Dear Colleague:

It is the time to review your benefits and make your elections for the coming year!

Amherst College provides a comprehensive, competitive benefits program that is an important part of your overall compensation. The College provides many different opportunities for you to invest in your health and to plan for your financial future.

The annual Open Enrollment Period for insurance benefit changes begins May 7, 2018 and continues through Monday, June 4, 2018. During this time, you will have the opportunity to make changes to your benefits. Changes become effective on July 1, 2018.

Please review the enclosed information carefully and submit any change requests by June 4, 2018. This announcement and other items relating to the open enrollment are available at the Office of Human Resources’ website https://www.amherst.edu/mm/561614. We strongly recommend that you visit the website to view all the information.

If you are currently participating in Health or Dependent Care Flexible Spending Accounts, your election ends June 30th. If you wish to make contributions in 2018-2019, you must complete a new Amherst Plan form. Those employees already enrolled in health and dental insurance do not need to complete a new Blue Cross application, unless you are changing plans. The deadline for completing the Sliding Scale application is June 30, 2018.

Questions concerning open enrollment may be directed to the Office of Human Resources at 542-2372, hr@amherst.edu. Please remember that changes must be completed and received in the Office of Human Resources no later than June 4, 2018.

Sincerely,

Maria-Judith Rodriguez
Chief Human Resources Officer

Christopher Casey
Director of Compensation, Benefits & HRIS
What You Can Do During Open Enrollment

During the open enrollment period you may:

- Enroll in, cancel or modify your medical, dental and/or vision coverage
- Transfer between the medical or dental plan options
- Modify your coverage to add or delete dependents, a spouse or a domestic partner
- Apply for sliding scale consideration for medical and dental premiums
- Establish your flexible spending account (The Amherst Plan) for the new fiscal year
- Increase your supplemental life insurance election by one times your salary in coverage
- Enroll or change your dependent life insurance election for your spouse/domestic partner

No Premium Increases*... and No Medical Contributions in September!

We are pleased to announce that there will be NO INCREASE in premiums for the medical, dental, and life insurance plans. In addition, there are no changes to the structures of these programs.

In addition to no premium increase, you will have a “premium holiday” for September for medical coverage. This means you will pay NO PREMIUM for medical coverage for that month. This holiday is the result of the plan’s favorable experience.

*There will be a very small increase in the vision plan premiums effective July 1, 2018.

Good News!

Medical Plan

Blue Cross Blue Shield is making a change to the telehealth benefit, where you can save time and money by using your smartphone, computer or tablet to access medical care remotely. The program will now be available through a partnership with Well Connection, and there will be a new app and website to access this care. If you were previously enrolled in the Telehealth with AmWell program, you will be contacted by Blue Cross to assist with the transition.

Visit https://myblue.bluecrossma.com/health-plan/telehealth to learn more.

A Note About High Deductible Health Plan

In 2017, Amherst announced we would be adding a new High Deductible Health Plan with a Health Savings Account starting in 2018. This plan is still under consideration, but it will not be implemented for 2018. More information will be provided once a decision has been confirmed.

Dependent Life Insurance

There are new amounts of Spouse/Domestic Partner Life Insurance available for you to purchase. You can now choose $10,000, $25,000 or $50,000 of coverage. For this open enrollment only, you can elect coverage for the first time or increase coverage for your spouse/domestic partner. Elections of $10,000 or $25,000 will not require evidence of good health, however, an election of $50,000 of coverage will require evidence of good health.

Going forward, any future elections or increases will require evidence of good health regardless of the amount.

Note: Child Life Insurance remains a flat $10,000 of coverage per child.
Amherst will be making some other enhancements later this year:

✅ Total Compensation Statements
We will be providing each benefits-eligible employee with a personalized summary of their total compensation provided by the College.

✅ FMLA Outsourcing
We will enhance our partnership with Prudential by contracting with them to administer our Family & Medical Leave program. The goal is to streamline the employee experience since Prudential also administers the College’s disability programs.

Watch for more information on these enhancements.

Questions?
If you have any questions about open enrollment, contact the Office of Human Resources at 542-2372, Philip Chapman-Bell at 542-5403, pcchapmanbell@amherst.edu or Christopher Casey at 542-2670, ccasey@amherst.edu.

The Office of Human Resources is located at 79 So. Pleasant Street, Suite 200. Application forms for processing any changes to your plan, and detailed brochures, are also available in our office which is open each work-day from 8:30 a.m. to 4:30 p.m.

Applications for the sliding scale health insurance premiums can be witnessed during office hours, and the deadline is June 30, 2018. Please remember that changes must be completed and received in the Office of Human Resources no later than June 4, 2018.

Learn More
The Benefits Overview booklet in your enrollment package has more information about the Amherst College benefit programs. You can also find more detailed information on the Human Resources website.
Please join us at one of the upcoming benefit enrollment meetings where you can:

- Turn in health insurance enrollment forms if you are enrolling for the first time or making changes
- Submit the sliding scale application (and share your 2017 Federal tax form)
- Submit Amherst Plan forms to enroll or participate in the Flexible Spending Account for the upcoming year
- Discuss any other benefit issues or changes you may be considering

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<th>ENROLLMENT MEETINGS</th>
<th>DATE/TIME</th>
<th>LOCATION</th>
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<td>Tuesday, May 22; 1:30 – 2:30 p.m.</td>
<td>Terrance Room A, Valentine Hall</td>
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<td>Thursday, May 24; 10:00 – 11:00 a.m.</td>
<td>Converse Hall Porter Lounge</td>
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<th>BENEFITS FAIR</th>
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<td>Thursday, May 17; 10:00 a.m. – 2:00 p.m.</td>
<td>Fayerweather Hall (Tent at front entrance)</td>
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In addition, come to the Benefits Fair to ask questions and meet with providers! You can learn the Basics of Cholesterol and also go inside Fayweather Hall to get your cholesterol checked. **The Fair will be held on May 17 from 10:00 a.m. to 2:00 p.m.**

**Note:** Space is limited for the cholesterol check, so please contact the Office of Human Resources at 413-542-2372 in advance to reserve your spot.