JOIN US AT THE HR FAIR!

WEDNESDAY, NOVEMBER 2
11 a.m. to 4 p.m.
Carroll Room, 2nd floor, Campus Center

Mark your calendar!

- Find out more about Smith benefits, provider organizations, and services
- Win a prize by entering the drawing
- Relax with a seated-chair massage provided by Harvard Pilgrim Health Care

This year’s annual Open Enrollment period will run November 2–November 22. “Open Enrollment” refers to the official period during the year when employees can make changes to their benefit plans. This is the time to enroll in our health and/or dental plan, add a dependent, switch health- or dental-plan options, or drop a plan.

It’s also the only time of the year when employees can opt to continue or open a flexible medical or dependent-care spending account. Employees who would like to open or continue a flexible spending account are required by the IRS to enroll every year.

NEW FOR 2017

Vision Insurance

We’re pleased to announce a new voluntary vision insurance plan for 2017. The coverage is through EyeMed, a leading vision-insurance provider. EyeMed enjoys a strong retail and private-practitioner network. The plan offers coverage for eye exams, contact-lens fittings, and allowances for glasses and contact lenses at an affordable premium.

The Full-time, Biweekly Rates

<table>
<thead>
<tr>
<th>Plan</th>
<th>Individual</th>
<th>Double</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIGH</td>
<td>$4.40</td>
<td>$22.75</td>
<td>$31.89</td>
</tr>
<tr>
<td>VALUE</td>
<td>$2.00</td>
<td>$11.68</td>
<td>$16.38</td>
</tr>
</tbody>
</table>

Note: If you’re currently enrolled and you don’t elect to join the Value plan during Open Enrollment, you will remain in the High plan. If you would like to add the new dental option, you must complete the 2017 Health & Dental form.

Dental Insurance Option

Smith has added an option to its dental plan. The current PPO Plus Premier plan remains as the HIGH option with an increased annual maximum of $2,000. For those who don’t anticipate significant dental needs, we’re instituting a lower-option, VALUE plan. This plan is lower in cost and continues to offer 100 percent coverage for Tier I services (cleanings, for example). Coverage for Tier 2 services (such as fillings) is 80 percent after a modest deductible: $50 per individual or $100 per family. The annual maximum is $1,000. The Value plan doesn’t cover Tier 3 services (dentures, crowns) or orthodontics. More information will be available at the Delta Dental table at the HR Fair.

OPEN ENROLLMENT CHANGES

Similar to last year, if you are not making any changes to your health or dental insurance, you are
not required to complete the 2017 Health & Dental form. If you’re making changes to your health or dental insurance — such as adding the new dental option — you must complete the 2017 Health & Dental form; however, you won’t have to complete separate enrollment forms.

You’re still required to complete the Certification of Eligibility for Dependent Coverage if you include a spouse, an ex-spouse, or children on your benefit plans even if you’re not making any changes for 2017.

Open Enrollment forms for benefits-eligible employees will be available at the HR Fair. In an effort to support greater sustainability, we will no longer have packets of paper forms. Forms for making changes and the Certification for Dependent Eligibility will be available at the Human Resources table at the HR Fair and on the HR website after the fair; please visit http://www.smith.edu/about-smith/hr. All forms must be returned to Human Resources no later than the end of the business day on November 22, 2016.

For employees who are not benefits-eligible, health-insurance options can be found through the Commonwealth Health Connector by calling 1-877-MA-ENROLL (1-877-623-6765) or online at www.mahealthconnector.org.

FSA ENROLLMENT CHANGE: Online for 2017!

Open enrollment for flexible spending accounts will no longer be completed on paper. Smith is moving to an online procedure with Benefit Strategies. In order to enroll, you must have an online account with Benefit Strategies. Information and detailed instructions about how to register and sign up will be available at the HR Fair and on the HR website during the Open Enrollment period, beginning on November 2. During Open Enrollment, HR staff will be happy to assist any employees who would like help in signing up online.

HEALTH INSURANCE UPDATE

Every year we engage in a thorough review of our employee-benefit programs. Our aim is always to provide you and your family access to comprehensive benefits at competitive costs. Each year this goal gets more difficult to achieve, as the college faces cost pressures related to significant increases in medical and prescription-drug costs and Affordable Care Act (ACA) regulations. The ACA requires large employers to comply with the “Cadillac tax,” a tax on high-cost employer-sponsored healthcare plans that will go into effect in 2020. We must balance our goal to provide you access to competitive benefits with prudent long-term, fiscal responsibility.

In the past, Smith has successfully managed costs. Our average annual fully insured healthcare program renewal over the past seven years (+4.5%) compares favorably to the national average trend of 8.8% during the same period. We have achieved this through negotiations with our vendor and by making modest plan-design and employee-contribution adjustments. However, our underlying costs continue to rise due to a slightly less favorable claims history and sharp increases in the costs of pharmaceuticals, particularly specialty drugs.

To mitigate the financial impact of this renewal on you and on the college, we’re making small changes to the pharmacy benefit on all plans. We’re adding a $100/individual and $200/double or family deductible to the Tier 2 and Tier 3 prescription drugs. There will not be a deductible for Tier 1 (generic) prescription drugs. According to utilization data, many individuals on Tier 2 drugs have the ability to opt for less expensive, Tier 1 generics.

The 2017 Full-time, Biweekly Health-plan Rates

<table>
<thead>
<tr>
<th>Plan</th>
<th>Individual</th>
<th>Double</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>VALUE HMO</td>
<td>$18.75</td>
<td>$117.95</td>
<td>$170.99</td>
</tr>
<tr>
<td>HMO</td>
<td>$46.72</td>
<td>$175.83</td>
<td>$254.96</td>
</tr>
<tr>
<td>POS</td>
<td>$94.55</td>
<td>$265.88</td>
<td>$385.55</td>
</tr>
</tbody>
</table>

Smith pays a significant amount towards health-insurance premiums: the college’s contribution to health insurance for 2016 will total almost $12,000,000!

Choose the Right Plan for You

The Summary of Benefits for all plan options will be available at the HR Fair, on the HR website (visit www.smith.edu/about-smith/hr/benefits), and on the Harvard Pilgrim website, www.harvardpilgrim.org/smithcollege. When deciding which plan is best for you, take a very careful look at the Schedule of Benefits for the Value HMO.

Value HMO Members Save Money

Employees who choose the Value HMO will continue to see significant annual savings in premiums as compared to those of the traditional HMO.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Premium Saved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$727.22</td>
</tr>
<tr>
<td>Double</td>
<td>$1,504.88</td>
</tr>
<tr>
<td>Family</td>
<td>$2,183.22</td>
</tr>
</tbody>
</table>
Health Plan Comparison Tool

To help you choose which plan may work best for you, after the HR Fair we’ll have available a Health Plan Comparison Tool on the Open Enrollment website. The tool will estimate your total out-of-pocket costs (combined premiums and cost of care) for all three plans. It will also enable you to estimate your health needs for 2017 and uses average costs for different services along with Smith’s actual premiums to arrive at the estimated total cost for each plan.

Looking Toward 2017 and Beyond

Every indication points to continued increases in the costs of health care, and prescription drug costs are projected to increase at double-digit rates. Barring legislative changes, we must also address the potential cost of a “Cadillac” tax on our health-insurance plan.

Along with the continued management of our healthcare program, we have a multiyear strategy that will:

- Encourage enrollment in the Value HMO plan through its design and the college’s contribution to it
- Review the current contribution structure and consider alternative strategies that other schools and colleges are using. One method many other colleges have adopted is a four-tier contribution design, which includes employee + spouse and employee + child/children. In looking at Smith’s claims data, spouses cost 7.2% more than employees and children cost 41% less than employees. Given these statistics, a more appropriate cost-sharing method may be considered.
- Possibly begin a phase-out of the POS and Traditional HMO Plans, as they are projected to exceed “Cadillac tax” limits, with migration to, perhaps, a PPO model with high/low deductible options.

We’ll have more information and updates in later communications.

Smith Fitness Program Is Now Eligible for Harvard Pilgrim Fitness Reimbursement

Harvard Pilgrim members who in a calendar year participate in any two sessions (among fall, summer, and spring) of the Smith Fitness Program may qualify for up to $150 through Harvard Pilgrim’s Fitness Reimbursement Program.

Participants must submit a copy of their registration forms and their canceled checks along with the reimbursement application. For instructions or to submit your request online, please visit http://www.harvardpilgrim.org/smithcollege.

MAKING CHANGES OUTSIDE OF THE OPEN ENROLLMENT PERIOD

Employees can make changes to health, dental, vision, or a flexible-spending account outside of the Open Enrollment period only under certain circumstances, known as “qualified status changes” or “qualifying events.”

If you’d like 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 Open Enrollment period or until you experience another qualified status change.

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 healthcare coverage or drop your coverage to join your spouse’s plan.

A list of qualified status changes and a general summary of the plans under which you may make election changes are in our Summary Plan Description, available on the Human Resources website; please visit https://www.smith.edu/sites/default/files/media/Documents/HR/health_welfare_spd.pdf.

ELIGIBILITY FOR DEPENDENT BENEFIT COVERAGE CERTIFICATION

Dependents of Smith employees are eligible for certain college benefits and privileges. Dependent benefit eligibility is always subject to employee eligibility, and dependents must be listed on the Certification of Eligibility for Dependent Benefit Coverage form. Smith requires employees who cover dependents to complete the certification form on an annual basis. The form will be available at the HR Fair and online; please visit https://www.smith.edu/sites/default/files/media/Documents/HR/health_dependent_eligibility.pdf.
FLEXIBLE SPENDING ACCOUNTS (FSA)

The maximum amount that you will be able to set aside in a medical FSA for plan-year 2017 remains $2,500. The maximum for a dependent-care FSA remains $5,000 for plan-year 2017.

FSA Deadlines Reminder

Smith employees have two months beyond the end of the calendar year in which to spend their FSA election dollars. The deadline for spending 2016 FSA election dollars is February 28, 2017. The deadline for submitting receipts for reimbursement is March 31, 2017. This applies to both medical flexible spending accounts and dependent-care flexible spending accounts. For details about how to manage your flexible spending account, please contact Lynn Cocco, in HR, at ext. 2273.

RETIREMENT UPDATES

We Want to Hear from You!

Please take a few minutes to complete the Retirement Plan Participant Satisfaction Survey.

An important part of the benefits offered to Smith College employees is the 403(b) retirement plan. We want to ensure that this plan is helping you save money to meet your retirement and financial goals — and that you have access to retirement-plan information in a manner that’s convenient for you and easy to understand. Whether that’s through the plan website, at smithcollege.prepare4myfuture.com, by way of the Voya-participant website, or by speaking with our Voya representative, Mary Ellen Gordon, we want your feedback! You can access the survey through the plan website, smithcollege.prepare4myfuture.com. All individual responses will be kept confidential.

Changing Your Voluntary Contribution Percentage: Now Possible Online!

Have you been thinking about changing the percentage of your voluntary contribution to the 403(b) retirement plan? Good news! You can now request a change with your online account. First, log in to your account through smithcollege.prepare4myfuture.com. If you don’t have a user ID and password, your initial user ID will be your Social Security number and your initial password will be your two-month and two-digit year of birth (mmyy). You will then be required to create your own, personalized user ID and password in order to access your account at any other time.

Second, once you’ve logged in to your account, you’ll be prompted by Voya’s myOrangeMoney™ tool with the choice of entering your salary and a response to how you feel when you think about your retirement. This information is used to show you your retirement-income potential based on your current account balance, growth of future voluntary and Smith College contributions, and Social Security.

Then, located under THE AMOUNT OF PAY I CAN SAVE NOW, you can change your contribution percentage using the slider bar on the right-hand side of your screen. Once you’ve selected the percentage you’d like your voluntary contribution to be, click on MAKE CHANGE NOW. Review the changes you’ve requested, then click SUBMIT. Contribution changes submitted through your online account will take effect the following pay period. It’s that easy!

As a reminder, it’s important to update your salary so that the per-pay-period amount displayed below the slider bar in the myOrangeMoney™ tool reflects the correct amount as a percentage of your salary.

We encourage you to consider increasing the percentage of your voluntary contribution to the retirement plan and to use the myOrangeMoney™ tool to see whether you’re on track for retirement or if you have some catching up to do.

Have more questions? Our Voya representative, Mary Ellen Gordon, is always happy to answer them. Either call her office, at 1-877-645-5206, to schedule an appointment or schedule an appointment through the website, smithcollege.prepare4myfuture.com.

MEMBER SERVICES CONTACT NUMBERS
- Harvard Pilgrim Health Care: 1-888-333-4742
- Delta Dental: 1-800-872-0500
- Benefit Strategies: 1-888-401-FLEX (3539)

HR ON FACEBOOK and TWITTER

In addition to communicating changes via eDigest, and the HR Update, Smith College Human Resources now keeps faculty and staff informed about events, benefits, hiring, policies, and laws on Facebook and Twitter. Follow us at @SmithCollegeHR or “Like” us on Facebook, at www.facebook.com/SmithCollegeHR.

STILL HAVE QUESTIONS?

Join the HR Forum on Monday, November 7, in Stoddard Hall Auditorium.