance	1st day of work

**A limited-term employee is one who is hired for a specified period of more than five months and up to two years and who is scheduled to work 17.5 or more hours per week. A limited-term position that is grant-funded may be extended for longer than two years contingent on renewed grant funding.*

*****Retroactive coverage cannot be paid for on a pre-tax basis in the event of marriage, loss of coverage, change in employment status and change in student status. Therefore, if you do not enroll in the Health Care or Dental Care plan before your deductions are taken, the retroactive deductions must be taken on an after-tax basis.***

****At the College's discretion, certain positions may be eligible for "job sharing". Job sharing is defined as an employment situation where a married or same sex domestically partnered couple share and assume a full time position. The job sharing arrangement is dependent on the marriage or same sex domestic partnership remaining intact. Under this arrangement, those in a job sharing situation are eligible for full time benefits subject to the terms and conditions of the plan.*

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Long Term Disability Insurance	<i>Option A:</i> 1st of month following first day of work <i>Option B:</i> 1st of month following first day of work
	Coverage may be subject to pre-existing condition limitations (see page 23)
Health Care or Dependent Care Spending Accounts	1st day of work
Employee Assistance Program	1st day of work
Tuition Assistance Program	After one year of service (after three years for certain tuition assistance benefits)
Mid-year status changes** (i.e. birth of child, marriage, loss of coverage)	Date of the status change (i.e. date of birth, date of marriage, date previous coverage ended)

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Dependent Eligibility

The following dependents may be eligible for coverage under the Health Care, Dental Care, Dependent Life Insurance, Spending Account and Employee Assistance Programs. Dependent eligibility under the Tuition Assistance Program depends on your position at Smith College (see page 29).

Spouse: Your spouse is a person to whom you are married. The laws of the Commonwealth of Massachusetts must recognize the marriage.

Domestic Partner: For benefit purposes, Smith College defines domestic partner as the same-sex partner of an eligible Smith employee who is sharing a long-term, committed relationship of indefinite duration. For eligibility requirements, this relationship must have the following characteristics:

- You have shared a household for at least 12 consecutive months.
- You are not legally married to anyone else and neither of you has another domestic partner.
- You are each at least 18 years old and are each mentally competent to consent to contract.
- You are financially responsible for each other's well-being. For example, this may include a contractual commitment for joint financial responsibilities or joint ownership of significant assets (e.g., home, car, bank accounts) and joint liability for debts (e.g., mortgages and major credit cards).
- You have an exclusive mutual commitment similar to marriage, and would marry if it were legal.
- You are not related by blood closer than would bar marriage in the state of your residence.

Children: The term *children* includes your natural children, legally adopted children, foster children, children who are placed in your home for adoption and stepchildren who are primarily supported by you, including children of your spouse or domestic partner. It also includes children that you are required to cover under the terms of a Qualified Medical Child Support Order (see page 30).

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This chart summarizes eligibility for dependent children. Please refer to the plan insurer's certificate or summary for further information.

Plan	Dependent Child Eligibility
Health Care Program, Dental Care Plan	<p>A child must be a natural, adopted, or stepchild of yours, your spouse, or your domestic partner. The child may also be the subject of a court order that requires you to provide health insurance for the dependent (a copy of the court order must be filed with the Benefits Group).</p> <p>The child must be under age 26 and not be eligible for other employer sponsored insurance. Children age 26 or older may be eligible if they are unmarried and incapable of supporting themselves because of mental or physical impairment, provided that impairment began before age 26.</p> <p>If a covered dependent child gives birth, the newly born grandchild may be covered. Coverage for any offspring of your dependent child would end when your dependent child's coverage ends.</p>
Dependent Life Insurance and Employee Assistance Program	<p>The child must be unmarried and under age 19, or under age 25 and an unmarried full-time student enrolled in an accredited college or university degree program. Children age 19 or older may be eligible if they are unmarried and incapable of supporting themselves because of mental or physical impairment, provided that impairment began before age 19 (or if the impairment begins while the child is continuing coverage due to eligible full-time student status after age 19).</p> <p>If a covered dependent child gives birth, the newly born grandchild may be covered. Coverage for any offspring of your dependent child would end when your dependent child's coverage ends. Note: Dependent Life Insurance excludes grandchildren.</p> <p>In addition, the child (or grandchild) must meet the following criteria:</p> <ul style="list-style-type: none"> ▪ Reside with you or your spouse/domestic partner at least 6 months of the year, or ▪ Qualify as your dependent for tax purposes, or ▪ Be the subject of a court order (see QMCSO, page 30) that requires you to provide health insurance for the dependent (a copy of the court order must be filed with the Human Resources). <p>Note: For Dependent Life Insurance, the child must be at least 15 days old.</p>
Health Care and Dependent Care Spending Accounts	The child must be a federal income tax dependent. See page 24 for additional details.
Tuition Assistance Program	The child must be unmarried and under age 24 and must qualify as your dependent for tax purposes in the current tax year. See page 29 for additional details.

Exclusions

Parents, ex-spouses (unless required under state law), ex-domestic partners and other relatives are not considered eligible dependents unless otherwise stated. When an ex-spouse or ex-domestic partner becomes ineligible for coverage, he or she may be eligible to continue under COBRA (see page).

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Notification

You are responsible for notifying Human Resources within 30 days in the event of divorce or termination of partnership, or in the event your child ceases to meet the eligibility requirements for benefit coverage.

Documentation of Dependents

The College maintains the right to request documentation from you at any time to ensure that your dependents meet the eligibility criteria. Any attempt to secure or maintain coverage for a non-eligible person may lead to disciplinary action, up to and including termination of employment.

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Enrollment

Some benefits require that you enroll. For others, coverage is automatic.

Enrollment Required	Coverage Is Automatic
<ul style="list-style-type: none"> ▪ Health Care ▪ Dental Care ▪ Health Care Spending Account ▪ Dependent Care Spending Account ▪ Additional Long Term Disability (Option B) ▪ Supplemental Life Insurance ▪ Dependent Life Insurance 	<ul style="list-style-type: none"> ▪ Basic Life Insurance ▪ Accidental Death & Dismemberment (AD&D) Insurance ▪ Basic Long Term Disability (Option A) ▪ Travel Accident Insurance ▪ Employee Assistance Program (EAP)

When you begin working at the College, you will receive the necessary enrollment forms at a benefits enrollment meeting. Be sure to complete these forms within 60 days of your first day at work. Otherwise, coverage will not be available until the next annual open enrollment period. If you enroll in Supplemental Life, Dependent Life and Option B Long Term Disability Insurance more than 60 days after you are first eligible, proof of good health may be required.

Please note that retroactive coverage cannot be provided on a pre-tax basis. Therefore, if you do not enroll in the Health Care or Dental Care plan before your first deductions are taken, the retroactive deductions must be taken on an after-tax basis.

You also need to complete a Life/Accident Death Beneficiary Form. This form is available from Human Resources. Your beneficiary designation will apply to your Basic Life, AD&D, Supplemental and Travel Accident Insurance. You may change your beneficiary at any time by completing a new form.

Rehired Employees or Changes in Benefit Eligible Status

If your employment ends and you are then rehired within 30 days of your termination date, you will not be permitted to make new pre-tax elections without a corresponding change in status (see page 8). Also, if your position becomes non-benefit eligible for a period of 30 days or less, your benefits will be reinstated with no option to make new pre-tax elections when your position becomes benefit eligible again. You may not change your elections unless you have had a qualified status change (see page 8).

If You Waive Health Coverage and/or Dental Coverage

If you are declining enrollment for yourself or your dependents (including your spouse) because of other health insurance and/or dental insurance coverage, you may in the future be able to enroll yourself or your dependents in this plan, provided you request enrollment within 30 days after your other coverage ends. In addition, if you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents, provided that you request enrollment within 30 days after the marriage, birth, adoption, or placement for adoption.

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Changing Coverage

Annual Enrollment

The annual enrollment period is held each November/December for a January 1 effective date. During annual enrollment, you may change your Health Care coverage, Dental Care coverage and your Spending Account contributions without the normal restrictions that apply at other times of the year.

Status Changes

Under certain circumstances, known as qualified status changes, you may:

- Change your Health Care or Dental Care coverage, or
- Change Health Care or Dependent Care Spending Account contributions

If you want to change your elections as a result of a qualified status change, you must contact Human Resources within 30 days of the date of the qualified status change. Otherwise, you may not change your coverage until the next annual enrollment period or until you experience another qualified status change.

Following is a list of qualified status changes and a general summary of the plans under which you may make election changes. Your election change must be *on account of and consistent with* the event that caused your qualified status change. For example, if you get married, you may add your spouse to your Smith College health care coverage or drop your coverage to join your spouse's plan.

<i>If this status change occurs...</i>	<i>You may change your elections for these plans...</i>		
	Health Care and Dental Care Plan	Health Care Spending Account	Dependent Care Spending Account
Change in marital status, including marriage, divorce, legal separation or annulment	Yes	Yes	Yes
Establishing or terminating a domestic partnership	Yes	N/A*	N/A*
Change in number of dependents, including birth, adoption, placement for adoption, death of a dependent or assuming primary support of the child of an unmarried dependent child or a domestic partner	Yes	Yes	Yes
Change in your employment status or that of your spouse, domestic partner or dependents, such as taking a leave of absence, significant change in regular work hours or spouse or domestic partner leaving his or her job	Yes	Yes (domestic partners are not eligible for this plan*)	Yes (domestic partners are not eligible for this plan*)
Change in the eligibility of a covered dependent, such as age or student status	Yes	N/A	Yes

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If this status change occurs...	You may change your elections for these plans...		
	Health Care and Dental Care Plan	Health Care Spending Account	Dependent Care Spending Account
Moving outside your current health care coverage area	Yes	N/A	N/A
Issuance of a family relations judgment, decree or order, such as a Qualified Medical Child Support Order	Yes	Yes	N/A
Change in your eligibility or that of your spouse or covered dependents for Medicare or Medicaid	Yes	Yes	N/A
Change in dependent care provider, cost of dependent care or number of hours worked by care provider	No	N/A	Yes

**Unless your partner or his or her children are IRS-qualified dependents.*

Please note that retroactive coverage cannot be provided on a pre-tax basis except in the case of birth of a child, adoption or placement for adoption. Therefore, if you do not enroll in the Health Care or Dental Care plan before your first deductions are taken, the retroactive deductions must be taken on an after-tax basis.

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When Coverage Ends

The table below shows when your health and welfare plan coverage ends if your employment with Smith College terminates. Coverage may end sooner if you cease to be in an eligible position (for example, if you reduce to half-time), you fail to make required payments or the plan is discontinued for your class of employee.

When your Health Care, Dental Care, Health Care Spending Account and EAP coverage end, you may be eligible to continue them under COBRA (see page 34).

Plan	When Coverage Ends
Health Care Program	End of month following last day of work
Dental Care Program	End of month following last day of work
Life Insurance <ul style="list-style-type: none"> ▪ Basic ▪ AD&D ▪ Supplemental ▪ Dependent 	Last day of work
Travel Accident Insurance	Last day of work
Long Term Disability Insurance	Last day of work
Health Care or Dependent Care Spending Accounts	Last day of work
Employee Assistance Program	End of month following last day of work
Tuition Assistance Program	Last day of work (Approved courses that are completed before your termination date may be eligible for reimbursement.)

When Dependent Child Coverage Ends

A dependent child's coverage generally ends on the date that the child no longer meets the plan's definition of an eligible dependent. Following are the specific provisions for the Health Care Program and Dental Care Plan:

Health Care Program coverage ends on the earlier of:

- Last day of the month in which the child turns 26, or
- When a child becomes eligible for other employer sponsored health insurance.

Dental Care Plan coverage ends on the earlier of:

- Last day of the month in which the child turns 26, or
- When a child becomes eligible for other employer sponsored dental insurance.

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Certification of Health Care Coverage

When your or your dependents' health care coverage ends, Smith College will give you and/or your dependent(s) a "coverage certification," a written record of the coverage you received under the health care program and under COBRA, if applicable. You and/or your dependent(s) will receive a coverage certification when your coverage terminates, again when COBRA coverage terminates (if you elected COBRA), and upon your request (if the request is made within 24 months following either termination of coverage).

You should keep a copy of the coverage certification(s) you receive, as you may need to prove you had prior coverage when you join a new health plan. For example, if your new employer's plan has a preexisting condition limitation, the employer may be required to reduce the duration of the limit by one day for each day of your prior coverage (subject to certain requirements). You may also need to present the coverage certification to your insurer if you are buying individual coverage.

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Health Care Program

Smith College offers a choice of two medical plans:

- Harvard Pilgrim Health Care Point of Service (POS) Plan
- Harvard Pilgrim Health Care Health Maintenance Organization (HMO)

This booklet describes Smith College's eligibility and enrollment provisions, certain rights you have under the health care program and other important information. Along with this booklet, you will receive a summary from Harvard Pilgrim Health Care that describes what is (and isn't) covered and how the plan works.

Paying for Your Coverage

You and Smith College share the cost of the Health Care Program. The college currently contributes 90% of the premium for the HMO individual plan and 75% of the premium for the HMO Two-Person and Family plans for full-time employees. The college's contribution towards the POS plans is the same *dollar amount* that it contributes to the HMO plan. The college-paid premium is prorated at 75% of the full time benefit if your appointment is more than half-time but less than full-time. You pay your share of the cost on a before-tax basis (except for coverage for your non-dependent domestic partner and his or her dependent children, or for retroactive coverage for status changes other than birth of child, adoption and placement for adoption), which means that your share of the cost is deducted from your pay before taxes are calculated. This results in tax savings for you. Paying for your coverage with before-tax money may slightly reduce your Social Security retirement benefit.

If you choose to cover a domestic partner who is not a dependent, the IRS requires that the value of his or her coverage be taxable to you. This means that you must pay for your domestic partner coverage on an after-tax basis. In addition, you will be taxed on the amount that Smith College contributes toward your domestic partner's coverage.

For purposes of the Health Care Program, the employees who are employed in a job sharing arrangement have the option of enrolling each individual as a part time employee or enrolling one individual as a full time employee and enrolling the other individual as spouse or domestic partner, as the case may be. Once the employees in the job sharing arrangement select their option, their benefit will be determined in accordance with the terms of the Health Care Program.

Participating Providers

If you enroll in the POS, you receive a higher level of benefits when you use Harvard Pilgrim Health Care participating providers. If you enroll in the HMO, you receive coverage *only* when your care is provided or authorized by your primary care physician (PCP), except when you need emergency or urgent care. Harvard Pilgrim Health Care's participating providers include doctors, hospitals, laboratories and other health care professionals and facilities.

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A provider directory will be provided to you automatically and without charge in a separate document. You may also call Harvard Pilgrim Health Care or go to its Web site (see page 52 for contact information) to locate participating providers.

You may only switch from the HMO to the POS during the annual enrollment period (see page 8), if you move out of the service area, or if you have a status change in which your spouse/partner or dependent will be residing out of the service area.

*Note: Your elections **will** carry over from year to year. You do not need to re-enroll every year that you want to participate.*

Newborns and Mothers Health Protection Act

Group health plans and health insurance companies generally may not, under Federal law, restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a vaginal delivery, or less than 96 hours following a cesarean section. However, Federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours as applicable). In any case, plans and issuers may not, under Federal law, require that a provider obtain authorization from the plan or the insurance issuer for prescribing a length of stay not in excess of 48 hours (or 96 hours).

Women's Health and Cancer Rights Act

Smith College's health care plans cover expenses for reconstructive surgery following a mastectomy. In addition to covering the medical and surgical benefits related to a mastectomy, all medical plans cover:

- All stages of reconstruction of the breast on which the mastectomy was performed.
- Surgery and reconstruction of the other breast to produce a symmetrical appearance, and
- Prostheses and treatment of physical complications of all stages of mastectomy, including lymphedemas.

These services are subject to any applicable plan deductibles, coinsurance and copayments.

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Medicaid and the Children’s Health Insurance Program (CHIP)

If you are eligible for health coverage from your employer, but are unable to afford the premiums, some States have premium assistance programs that can help pay for coverage. These States use funds from their Medicaid or CHIP programs to help people who are eligible for employer-sponsored health coverage, but need assistance in paying their health premiums.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a State listed below, you can contact your State Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, you can contact your State Medicaid or CHIP office or dial **1-877-KIDS NOW** or **www.insurekidsnow.gov** to find out how to apply. If you qualify, you can ask the State if it has a program that might help you pay the premiums for an employer-sponsored plan.

Once it is determined that you or your dependents are eligible for premium assistance under Medicaid or CHIP, your employer’s health plan is required to permit you and your dependents to enroll in the plan – as long as you and your dependents are eligible, but not already enrolled in the employer’s plan. This is called a “special enrollment” opportunity, and **you must request coverage within 60 days of being determined eligible for premium assistance.**

If you live in one of the following States, you may be eligible for assistance paying your employer health plan premiums. The following list of States is current as of January 22, 2010. You should contact your State for further information on eligibility –

ALABAMA – Medicaid	CALIFORNIA – Medicaid
Website: http://www.medicaid.alabama.gov Phone: 1-800-362-1504	Website: http://www.dhcs.ca.gov/Pages/default.aspx Phone: 1-800-635-2570
ALASKA – Medicaid	COLORADO – Medicaid and CHIP
Website: http://health.hss.state.ak.us/dpa/programs/medicaid/ Phone (Outside of Anchorage): 1-888-318-8890 Phone (Anchorage): 907-269-6529	Medicaid Website: http://www.colorado.gov/ Medicaid Phone: 1-800-866-3513 CHIP Website: http:// www.CHPplus.org CHIP Phone: 303-866-3243
ARIZONA – CHIP	
Website: http://www.azahcccs.gov/applicants/default.aspx Phone: 602-417-5422	
ARKANSAS – CHIP	FLORIDA – Medicaid
Website: http://www.arkidsfirst.com/ Phone: 1-888-474-8275	Website: http://www.fdhc.state.fl.us/Medicaid/index.shtml Phone: 1-866-762-2237

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GEORGIA – Medicaid	NEBRASKA – Medicaid
Website: http://dch.georgia.gov/ Click on Programs, then Medicaid Phone: 1-800-869-1150	Website: http://www.dhhs.ne.gov/med/medindex.htm Phone: 1-877-255-3092
IDAHO – Medicaid and CHIP	NEVADA – Medicaid and CHIP
Medicaid Website: www.accesstohealthinsurance.idaho.gov Medicaid Phone: 208-334-5747 CHIP Website: www.medicaid.idaho.gov CHIP Phone: 1-800-926-2588	Medicaid Website: http://dwss.nv.gov/ Medicaid Phone: 1-800-992-0900 CHIP Website: http://www.nevadacheckup.nv.org/ CHIP Phone: 1-877-543-7669
INDIANA – Medicaid	NEW HAMPSHIRE – Medicaid
Website: http://www.in.gov/fssa/2408.htm Phone: 1-877-438-4479	Website: http://www.dhhs.state.nh.us/DHHS/MEDICAIDPROGRAM/default.htm Phone: 1-800-852-3345 x 5254
IOWA – Medicaid	
Website: www.dhs.state.ia.us/hipp/ Phone: 1-888-346-9562	
KANSAS – Medicaid	NEW JERSEY – Medicaid and CHIP
Website: https://www.khpa.ks.gov Phone: 1-800-635-2570	Medicaid Website: http://www.state.nj.us/humanservices/dmahs/clients/medicaid/ Medicaid Phone: 1-800-356-1561 CHIP Website: http://www.njfamilycare.org/index.html CHIP Phone: 1-800-701-0710
KENTUCKY – Medicaid	
Website: http://chfs.ky.gov/dms/default.htm Phone: 1-800-635-2570	
LOUISIANA – Medicaid	NEW MEXICO – Medicaid and CHIP
Website: www.dhh.louisiana.gov/offices/?ID=92 Phone: 1-888-342-0555	Medicaid Website: http://www.hsd.state.nm.us/mad/index.html Medicaid Phone: 1-888-997-2583 CHIP Website: http://www.hsd.state.nm.us/mad/index.html Click on Insure New Mexico CHIP Phone: 1-888-997-2583
MAINE – Medicaid	
Website: http://www.maine.gov/dhhs/oms/ Phone: 1-800-321-5557	
MASSACHUSETTS – Medicaid and CHIP	NEW YORK – Medicaid
Medicaid & CHIP Website: http://www.mass.gov/MassHealth Medicaid & CHIP Phone: 1-800-462-1120	Website: http://www.nyhealth.gov/health_care/medicaid/ Phone: 1-800-541-2831
MINNESOTA – Medicaid	NORTH CAROLINA – Medicaid
Website: http://www.dhs.state.mn.us/ Click on Health Care, then Medical Assistance Phone: 800-657-3739	Website: http://www.nc.gov Phone: 919-855-4100
MISSOURI – Medicaid	OREGON – Medicaid and CHIP
Website: http://www.dss.mo.gov/mhd/index.htm Phone: 573-751-6944	Medicaid Website: http://www.oregon.gov/DHS/healthplan/index.shtml Medicaid Phone: 1-800-359-9517 CHIP Website: http://www.oregon.gov/DHS/healthplan/app_benefits/ohp4u.shtml CHIP Phone: 1-800-359-9517
MONTANA – Medicaid	
Website: http://medicaidprovider.hhs.mt.gov/clientpages/clientindex.shtml Telephone: 1-800-694-3084	

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PENNSYLVANIA – Medicaid Website: http://www.dpw.state.pa.us/partnersproviders/medicalassistance/doingbusiness/003670053.htm Phone: 1-800-644-7730	VIRGINIA – Medicaid and CHIP Medicaid Website: http://www.famis.org/ Medicaid Phone: 1-800-432-5924 CHIP Website: http://www.famis.org/ CHIP Phone: 1-866-873-2647
RHODE ISLAND – Medicaid Website: www.dhs.ri.gov Phone: 401-462-5300	WASHINGTON – Medicaid Website: http://ihrsa/sites/DCS/COB/default.aspx Phone: 1-800-562-6136
SOUTH CAROLINA – Medicaid Website: http://www.scdhhs.gov Phone: 1-888-549-0820	WEST VIRGINIA – Medicaid Website: http://www.wvrecovery.com/hipp.htm Phone: 304-342-1604
TEXAS – Medicaid Website: https://www.gethipptexas.com/ Phone: 1-800-440-0493	WISCONSIN – Medicaid Website: http://dhs.wisconsin.gov/medicaid/publications/p-10095.htm Phone: 1-800-362-3002
UTAH – Medicaid Website: http://health.utah.gov/medicaid/ Phone: 1-866-435-7414	
VERMONT – Medicaid Website: http://ovha.vermont.gov/ Telephone: 1-800-250-8427	WYOMING – Medicaid Website: http://www.health.wyo.gov/healthcarefin/index.html Telephone: 307-777-7531

To see if any more States have added a premium assistance program since January 22, 2010, or for more information on special enrollment rights, you can contact either:

U.S. Department of Labor
Services
Employee Benefits Security Administration
Services
www.dol.gov/ebsa
1-866-444-EBSA (3272)

U.S. Department of Health and Human
Centers for Medicare & Medicaid
www.cms.hhs.gov
1-877-267-2323, Ext. 61565

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Dental Care Plan

This booklet describes Smith College's eligibility and enrollment provisions, certain rights you have under the dental care plan and other important information. Along with this booklet, you will receive a summary from Delta Dental that describes what is covered; the advantages of using participating dentists and how to receive plan benefits. You will also receive a subscriber's certificate that describes your dental care coverage in more detail, including plan limitations and exclusions.

Paying for Your Coverage

You and Smith College share the cost of the Dental Care Plan. The college currently contributes 89% of the individual premium or 60% of the double or family premium toward the cost of your Dental Plan. The college-paid premium is prorated at 75% of the full time benefit if your appointment is more than half-time but less than full-time. You pay your share of the cost on a before-tax basis (except for coverage for your non-dependent domestic partner, or for retroactive coverage for status changes other than birth of child, adoption and placement for adoption), which means that your share of the cost is deducted from your pay before taxes are calculated. This results in tax savings for you. Paying for your coverage with before-tax money may slightly reduce your Social Security retirement benefit.

If you choose to cover a domestic partner who is not a dependent, the IRS requires that the value of his or her coverage be taxable to you. This means that you must pay for your domestic partner coverage on an after-tax basis. In addition, you will be taxed on the amount that Smith College contributes toward your domestic partner's coverage.

For purposes of the Dental Care Plan, the employees who are employed in a job sharing arrangement have the option of enrolling each individual as a part time employee or enrolling one individual as a full time employee and enrolling the other individual as spouse or domestic partner, as the case may be. Once the employees in the job sharing arrangement select their option, their benefit will be determined in accordance with the terms of the Dental Care Plan.

*Note: Your elections **will** carry over from year to year. You do not need to re-enroll every year that you want to participate.*

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Life and Accident Plans

This section provides a brief summary of the College's life and accident plans. For more information, see the Certificate of Insurance issued by ING. For the travel accident plan, see the Travel Accident Insurance & Travel Services Program Summary of Coverage.

The College pays the cost of Basic Life Insurance, Accidental Death & Dismemberment and Travel Accident Insurance. You pay the cost of Supplemental and Dependent Life Insurance, if you elect these coverages.

For purposes of the College's Life and Accident Plans, each of the employees in a job sharing arrangement is treated as a part time employee and each employee will be eligible for such plans in accordance with the terms of each plan.

Basic Life Insurance

Basic Life Insurance coverage provides a benefit equal to your basic annual earnings, rounded to the next highest \$1,000. At age 65 and beyond, the Basic Life Insurance benefit is subject to the age-reduction formula specified in the Certificate of Insurance. The maximum Basic Life Insurance benefit is \$500,000.

Basic annual earnings include the salary you would normally earn at the College in a fiscal year. "Basic annual earnings" do not include overtime, stipends, etc.

Your Basic Life Insurance coverage is adjusted automatically to conform to any changes in your salary or age.

Employees are taxed on any employer provided group term life insurance in excess of \$50,000 according to section 79 of the Internal Revenue Code.

Accidental Death & Dismemberment (AD&D) Insurance

If you die or suffer certain injuries as a result of an accident, you or your beneficiary may be eligible for AD&D benefits. AD&D benefits are payable in addition to Basic and Supplemental Life Insurance.

If you die as result of an accident, the AD&D benefit will be an amount equal to your Basic Life Insurance. If you suffer certain injuries as a result of an accident, you may receive a percentage of the AD&D death benefit.

Travel Accident Insurance

Twenty-four hour life and disability insurance coverage is provided while you are on College business if you are required to leave the corporate limits of the city or town in which you live or to which you are regularly assigned for employment duties. Coverage begins at the start of an anticipated trip whether it is from your place of employment,

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your home, or other locations. Coverage terminates when you return to your home or to the College, whichever occurs first.

Coverage of from \$50,000 to \$300,000 is provided for accidental death, dismemberment and permanent total disability. Coverage does not apply to situations such as commuting, intentionally self-inflicted injuries, or during war or while you are serving on active military duty. Any death benefit provided by this coverage is payable to the beneficiary you have designated under the College's Basic Life Insurance plan.

Supplemental Life Insurance

You may elect Supplemental Life Insurance equal to an additional one, two, or three times your basic annual earnings (up to \$400,000), rounded to the next highest \$1,000. If you enroll within 60 days of hire, proof of good health is not required. If you enroll after 60 days, you must submit proof of good health acceptable to the insurance company

You pay the cost of Supplemental Life Insurance through payroll deduction on an after-tax basis. Supplemental life insurance premiums vary depending on age.

Dependent Life Insurance

In addition to coverage for yourself, you may elect Dependent Life Insurance coverage for your spouse or domestic partner and/or eligible dependent children (see page 6).

You may purchase \$20,000 in life insurance for your spouse or same-sex domestic partner and \$5,000 for each of your children. You pay the full cost of Dependent Life Insurance through payroll deduction on an after-tax basis.

Beneficiary Designation

It is important that you name a beneficiary and that you keep your choice of beneficiary up-to-date. Any questions on special beneficiary designations should be discussed with Human Resources. If you wish to change your beneficiary, you may do so at any time by completing a Life/Accident Death Beneficiary Card, which is available from Human Resources.

If you do not complete a beneficiary form, or if no beneficiary is surviving at the time of your death, life insurance benefits would be payable as described in the Certificate of Insurance. This certificate provides that ING may pay benefits to the first of the following survivors in the following order: your spouse, your children or your parents. ING will make this determination depending on the circumstances surrounding the claim. For this reason, it's important that you complete a Life/Accident Death Beneficiary Card. This is especially true if you want your domestic partner to receive your life insurance benefits in the event of your death.

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Accelerated Benefit

Accelerated benefits may be payable if you, your spouse, domestic partner or your child becomes terminally ill and has a medical prognosis of 12 months or less to live. This option allows you to receive a portion of your or your dependent's life insurance while living.

Please contact the Human Resources or see your Certificate of Insurance if you need further information about the College's life and accident insurance plans.

Long Term Disability Insurance

Long Term Disability (LTD) income benefits are an important part of the income protection offered by the College. LTD insurance provides you with salary continuation in the event that illness or injury prevents you from working for an extended period of time. Both job-related and non-job-related disabilities are covered. Income benefits are payable after six months of partial or total disability as certified by the College's LTD insurance carrier.

This booklet describes Smith College's eligibility and enrollment rules, certain rights you have under the LTD plan and other important information. Additional information on coverage amounts, how the plan works, recurrent disability, partial disability, mental illness limitation, maximum benefit period, waiver of premium, survivor benefits, general exclusions, conversion rights, etc., is provided in the Group Long Term Disability Benefits Certificate of Insurance. Please refer to page 32 of this booklet and to your employee handbook to determine how your other benefits are affected while you are receiving LTD benefits.

If you are eligible for LTD insurance (see page 4), you will be enrolled in Option A (50% coverage) on your first day of work. You may choose to enroll in Option B (66 2/3% coverage) within 60 days after your first day of work. If you do not elect Option B when you are first eligible, you may apply for Option B at any time during the year; however, you will have to submit an application and evidence of insurability.

Option A (50% coverage) is provided by the College at no cost to you. If you select Option B (66 2/3% coverage), you pay the premium for the extra 16 2/3% coverage through payroll deduction on an after-tax basis.

For purposes of the College's LTD Plan, each of the employees in a job sharing arrangement is treated as a part time employee and each employee will be eligible for the LTD plan in accordance with the terms of the plan.

Important!

The College does not provide financial assistance beyond what the LTD insurance plan provides. Therefore, you are strongly encouraged to purchase Option B coverage.

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Pre-existing Condition Limitations

Although there is no waiting period to enroll, you should be aware that, in the event of disability, conditions for which you received treatment within three months prior to the effective date of insurance will not be covered until you have been insured for 12 consecutive months.

Health Care and Dependent Care Spending Accounts

The Health Care and Dependent Care Spending Accounts offer you the opportunity to save tax dollars on your eligible out-of-pocket medical/dental and employment-related dependent care costs. Here's how these accounts work: You make contributions to the spending accounts on a before-tax basis. You are then reimbursed from your account—tax-free. Because of the tax advantages that these accounts offer, they are subject to certain IRS restrictions.

This booklet briefly describes eligibility and enrollment provisions, certain rights you have under the spending accounts and other important information. To learn more about how the spending accounts work and eligible expenses, see the "Stand Up for Tax Savings" brochure. This brochure is available from the Human Resources.

For the purposes of the Health Care and Dependent Care Spending Accounts, each employee in the job sharing arrangement has the option of enrolling.

Health Care Spending Account

You may use this account to pay for medical, dental and other health-related expenses that you pay for yourself and your family (see page 6 for information on dependent eligibility) during a calendar year—expenses not covered under any insurance program. These expenses may include deductibles, coinsurance payments, medical, dental, or vision services and supplies, certain over-the-counter drugs, as well as certain surgical procedures. Some expenses are not eligible for reimbursement, such as expenses reimbursable by other plans, premiums for health insurance and Medicare, or medically unnecessary cosmetic treatments or procedures.

You may set aside up to \$4,000 per year on a tax-free basis. You may submit expenses for yourself and for the dependents you claim on your federal income tax return.

When your Health Care Spending Account coverage ends, you may be eligible to continue participation under COBRA. For more information on COBRA, see page 34.

Dependent Care Spending Account

This account allows you to pay for the first \$5,000 of annual employment-related dependent care (child or adult) expenses tax-free. Additional limits apply depending on your marital status:

- If you are married and filing separate returns, your contributions are limited to \$2,500.
- If you are married, your spouse must work or be actively seeking work. Special rules apply if your spouse is a full-time student or disabled.
- Your contribution cannot exceed your or your spouse's annual income. If your spouse is a full-time student or disabled, the IRS assumes his or her income is \$250 per

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month (\$3,000 per year) if you have one dependent and \$500 per month (\$6,000 per year) if you have two or more dependents.

You may use the Dependent Care Spending Account to pay for eligible expenses for a dependent child who you are entitled to claim on your federal tax return, who lives in your home for at least eight hours a day and who is:

- Under age 13, or
- Over age 12 and physically or mentally incapable of self care (spouse, child or dependent adult).

Eligible expenses generally include dependent care expenses that allow you (and your spouse, if you are married) to work. Some expenses are not eligible for reimbursement, such as care provided by a relative under age 19, expenses that your provider does not report as taxable income and babysitting for social occasions.

In many instances, the Dependent Care Spending Account may result in a greater tax savings than you could get through the IRS Dependent Care Tax Credit. You cannot, however, use the spending account and the Tax Credit for the same expenses. If you need help determining which is best for you, a comparison worksheet is available from Human Resources. We also suggest that you consult a personal tax advisor.

Signing up for Spending Accounts

You may set up a Health Care and/or Dependent Care Spending Account during the College's annual open enrollment period in November/December or within 60 days of your first day of work. You must complete an enrollment form on which you indicate the specific amount you want to have withheld from your salary for the reimbursement of out-of-pocket health care or dependent care expenses.

Your elections do not carry over from year to year. You must re-enroll every year that you want to participate.

Important!

Be sure to estimate your expenses conservatively. Unused funds remaining in the account at year-end must be forfeited, according to IRS regulations. This is known as the "use it or lose it" rule.

Payment of Claims

You must submit claims to Benefit Strategies, LLC for reimbursement of eligible expenses. Claim forms are available at www.benstrat.com.com or by calling 888-401-FLEX (3539).

Your claim must be accompanied by the original bills or receipts for expenses you incurred during the plan year (see section on Grace Period). Claims may be submitted any time during the plan year, but must be received before the end of the Run-Out Period

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(March 31 following the end of the plan year). You will forfeit any money remaining in your account at the end of the plan year if you have not filed a claim for it by the end of the Run-Out Period. For example, claims for the 2003 plan year must be postmarked no later than March 31, 2004.

The amount that you will be reimbursed for eligible expenses under the Dependent Care Spending Account will be limited to the balance in your account.

Grace Period

Smith College has adopted a Grace Period.

The Employer has established a “grace period” for the Health Care and Dependent Care Spending Accounts that follows the end of the Plan Year (January 1 through December 31) during which amounts you have allocated to the applicable spending account(s) that are unused at the end of the Plan Year may be used to reimburse eligible expenses (with respect to the applicable spending account) incurred during the grace period.

The grace period will begin on the first day of the next Plan Year and will end two (2) months later. For example, if the Plan Year ends December 31, 2005, the grace period begins January 1, 2006 and ends February 28, 2006.

In order to take advantage of the grace period, you must be:

- A Participant in the applicable spending account(s) on the last day of the Plan Year to which the grace period relates, or
- A Qualified Beneficiary who is receiving COBRA coverage under the Health FSA on the last day of the Plan Year to which the grace period relates.

The following additional rules will apply to the grace period:

- Eligible expenses incurred during a grace period and approved for reimbursement will be paid first from available amounts that were remaining at the end of the Plan Year to which the grace period relates and then from any amounts that are available to reimburse expenses incurred during the current Plan Year. Claims will be paid in the order in which they are received. This may impact the potential reimbursement of eligible expenses incurred during the Plan Year to which the grace period relates to the extent such expenses have not yet been submitted for reimbursement. Previous claims will not be reprocessed or recharacterized so as to change the order in which they were received.

For example, assume that \$200 remains in your Health FSA sub-account at the end of the 2005 Plan Year and further assume that you have elected to allocate \$2400 to the Health FSA for the 2006 Plan Year. If you submit for reimbursement an Eligible Medical Expense of \$500 that was incurred on January 15, 2006, \$200 of your claim will be paid out of the unused amounts

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remaining in your Health FSA from the 2005 Plan Year and the remaining \$300 will be paid out of amounts allocated to your Health FSA for 2006.

- Expenses incurred during a grace period must be submitted before the end of the Run-out Period described in this SPD. This is the same Run-out Period for expenses incurred during the Plan Year to which the grace period relates. Any unused amounts from the end of a Plan Year to which the grace period relates that are not used to reimburse eligible expenses incurred either during the Plan Year to which the grace period relates or during the grace period will be forfeited if not submitted for reimbursement before the end of the Run-out Period.
- You may not use Health FSA amounts to reimburse Eligible Day Care Expenses (and if the grace period is offered under the Dependent Care FSA, Dependent Care FSA amounts may not be used to reimburse Eligible Medical Expenses).
- The Plan Administrator reserves the right to reprocess grace period expenses after the end of the run out period so that amounts previously applied to grace period expenses are applied to prior plan year expenses submitted before the end of the run out period. You will be notified of any such reprocessing if it occurs.

Employee Assistance Plan

The College offers confidential counseling and referral services at no cost to you through an Employee Assistance Plan (EAP). The EAP provides you and your spouse or partner and your dependent children with help whenever a personal problem interferes with job performance or personal well-being. Problems can often be successfully resolved, provided they are identified in the early stages and appropriate treatment is obtained.

For the purposes of the EAP, each employee in the job sharing arrangement will be eligible for assistance in accordance with the terms of the EAP.

The EAP can help with problems such as:

- Family problems
- Mental and emotional problems
- Eating disorders
- Sexual or physical abuse
- Drug/alcohol abuse
- Bereavement
- Stress
- Job-related concerns
- Compulsive gambling
- Parenting or childcare issues
- Financial problems.

The EAP also assists supervisors in dealing with employee performance problems.

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Confidential, Professional Assistance

Any contact you have with the EAP is strictly confidential. In accordance with professional standards, the EAP will not share information about your use of services with the College or others without your knowledge and written permission, except as required by law. The only exceptions to this confidentiality provision are threats of violence, evidence of abuse to a child or senior, and risk of suicide.

EAP counselors are all masters- or doctoral-level licensed or certified professionals with many years of clinical experience.

Accessing EAP Services

The EAP is administered by The Wellness Corporation. EAP services are provided in two ways: in person and over the telephone. When you first call the EAP, intake staff will ask where you live and where you work and will make arrangements for you to see an EAP counselor close to you. Short-term personal counseling will be provided by professional counselors in the Northampton/Amherst area and in other parts of the United States and in Canada. Each eligible person may receive up to six free personal counseling sessions per year per problem.

To reach an EAP counselor call toll-free 800-828-6025—24 hours a day, 7 days a week. A professional counselor is always available to assist you.
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Many problems can be resolved or improved through short-term counseling without need for further services. However, in some instances, you and the EAP counselor may decide that other kinds of expertise would be helpful. Your EAP counselor can make recommendations about follow-up assistance and will refer you to the most appropriate resources. If a referral beyond the EAP is made, any charges relating to those outside services will be explained to you (your health plan may cover the cost of additional services). The EAP counselor will follow up with you to ensure that you are on your way toward successful resolution of the problem.

When Your EAP Coverage Ends

Your EAP coverage ends on the last day of the month in which your employment ends or you cease to be an eligible employee (for example, if you reduce to less than half-time). When your EAP coverage ends, you may be eligible to continue coverage under COBRA (see page 34).

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Tuition Assistance Program

The chart below shows eligibility for tuition assistance benefits for you, your spouse or same-sex domestic partner and your dependent children, which depends on your employment status.

For the purposes of the Tuition Assistance Program, each employee in the job sharing arrangement is treated as a full time employee.

Benefit Plan	Waiting Period	Employment Status	
		Regular (Full-Time & Part-Time)*	Limited-Term**
Employee taking courses at Smith College	One year	Eligible	Eligible
Employee taking courses at another college	One year	Eligible	Eligible
Employee's spouse or partner taking courses at Smith College	One year	Eligible	Not eligible
Employee's children attending the Center for Early Childhood Education	None	Eligible	Eligible
Employee's children attending Smith College	Hired prior to 7/1/2010: Three years Hired 7/1/2010 and after: Five years	Eligible	Not eligible
Employee's children attending another college	Hired prior to 7/1/2010: Three years Hired 7/1/2010 and after: Five years	Eligible	Not eligible
Tuition Exchange Program	Hired prior to 7/1/2010: Three years Hired 7/1/2010 and after: Five years	Eligible	Not eligible

* Includes employees regularly scheduled to work at least 17.5 hours per week. Benefits are prorated at 75% of the full time benefit for part-time employees.

** A limited-term employee is one who is hired for a specified period of more than five months and up to two years and who is scheduled to work 17.5 or more hours per week. A limited-term position that is grant-funded may be extended for longer than two years contingent on renewed grant funding.

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You may be eligible to take up to two courses per semester at Smith College. There is a one-year waiting period and certain restrictions apply. After one year of service, regular full-time or part-time employees may be eligible for tuition reimbursement for GED preparation courses (100% reimbursement) and for courses taken at other accredited colleges and universities (up to \$1,500 per academic year*).

If you are a regular full-time or part-time employee, your spouse or same-sex domestic partner is eligible for tuition assistance for courses taken at Smith College. This benefit is available after a one-year waiting period.

In addition, the College offers tuition assistance to dependent children who are enrolled at Smith College or a full-time undergraduate degree program at another accredited college and university. This benefit is available after a three-year waiting period.

If You Are Rehired

If you terminated employment and are rehired, you will not have to satisfy a new waiting period for tuition assistance benefits if you meet all the criteria listed below:

- Previously met the required waiting period (see page 27),
- Resigned voluntarily, and
- Are rehired within six months of your termination date.

This booklet contains just a brief summary of the Tuition Assistance Program and certain rights you have under this program. You'll find detailed information about this program in your employee handbook.

Qualified Medical Child Support Order

Your medical benefits may be subject to certain judgments by state courts that extend medical coverage to a child(ren) named in a Qualified Medical Child Support Order (QMCSO). If a determination is made that the court order satisfies all legal requirements, Smith College will comply with the order, and you will be notified.

You may obtain a copy of the QMCSO procedures from the Human Resources, upon request and free of charge.

Coverage During Leave of Absence

You may generally continue your participation in the College's health care program, dental care plan, life insurance plans, long term disability plan and EAP plans during an approved leave of absence. The College will continue its contributions at the same level and under the same conditions as if you had continued to work. If your leave is unpaid, you will be billed for your share of the premiums.

Health Care Spending Account participation may continue during your leave of absence. You may not continue participation in the Dependent Care Spending Account during a

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leave of absence. However, dependent care expenses incurred before your leave began will be eligible for reimbursement.

Tuition assistance benefits are not normally available during a leave of absence.

This section describes benefit continuation for four specific types of leave: Family and Medical Leave of Absence, Active Military Leave of Absence, Sick Leave and Long Term Disability. For more information about any type of leave of absence, see your employee handbook.

Family and Medical Leave of Absence

In accordance with the Family and Medical Leave Act of 1993, the College provides eligible employees with up to 12 weeks of Family and Medical Leave of Absence (FMLA) during any 12-month period. This leave may be paid, unpaid or a combination of both. For more information about FMLA, see your employee handbook.

If you take an approved Family and Medical Leave of Absence (FMLA), you may be eligible to continue certain benefits.

You may continue participation in the health program during your FMLA. The College will continue its contribution toward the cost of coverage during your FMLA. If your FMLA is paid, your cost for coverage will continue to be deducted from your pay. If your leave is unpaid, you will be billed for your share of the cost.

You may also continue participation in the Health Care Spending Account during your leave (but not in the Dependent Care Spending Account). If your FMLA is paid, your contributions will continue to be deducted from your pay. If your FMLA is unpaid, the contributions that you missed will be withheld from your pay when you return to work.

If you choose not to continue your Health Care Spending Account during your FMLA, claims incurred during your FMLA will not be eligible for reimbursement. You may resume participation if you return to work after your FMLA. If you return in the same plan year, you will have two options:

1. Resume coverage at the same annual contribution amount as before and make up the contributions that you missed during your unpaid FMLA; or
2. Resume coverage at a reduced annual contribution amount and continue the same rate of contributions.

Military Leave of Absence

If you are a member of the National Guard or a military reserve unit and are called to active military duty during a national, state or local emergency, you will be granted unpaid military leave of absence in accordance with state and federal law, including the Uniformed Services Employment and Reemployment Rights Act (USERRA). For more information on active military leave, see your employee handbook.

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If you are on an active military leave, you may be eligible to continue certain benefits. (Note: Some benefits have contractual exclusions for some injuries or illnesses that result from military service.) The College will continue its premium contribution toward your cost for health, dental, life, long-term disability and EAP plans for up to 12 weeks, and you will be billed for your share of the premium. After 12 weeks, you may continue coverage under the health, dental, life, long term disability and EAP plans, but the College will discontinue its contributions, and you must pay the full cost.

If you choose not to continue your benefits during an active military leave, coverage will be reinstated when you return to work at Smith College, provided you return to work in an eligible position.

You may also continue participation in the Health Care Spending Account during your military leave (but not in the Dependent Care Spending Account). The contributions that you miss during your leave will be withheld from your pay when you return to work.

If you choose not to continue your Health Care Spending Account during your leave, claims incurred during your leave will not be eligible for reimbursement. You may resume participation if you return to work after your leave of absence. If you return in the same plan year, you will have two options:

1. Resume coverage at the same annual contribution amount as before and make up the contributions that you missed during your military leave; or
2. Resume coverage at a reduced annual contribution amount and continue the same rate of contributions.

Sick Leave

Your benefits (other than the Dependent Care Spending Account) will continue while you are on sick leave. The College will continue its contribution toward the cost of coverage during sick leave. Your cost for coverage will continue to be deducted from your pay.

Long Term Disability Leave

If you are approved for Long Term Disability (LTD) benefits, you may continue to participate in the College's group health, dental, life insurance and EAP coverage for up to two years from the beginning of your LTD leave. Your life insurance will continue at the salary level in effect at the time your LTD leave began. You remain subject to the specific terms of each insurance contract. The College will continue to pay its share of premiums for these coverages and you must continue to pay your share.

After two years, you may qualify for Medicare benefits. You may also be entitled to continue participation in health care, dental care and EAP coverage under COBRA. You may also have the option to convert your life insurance to non-group life insurance policies.

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You continue to be eligible for tuition benefits for up to two years from the beginning of an LTD leave.

You are not eligible for the spending accounts or Travel Accident Insurance during an LTD leave. You may, however, continue your Health Care Spending Account coverage under COBRA (see page 34).

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Continuing Coverage Under COBRA

In accordance with the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), Smith College provides you and your eligible dependents the opportunity to continue your participation in a Smith College health care and dental care plan and employee assistance program (EAP) under certain circumstances. These circumstances are called qualifying events.

You may also, under certain circumstances, be eligible to continue your participation in a Health Care Spending Account by making after-tax payments. Health Care Spending Account continuation under COBRA is generally available only if you have unclaimed money remaining in your account when the qualifying event occurs. If you already claimed all the money you had contributed to your account, you would not be eligible to continue participation under COBRA.

You may not continue your Dependent Care Spending Account participation under COBRA.

Smith College uses Benefit Strategies (see page 39) to administer COBRA benefits. Benefit Strategies handles COBRA notification, billing and enrollment, changes and termination of coverage.

Eligibility for COBRA

For You

If you are enrolled in the health care program, dental care plan, EAP or Health Care Spending Account, you become eligible to continue your coverage through COBRA when one of the following qualifying events causes you to lose coverage:

- Your employment ends for any reason other than gross misconduct, or
- Your scheduled work hours are reduced so that you are no longer eligible for coverage.

For Your Spouse or Domestic Partner

Your covered spouse or domestic partner may be eligible to continue coverage through COBRA if his or her coverage ends because:

- Your employment ends or your scheduled hours are reduced so that you are no longer eligible for coverage,
- You become entitled to Medicare
- You become legally separated or divorced, or
- You die.

Note: Although domestic partners do not have rights to COBRA coverage under federal law, Smith College extends COBRA-like coverage to domestic partners. This means that domestic partners and their eligible dependent children may continue coverage that

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would otherwise terminate as a result of a qualifying event, including termination of a domestic partner relationship. A domestic partner's coverage will generally be subject to the same COBRA provisions (continuation period, election process, cost, etc.) described in this section.

For Your Dependent Children

Your covered dependent children may be eligible to continue coverage through COBRA if their coverage ends for any of the reasons listed under "For Your Spouse or Domestic Partner" above. Also, if your dependent children no longer meet the plan's definition of an eligible dependent, they may be eligible for COBRA continuation coverage.

How Long COBRA Coverage Lasts

Continuation for 18 Months

You and your covered family members may continue health care, dental care and EAP coverage under COBRA for up to 18 months if your coverage ends because of any of the following qualifying events:

- Your employment ends for any reason other than gross misconduct, or
- Your scheduled work hours are reduced so that you are no longer eligible for coverage.

You may continue Health Care Spending Account participation until December 31 of the calendar year in which any of the above qualifying events occurs.

Continuation for 36 Months

Your covered spouse or domestic partner and covered children may continue health care, dental care and EAP coverage for up to a total of 36 months if coverage ends because of any of the following qualifying events:

- You become legally separated or divorced,
- You become entitled to Medicare (see page 38), or
- You die.

Your covered dependent children may also continue health care, dental care and EAP coverage for up to a total of 36 months if they lose coverage because they no longer qualify as eligible dependents.

In the Case of Disability

If the Social Security Administration determines that you or a covered family member was totally disabled under Title II or Title XVI of the Social Security Act at the time of the qualifying event, or during the first 60 days of the 18-month continuation period, the continuation period will be extended from 18 months to 29 months. This extension is available to all covered family members, even if the disabled family member does not take advantage of the extension. You must send a copy of the determination notice to

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Benefit Strategies (see page 39) before the end of the initial 18-month period and within 60 days of the date of the notice. You must also notify Benefit Strategies within 30 days of a determination that the disabled person is no longer disabled.

Multiple Qualifying Events

If your spouse, domestic partner or children experience more than one qualifying event, they may be eligible for an additional period of continued coverage, not to exceed a total of 36 months from the initial qualifying event.

For example, suppose you terminate employment on December 31, 2002, and you are eligible to continue coverage for 18 months (until June 30, 2004). Your child ceases to be an eligible dependent (a second qualifying event) on December 31, 2003. Your child is then eligible to extend coverage, up to a maximum of 36 months from the date of the original qualifying event. In this case, your child may continue coverage through December 31, 2005, which is 36 months from December 31, 2002, the date of your termination of employment (the original qualifying event).

To be eligible for extended coverage after a second qualifying event, you must notify Benefit Strategies (see page 39) within 60 days of the date of the second qualifying event.

When COBRA Coverage Ends

COBRA coverage ends if any of the following occurs:

- The COBRA participant fails to make a required contribution within 30 days of the date it is due,
- Smith College stops offering health care, dental care, EAP and/or Health Care Spending Account coverage to all employees,
- The COBRA participant begins participation in other group health care, dental care, EAP and/or Health Care Spending Account coverage after the election of COBRA coverage (If the other plan limits coverage of a preexisting condition, COBRA coverage may be continued in certain circumstances), or
- The COBRA participant becomes entitled to Medicare after the election of COBRA medical coverage

Health Care Spending Account participation under COBRA ends on the earlier of: December 31 of the calendar year in which the qualifying event occurs or the date that any of the events listed above occurs.

Type of Coverage

The health care, dental care, EAP and Health Care Spending Account plans available to you through COBRA are the same as the plans offered to active employees. Any changes to the plans for active employees will automatically apply to your and your dependents' COBRA coverage.

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How to Continue Coverage

If your qualifying event is termination of employment or a reduction in your work hours, Benefit Strategies (see page 39) will notify you and your covered dependents of your right to continue coverage. If you die, Benefit Strategies will send the COBRA notification to your covered dependents.

Smith College and Benefit Strategies will not, however, be aware of all qualifying events—such as divorce or a child no longer qualifying as a dependent. It is your responsibility to notify Smith College’s Human Resources within 60 days of the qualifying event.

A COBRA notice will be sent to your covered family members within 14 days of the date on which Smith College receives notification of your qualifying event. This COBRA notice will explain their right to continue coverage.

You and your covered family members have 60 days from the date of the qualifying event or the date the COBRA notice is sent by Benefit Strategies, whichever is later, to elect to continue coverage. If you do not elect COBRA within 60 days, you will not be eligible to continue coverage through COBRA, and your coverage will end according to the plan’s normal provisions.

Your Cost

You will receive monthly bills for your COBRA coverage from Benefit Strategies (see page 39). You must pay your bill in full no later than 30 days from the due date. Failure to pay on a timely basis will result in cancellation of coverage with no option for reinstatement.

Your cost for COBRA coverage is determined as follows:

- **Health care, dental care and EAP coverage.** You and your covered dependents are required to pay the full cost of health care, dental care and EAP coverage, which includes Smith College’s full cost for providing your coverage, plus an additional 2% of that amount to cover the cost of administrative services. If Smith College’s cost for providing coverage changes, your cost will also change.
- **Health Care Flexible Spending Accounts.** If you are eligible to continue contributing to a Health Care Spending Account under COBRA, you must make your contributions on an after-tax basis. You are also required to pay an administrative fee for continuing your participation. This fee is equal to 2% of your contribution.

Changing Your COBRA Coverage

Health Care, Dental Care and EAP Coverage

While you are continuing coverage under COBRA, you and your covered dependents may change your health care, dental care and EAP coverage during the annual enrollment period. If you did not elect COBRA during the 60-day election period (see *How to*

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Continue Coverage, page 37), you may not elect it during a subsequent annual enrollment period.

You may also make certain qualified status changes to your coverage, such as:

- Adding a new spouse or domestic partner or a newborn, a newly adopted child or a child that is placed for adoption to your health care, dental care or EAP coverage,
- Adding an eligible dependent who loses other health care, dental care or EAP coverage,
- Adding a dependent to your health care, dental care or EAP coverage if required by a Qualified Medical Child Support Order, and
- Changing your health care plan if you move out of your current plan's coverage area.

You must contact Benefit Strategies (see page 39) within 60 days of the event that caused the status change in order to change your coverage while on COBRA. Coverage will be effective on the date of birth, adoption or placement for adoption for newborn or newly adopted children who are enrolled within 31 days of birth, adoption or placement for adoption. In the case of a domestic relations judgment, decree or order, the child will be covered on the date specified in the judgment, decree or order.

Health Care Spending Account

While you are continuing participation in the Health Care Spending Account under COBRA, you may submit eligible expenses for your new spouse or domestic partner or newborn or newly adopted child for reimbursement from your account.

Because Health Care Spending Account participation under COBRA ends on December 31 of the calendar year in which the qualifying event occurs, you may not elect to continue participation in a Health Care Spending Account during annual enrollment.

Newborn and Adopted Children

If you have a baby, adopt a child or a child is placed with you for adoption, the child will be a "qualified beneficiary" with independent election rights and multiple qualifying event rights described on page 34.

If one of your covered dependents has a baby, adopts a child or a child is placed with that dependent for adoption during the COBRA continuation period, that child will be eligible for health care, dental care and/or EAP coverage under COBRA. The child of your covered dependent will not, however, be considered a qualified beneficiary with independent election rights and multiple qualifying event rights.

If You Become Entitled to Medicare

If you become entitled to Medicare while you are an active employee and you later experience a qualifying event (for example, terminate your employment or reduction in work hours), you and your dependents may be eligible for continued health care coverage

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when the qualifying event occurs. In this case, you may continue coverage for up to 18 months following the qualifying event. Your spouse or domestic partner and covered dependents may continue coverage for the longer of: 18 months from the qualifying event or 36 months from the date of your Medicare entitlement.

If you become entitled to Medicare after you elect to continue coverage under COBRA, your continued coverage will end on the date of your Medicare entitlement. Your covered dependents, however, may be eligible for up to 36 months of continued coverage from the date of the original qualifying event.

If You Have Questions About COBRA Coverage

If you have general questions about continuing coverage under COBRA, contact the Human Resources at hr@smith.edu or 413-585-2260.

If you have specific questions about your COBRA coverage or payments, contact the COBRA administrator, Benefit Strategies:

Telephone: 888-401-3539

Fax: 603-647-4668

Address: Benefit Strategies, LLC

P.O. Box 1300
Manchester, NH 03105-1300

Claims and Appeal Process

If you, your beneficiary or your authorized representative feel that the Plan has made an error concerning your benefits, you, your beneficiary or your authorized representative has the right to request reconsideration under the Plan in accordance with the following procedure. All requests for reconsideration shall be submitted in writing to the claims administrator (see addresses on page 50).

The claims administrator, plan administrator and any reviewing committees have full discretion and authority to determine all claims under the plans. Any action or determination in the review procedure will be final, conclusive and binding on the claims administrator, plan administrator the College, you and your family members.

Health Care Program, Dental Care Plan and Health Care Spending Account

Claim Review Procedures

For information on how to file your initial claim, see the plan's summary or certificate of coverage that you receive along with this booklet or contact Human Resources.

After receiving your claim, the claims administrator will provide notice of its decision within the following timeframes.

- *Post-service claims.* A post-service claim is a claim for payment of benefits after care has been received. For example, a claim that is submitted after you go to the doctor's office would be a post-service claim. Health Care Spending Account reimbursements would also be considered post-service claims.

The claims administrator will provide written or electronic notice of a claim denial within 30 business days of receipt of your post-service claim. This period may be extended up to an additional 30 days by mutual agreement between the Member and Harvard Pilgrim Health Care, in writing, for matters beyond the control of the claims administrator. If an extension is necessary, you will be notified before the end of the initial 30-day period of the reasons for the delay and when the claims administrator expects to make a decision. Any extension will not exceed 30 business days from the date of the agreement..

- *Pre-service claims.* A pre-service claim is a claim that requires notification or pre-approval before receiving care. For example, some plans require that you obtain pre-approval before receiving non-urgent behavioral health or hospital care.

The claims administrator will provide written or electronic notice of a claim approval or denial within 30 days of receipt of your pre-service claim. This period may be extended up to an additional 15 days for matters beyond the control of the claims administrator. If an extension is necessary, you will be notified before the end of the initial 15-day period of the reasons for the delay and when the claims administrator expects to make a decision.

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Medical Records and Information. The Appeal Coordinator will try to obtain all information, including medical records, relevant to the appeal. Due to the limited time available for the processing of appeals, Members may be asked to assist the Appeal Coordinator in obtaining any missing information or to extend the appeal time limit until such information can be obtained. If information cannot be obtained by the 15th day following the receipt of the Authorization for Release of Medical Information and no agreement can be reached on extending the appeal time limit, the appeal may be decided without the missing information.

Expedited Appeals Process: Members may obtain expedited review of certain types of appeals. An expedited appeal may be requested if Harvard Pilgrim Health Care denies coverage for health services involving: (1) continued hospital care, (2) care that a physician certifies is required to prevent serious harm, or (3) a member with a terminal illness. An expedited appeal will not be granted to review a termination or reduction in coverage resulting from (1) a benefit limit or cost sharing provision of this Handbook or (2) the termination of Harvard Pilgrim Health Care membership. Members may request an expedited appeal – other than an appeal involving mental health or drug and alcohol rehabilitation services – by contacting Harvard Pilgrim Health Care orally or in writing at the following address or telephone numbers:

Harvard Pilgrim Health Care Member Appeals

Harvard Pilgrim Health Care
1600 Crown Colony Drive
Quincy, MA 02169
Telephone: **1-888-333-4742**
FAX: **1-617-509-3085**

Members may request orally or in writing an expedited appeal that involves a mental health or drug and alcohol rehabilitation service by contacting:

Harvard Pilgrim Health Care Behavioral Health Access Center

c/o PacifiCare
P.O. Box 850346
Braintree, MA 02185
Telephone: **1-888-777-4742**
FAX: **1-800-383-2194**

Harvard Pilgrim Health Care will make a decision of an expedited appeal within 72 hours from receipt of the appeal unless a different time limit is specified below. If Harvard Pilgrim Health Care does not act on an expedited appeal within the time limits stated below, including any extension of time mutually agreed upon in writing by the Member and Harvard Pilgrim Health Care, the appeal will be deemed to be resolved in favor of the Member. Harvard Pilgrim Health Care's decision will be sent to the Member in writing.

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Continuation of Services Pending Appeal. If an appeal is filed concerning the termination or reduction of coverage for ongoing treatment, such coverage will be continued through the completion of Harvard Pilgrim Health Care's internal appeal process if:

- a. The service was authorized by Harvard Pilgrim Health Care prior to a request for an informal inquiry or the filing of an appeal;
- b. The service was not terminated or reduced due to a benefit limit under this Handbook; and
- c. The appellant is, and continues to be, a duly enrolled Member under this Handbook.

Harvard Pilgrim Health Care's decision of an appeal will be sent to the Member in writing. The decision will identify the specific information considered in your appeal and an explanation of the basis for the decision with reference to the plan provisions on which the decision was based. If the decision is to deny coverage based on an Medical Necessity determination, the decision will include: (1) the specific information upon which the decision was based; (2) the Member's presenting symptoms or condition, diagnosis and treatment interventions and the specific reasons such medical evidence fails to meet the relevant medical review criteria; (3) identification of any alternative treatment option covered by Harvard Pilgrim Health Care; and (4) the applicable clinical practice and review criteria information relied on to make the decision. The decision will also include a description of other options available for further review of the appeal..

Claim Appeal Procedures

If your claim for health benefits is denied, in whole or in part, you or your authorized representative may appeal the denial within at least 180 days of the receipt of the written or electronic notice of denial. You may, however, first want to contact the claims administrator's Member Services Department to see if you can resolve the issue to your satisfaction.

If you choose to appeal your claim, you may appeal verbally by contacting Harvard Pilgrim Health Care Member Services Department or you may appeal in writing. Please explain why you believe the claim should be paid. Upon your request, you will have access to, and the right to obtain copies of, all documents, records and information relevant to your claim free of charge. You may submit with your appeal any written comments, documents, records and any other information relating to your claim, even if you didn't include that information with your original claim. Reviewers must take all the information into account, even if it was not submitted or considered in the initial decision. The review will not afford any deference to the initial claim determination.

A qualified individual who was not involved in the previous claim determination (and is not that person's subordinate) will decide your appeal. If your appeal involves a medical judgment—including whether a treatment, drug or other item is experimental, investigational or not medically necessary or appropriate—the review will be done in consultation with a healthcare professional who has appropriate training and experience in the relevant field of medicine, who was not consulted in connection with the previous

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adverse claim determination and who is not that person's subordinate. As part of the appeal resolution process, you consent to this referral and the sharing of pertinent medical claim information. If a medical or vocational expert is contacted in connection with an appeal, you will have the right to learn the identity of such individual.

After receiving your appeal, the claims administrator will provide notice of its decision within the following timeframes. These are maximum timeframes for all health plans. Some claims administrators have shorter response times for responding to appeals.

- *Post-service appeals.* The claims administrator will provide notice of the appeal decision within 30 business days following receipt of your appeal.

If your appeal is denied, you have a number of options for further review including a voluntary review by an HPHC review Committee. For further information about this process, please see your member handbook.
- *Pre-service appeals.* The claims administrator will provide notice of the appeal within 30 calendar days following receipt of your appeal.
- *Expedited Appeals.* You or your authorized representative should contact the claims administrator as soon as possible. You can request an expedited appeal process orally or in writing. In this case, all necessary information, including the Plan's benefits determination on review, shall be relayed to you or your representative by telephone, fax or other similarly expeditious method. The claims administrator will provide notice of the appeal decision as soon as possible, taking into account the seriousness of your condition, but no later than 72 hours after receipt of your appeal.

Life Insurance, Travel Accident Insurance, Dependent Care Spending Account and Tuition Assistance

Claim Review Procedures

For information about filing your initial claim, see the plan's summary or certificate of coverage that you will receive along with this booklet or contact Human Resources.

After you file a claim for benefits, the claims administrator will notify you of the claim determination within 90 days of the receipt of your claim. This period may be extended by 90 days if an extension is necessary to process your claim due to matters beyond the control of the plan. A written notice of the extension, the reason for the extension and when the plan expects to decide your claim, will be furnished to you within the initial 90-day period.

If your claim for benefits is denied, in whole or in part, you or your authorized representative will receive a written notice of your denial. The notice will include:

- The specific reason(s) for the denial
- References to the specific plan provisions on which the benefit determination was based

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- A description of any additional information that would be useful in reconsidering your claim and an explanation of why that information is necessary
- A statement regarding your rights to obtain, upon request and free of charge, a copy of internal rules or guidelines relied upon in making this determination
- A description of the plan's appeals procedures and applicable time limits
- A statement of your right to bring a civil action under ERISA (see page 47) following an adverse benefit determination on review

Claim Appeal Procedures

You or your authorized representative may appeal a denied claim in writing to the claims administrator within 60 days of the receipt of the written notice of denial. You may submit with your appeal any written comments, documents, records and any other information relating to your claim, even if they were not submitted with your original claim.

A full review of the information in the claim file and any new information that you submit to support your appeal will be conducted. The claims administrator will make a determination on your claim appeal within 60 days of the receipt of your appeal request. This period may be extended for an additional 60 days if the claims administrator determines that special circumstances require an extension of time. A written notice of the extension, the reason for the extension and the date that the claims administrator expects to render a decision will be furnished to you within the initial 60-day period.

If your claim appeal is denied in whole or in part, you will receive a written notification of the denial. The notice will include:

- The specific reason(s) for the denial
- References to the specific plan provisions on which the benefit determination was based
- A statement regarding your rights to obtain, upon request and free of charge, a copy of internal rules or guidelines relied upon in making this determination
- A statement of your right to request access to and copies of all documents, records and other information relevant to your denied claim, free of charge
- A statement of your right to bring a civil action under ERISA (see page 47) following an adverse benefit determination on review

Long Term Disability

Claim Review Procedures

For information about filing Long Term Disability (LTD) claims, see ING's Certificate of Insurance that you will receive along with this booklet or contact Human Resources.

After you file a claim for LTD benefits, the claims administrator will notify you of the claim determination within 45 days of the receipt of your claim. This period may be extended by 30 days if an extension is necessary to process your claim due to matters beyond the control of the LTD Plan. A written notice of the extension, the reason for the

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extension and when the LTD Plan expects to decide your claim, will be furnished to you within the initial 45-day period. This period may be extended for an additional 30 days beyond the original extension (for a total of 105 days) if the claims administrator sends an additional written notice.

If your claim for benefits is denied, in whole or in part, you or your authorized representative will receive a written notice of your denial. The notice will include:

- The specific reason(s) for the denial
- Reference to the specific plan provisions on which the benefit determination was based
- A description of any additional information that would be useful in reconsidering your claim and an explanation of why that information is necessary
- A description of the LTD plan's appeals procedures and applicable time limits
- If the denial is based on medical necessity, experimental treatment, or other similar exclusion or limit, an explanation of the scientific or clinical judgment used in making the decision
- A statement of your right to request access to and copies of all documents, records and other information relevant to your denied claim, free of charge
- A statement that you have the right to obtain upon request and free of charge, a copy of internal rules or guidelines relied upon in making this determination, and if the determination is based on medical necessity or experimental treatment or similar exclusion or limit, an explanation of the scientific or clinical judgment for the determination, applying the terms of the plan to your medical circumstances
- A statement of your right to bring a civil action under ERISA (see page 47) following an adverse benefit determination on review

Claim Appeal Procedures

You or your authorized representative may appeal a denied claim in writing to the claims administrator within 180 days of the receipt of the written notice of denial. You may submit with your appeal any written comments, documents, records and any other information relating to your claim, even if they were not submitted with your original claim.

A full review of the information in the claim file and any new information that you submit to support your appeal will be conducted. The claim appeal decision will be made by a party who was not involved in the initial benefit determination and is not the subordinate of those involved in the initial benefit determination. This review will not afford any deference to the initial benefit determination.

If the initial adverse decision was based in whole or in part on a medical judgment, the party reviewing your appeal will consult with a healthcare professional who has appropriate training and experience in the field of medicine involved in the medical judgment, was not consulted in the initial adverse benefit determination and is not a subordinate of the healthcare professional who was consulted in the initial adverse benefit determination.

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The party reviewing your claim appeal will make a determination on your claim appeal within 45 days of the receipt of your appeal request. This period may be extended for an additional 45 days if special circumstances require an extension of time. A written notice of the extension, the reason for the extension and when the plan expects to decide your claim, will be furnished to you within the initial 45-day period.

If your claim appeal is denied in whole or in part, you will receive a written notification of the denial. The notice will include:

- The specific reason(s) for the denial
- References to the specific plan provisions on which the benefit determination was based
- If the denial is based on medical necessity, experimental treatment, or other similar exclusion or limit, an explanation of the scientific or clinical judgment used in making the decision
- A statement that you have the right to obtain upon request and free of charge, a copy of internal rules or guidelines relied upon in making this determination, and if the determination is based on medical necessity or experimental treatment or similar exclusion or limit, an explanation of the scientific or clinical judgment for the determination, applying the terms of the plan to your medical circumstances
- A statement of your right to bring a civil action under ERISA (see page 47) following an adverse benefit determination on review

The claims administrator, plan administrator and any reviewing committees have full discretion and authority to determine all claims under the plans. Any action or determination in the review procedure will be final, conclusive and binding on the claims administrator, plan administrator the College, you and your family members.

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Your Rights Under ERISA

As a participant in the Smith College health and welfare plans described in this booklet, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

Examine, without charge, at the plan administrator's office and at other specified locations, such as worksites and union halls, all documents governing the plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Pension and Welfare Benefit Administration.

Obtain, upon written request to the plan administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The administrator may make a reasonable charge for the copies.

Receive a summary of the plan's annual financial report. The plan administrator is required by law to furnish each participant with a copy of this summary annual report.

Continue Group Health Plan Coverage

Continue health care coverage for yourself, your spouse or domestic partner, or your dependents if there is a loss of coverage under the plan as a result of a qualifying event. You or your dependents may have to pay for such coverage. Review this summary plan description and the documents governing the plan on the rules governing your COBRA continuation coverage rights.

Reduce or eliminate exclusionary periods of coverage for preexisting conditions under your group health plan, if you have creditable coverage from another plan. You should be provided a certificate of creditable coverage, free of charge, from your group health plan or health insurance issuer when you lose coverage under the plan, when you become entitled to elect COBRA continuation coverage, when your COBRA continuation coverage ceases, if you request it before losing coverage, or if you request it up to 24 months after losing coverage. Without evidence of creditable coverage, you may be subject to a preexisting condition exclusion for 12 months (18 months for late enrollees) after your enrollment date in your coverage.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in

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the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a (pension, welfare) benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a welfare benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Pension and Welfare Benefits Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue NW, Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Pension and Welfare Benefits Administration.

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Plan Administrator

Smith College, as the Plan Administrator, shall be responsible for the overall administration of the benefit plan. Smith College shall be the “named fiduciary” within the meaning of ERISA. Smith College may adopt rules and procedures, as it deems desirable for the conduct of its affairs and the administration of the benefit plans, provided that any such rules and procedures shall be consistent with the provisions of such plans and ERISA.

The Plan Administrator shall have the duty and authority to interpret and construe the terms of the benefit plan, including, but not limited to, all questions of eligibility, the status and rights of benefit plan participants, and, unless delegated to the claims administrator, the manner, time, and amount of payment of any benefits under the Plan.

The Plan Administrator shall discharge its duties with respect to the benefit plan (i) solely in the interest of the benefit plan participants (ii) for the exclusive purpose of providing benefits to the benefit plan participants and of defraying reasonable expenses of administering the benefit plans and (iii) with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims.

Funding Policy

Smith College may establish a funding policy and method consistent with the objectives of the benefit plans and applicable law.

Plan Termination

Smith College expects to continue the health and welfare plans. However, Smith College, in its sole discretion, reserves the right to amend, modify or terminate any plan or provision contained in the booklet or the accompanying plan summaries, including insurance certificates. Claims arising before the date of termination would be reviewed and honored if the Plan Administrator determines such claims are valid.

Plan Information

This section contains important information about the administration of your health and welfare benefits.

Plan Sponsor

Smith College
30 Belmont Avenue
Northampton, MA 01063
413-585-2246

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Plan Administrator

Trustees of Smith College
 Office of Human Resources
 30 Belmont Avenue
 Northampton, MA 01063
 413-585-2267

Legal Process

You may serve legal process on the Plan Administrator.

Plan Name

Smith College Health and Welfare Benefit Plans

Plan Year

The plan year for all benefits described in this booklet is January 1 to December 31.

Employer Identification Number

Smith College's employer identification number is 04-1843040.

Plan Administration and Funding

Contributions necessary to fund the plans are provided by Smith College and the employees. Smith College shall contribute the difference between the amount employees contribute and the amount required to pay benefits under the plan.

Plan	Type of Plan	Plan Insurer/Claims Administrator	Type of Administration	Funding	Plan Number
Health Care Program	Welfare—Health	Harvard Pilgrim Health Care 1600 Crown Colony Drive Quincy, MA 02169	Insured; claims paid by third-party administrator	College and employees pay premiums	510
Dental Care Plan	Welfare—Health	Delta Dental 465 Medford St. Boston, MA 02129	Self-funded; claims paid by third-party administrator	College and employees pay premiums	510
Long Term Disability Insurance	Welfare—Disability	ING ReliaStar Life Insurance Company PO Box 20 Minneapolis, MN 55440	Insured; claims paid by third-party administrator	College pays premiums for basic coverage; employees pay premiums for supplemental coverage	510
Life Insurance <ul style="list-style-type: none"> ▪ Basic ▪ AD&D ▪ Supplemental ▪ Dependent 	Welfare—Life Insurance	ING ReliaStar Life Insurance Company PO Box 20 Minneapolis, MN 55440	Insured; claims paid by third-party administrator	College pays premiums for Basic Life and AD&D Insurance; employees pay premiums for Supplemental and Dependent Life Insurance	510

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Plan	Type of Plan	Plan Insurer/Claims Administrator	Type of Administration	Funding	Plan Number
Travel Accident Insurance	Welfare— Accident	AIG 1145 Clark St.. Stevens Point, WI 54481	Insured; claims paid by third-party administrator	College pays premiums	510
Health Care Spending Account and Dependent Care Spending Account	Welfare— Flexible Spending Accounts	Benefits Strategies, LLC 967 Elm Street Manchester, NH 03101 Mailing address: PO Box 1300 Manchester, NH 03105-1300	Third-party administrator pays claims	Employees make contributions; College pays administrative fees	510
Employee Assistance Program	Welfare— Employee Assistance Program	The Wellness Corporation 512 West Main St. Shrewsbury, MA 01545	Insured	College pays premiums	510
Tuition Assistance Program	Educational Assistance Program	Smith College	Self-administered	College pays out of general assets	510

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If You Have Questions

If you have questions about your health and welfare benefits, please contact the plan directly. You may also contact Human Resources at hr@smith.edu or 413-585-2260.

Plan	Plan Insurer/Claims Administrator	Web/E-mail	Telephone
Health Care Program	Harvard Pilgrim Health Care	www.harvardpilgrim.org	HMO: 888-333-4742 POS: 888-333-4742
Dental Care Plan	Delta Dental	www.deltamass.com	800-872-0500
Long Term Disability Insurance	ING	www.ing-usa.com	413-585-2260
Life Insurance	ING	www.ing-usa.com	413-585-2260
Travel Accident Insurance	AIG	www.aig.com	800-626-2427
Health Care or Dependent Care Spending Accounts	Benefits Strategies, LLC	www.benstrat.com.com	888-401-3539
Employee Assistance Program	The Wellness Corporation	www.wellnesscorp.com	800-828-6025
Tuition Assistance Program	Smith College	hr@smith.edu	413-585-2273