As a valued graduate assistant or fellow of the University, you are provided with access to quality benefits. Open Enrollment – November 3-14 this year – is the time when you make your benefit choices for the coming year.

There is exciting news to share for 2015:

- Medical contribution rates have the lowest percentage increase in years;
- Medical claims incurred while traveling abroad will be reimbursed at the same rate as domestic claims; and
- Rates for the University dental plan will decrease by 8%, while vision rates will have no increase.

We often receive inquiries from you asking when you can change your dental and vision elections. If you are eligible for dental and vision as part of your benefits package, this is the year when you may opt in or waive coverage under the University dental and vision plans for the next two years. If you are enrolled in one of the plans now, your coverage will carry over automatically for 2015-2016, unless you opt out, make a change, or become ineligible for the benefit. If you wish to enroll in the plan(s), you must do so during this year’s Open Enrollment.

We encourage you to review your current benefits, consider your options, and make the choices that best serve you and your family. Open Enrollment is the one time each year you may make changes to your benefit elections, unless you undergo a change in family status such as marriage, divorce, the birth or adoption of a child, or other “qualifying life event” in 2015.

Take advantage of the plans, tools, and programs the University offers as part of its benefits package to help you provide the right health care for you and your loved ones.
HEALTH PLAN HIGHLIGHTS

The University is committed to providing affordable, comprehensive health plan options for you and your family. As in the past, we offer graduate assistants and fellows the choice of three health plans: SUBlue, SUOrange, and SUpro.

A significant enhancement to the medical plans for 2015 is the expansion of coverage for international claims under SUBlue and SUpro. This year, after a holistic review of the coverage for members traveling internationally and to align our plan design with the University’s goal of increasing international engagement, the University will expand coverage for SUBlue and SUpro as of January 1, 2015. Specifically, for members and their eligible dependents enrolled in either of these medical plans, the cost-sharing will mirror the Level One, In-Network coverage for both SUBlue and SUpro. This provides plan members with financially equitable protection when traveling outside of the country, whether on University business or not.

CONTRIBUTION SCHEDULE

This year, graduate assistants and fellows have been contributing 21.9% toward the cost of their health care coverage. For 2015, through thoughtful and deliberate health care planning coupled with lower health care costs, the University will be able to maintain these percentages, resulting in a modest increase in contributions over 2014.

<table>
<thead>
<tr>
<th>Health Plan</th>
<th>SUBlue</th>
<th>SUOrange</th>
<th>SUpro</th>
</tr>
</thead>
<tbody>
<tr>
<td>GA/Fellow Only</td>
<td>$110.97</td>
<td>$107.74</td>
<td>$101.21</td>
</tr>
<tr>
<td>GA/Fellow + Spouse/Domestic Partner</td>
<td>$244.14</td>
<td>$237.03</td>
<td>$222.65</td>
</tr>
<tr>
<td>GA/Fellow + Child(ren)</td>
<td>$214.18</td>
<td>$207.94</td>
<td>$195.33</td>
</tr>
<tr>
<td>GA/Fellow + Spouse/Domestic Partner + Child(ren)</td>
<td>$347.34</td>
<td>$337.23</td>
<td>$316.77</td>
</tr>
</tbody>
</table>

Contributions listed here are based on the 12-month calendar year. The actual deduction from your paycheck depends on your deduction cycle. Contributions for domestic partners and their children are paid on an after-tax basis.

ARE YOUR DEPENDENTS STILL ELIGIBLE FOR THE BENEFIT PLANS?

As in years past, if you add a dependent to any benefit plan, you will need to provide proof of their eligibility (marriage license, domestic partner documentation, birth certificate, adoption certificate, legal custody paperwork, federal income tax return, etc.)

Open Enrollment is your time to review and remove any dependents you have on your plans who no longer meet the University’s definition of eligible dependent.

To review the eligible dependent criteria, see the Benefits Eligibility Policy.
DENTAL AND VISION PLAN HIGHLIGHTS

Don’t forget - this is the year you may either enroll in or waive dental and vision coverage for the next two years.

Great news - the only change for the dental and vision plans for 2015 is that the dental premiums will decrease by 8%, reflected in the contribution rates below. Vision premiums will stay the same. If you already are enrolled in the University dental and vision plans, your coverage will carry over for 2015-2016 unless you opt out, make a change, or become ineligible for the benefit. The two-year commitment runs from January 1, 2015 through December 31, 2016. The only change you will be able to make during those two years will be to enroll or remove dependents from the plan.

<table>
<thead>
<tr>
<th>2015 MONTHLY DENTAL/VISION CONTRIBUTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive</td>
</tr>
<tr>
<td>GA/Fellow Only</td>
</tr>
<tr>
<td>GA/Fellow + Spouse/Domestic Partner</td>
</tr>
<tr>
<td>GA/Fellow + Child(ren)</td>
</tr>
<tr>
<td>GA/Fellow + Spouse/Domestic Partner + Child(ren)</td>
</tr>
</tbody>
</table>

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OPTIMIZE YOUR HEALTH

Syracuse University has partnered with Optum, a leading health services company, to provide individuals with programs and support of varying intensity depending on their health needs.

Through Optum, graduate assistants and fellows enrolled in the University health plans have access to programs designed to help people manage chronic health conditions and make better health care decisions.

The Condition Management Program connects you with a personal nurse who will work with you by phone to develop an action plan, control risk factors, understand treatment options and help you prepare for doctor visits. Similarly, the Treatment Decision Support program teams you with a nurse to help you understand your condition and treatment options available to you, so your choices lead to better health outcomes and lower costs.

If you qualify for and would benefit from either or both of these programs, Optum is likely to contact you. If someone from Optum calls, it is not a sales call. These services are provided free of charge to you as part of your benefits package.

OPTUM PROGRAMS

Condition Management
Offers one-on-one support to help manage:
- Heart Failure
- Diabetes
- Asthma
- Coronary Artery Disease
- Chronic Obstructive Pulmonary Disease

Treatment Decision Support
Provides information and support for the following conditions:
- Musculoskeletal
- Heart Disease
- Women’s Health
- Men’s Health
- Weight Management
CONTACT US
Questions about Open Enrollment or your benefit options?
You can get the answers by contacting the HR Service Center at 315-443-4042.

HOW TO ENROLL

The Open Enrollment process is conducted online through MySlice. To access the site beginning November 3, you will need to enter your MySlice NetID and password. If you do not know this login information, visit the ITS website to review instructions on how to obtain it. If you have questions about your NetID, call Information Technology and Services at 315-443-2677 during business hours. To access the Open Enrollment pages, please use one of the University supported web browsers for MySlice applications. A list of compatible web browsers is available online. The University does not support other internet browsers and the application may not work correctly.

Once you complete the enrollment process in MySlice and click the “FINISH” button, a confirmation statement will be emailed to your syr.edu email account. This statement confirms that you have enrolled and allows you to review your benefit elections. You may call and request a hard copy statement from HR if you prefer.

You can continue to make changes to your benefits selections through November 14. You will receive a confirmation every time you click the “FINISH” button. The last confirmation statement you receive via email represents your final selections, regardless of previous confirmation statements you received.

COMPUTER KIOSKS AVAILABLE

If you need computer access for Open Enrollment purposes, the University has a number of workstations available across campus. While computer assistance is available at the HR kiosks, questions relating to benefits should be directed to HR in advance by attending an Information Session or contacting the HR Service Center at 315-443-4042. Computer access is available at:

Office of Human Resources, Skytop Office Building: 8:30 a.m. to 5 p.m., Monday through Friday.

Other computers are available at the ITS public computer labs and email stations.

Printers are not available at the email stations.