Dear Colleague,

It is time to make your benefit elections for the coming year. Now more than ever, take the time to consider how your needs have changed, and select the right benefits for you and your family.

The annual Open Enrollment Period for insurance benefit changes begins May 4, 2020 and continues through June 1, 2020. During this time, you will have the opportunity to review and make changes to your benefits. Changes become effective on July 1, 2020.

For the 2020–2021 plan year, there will be a small rate increase for the medical plan — approximately an additional $1 - $4 a week for Individual coverage, and $3 - $13 a week for Family coverage, depending on the plan you choose. In addition, the medical plans will cover up to 12 acupuncture visits per year, at the standard copay or deductible/coinsurance level depending on the plan.

Dental and vision plan rates remain the same, and there are no other changes to benefits for the upcoming year.

There will be no benefits fair this year, but you can attend a virtual benefits enrollment meeting via Zoom (see next page for more details).

Please review the enclosed information carefully and submit any change requests by June 1, 2020. This announcement and other items relating to the open enrollment are available at the Office of Human Resources’ website. 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 30. (Note that you may be able to change your current Dependent Care election if your needs have changed, for example if your day care or child’s school has closed.) If you wish to make contributions in 2020-2021, you must complete a new Amherst Plan form. Staff and faculty already enrolled in health and dental insurance do not need to complete a new Blue Cross application, unless you are changing plans or the dependents covered. The deadline for completing the Sliding Scale application is July 1, 2020.

Questions concerning open enrollment may be directed to the Office of Human Resources at 542-2372, hroffice@amherst.edu. Please remember that changes must be completed and received in the Office of Human Resources no later than June 1, 2020.

Sincerely,

Maria-Judith Rodriguez
Chief Human Resources Officer

Christopher Casey
Director of Compensation, Benefits & HRIS

Open Enrollment Checklist

- Review the enrollment materials in this package and on the HR website to make changes that will go into effect on July 1, 2020.
- Make your benefit elections between May 4 and June 1, 2020.
Coming in 2021
Massachusetts Paid Family and Medical Leave (PFMLA), which provides paid leave benefits for an individual’s own serious health condition (SHC), a family member’s SHC or bonding, is effective January 1, 2021. As communicated last year, Amherst College has been approved for a private plan. This means we will be administering the paid leave benefits for our employees, rather than requiring employees to file with the state. We are in the process of reviewing our already generous paid time off policies to ensure full compliance with the legislation. Watch for more information later this year.

Expanded Telehealth Benefits
As a reminder, Amherst’s medical plans include telehealth benefits that allow you to connect with your provider virtually, via your smartphone, tablet or computer, through the Well Connection program. This program allows you the convenience of receiving urgent care and behavioral health services at any time from the comfort of your home.

As a result of COVID-19, all our plans are now covering all medical and behavioral health services with in-network providers via phone or virtually. The High Deductible Health Plan (HDHP) with Health Savings Account (HSA) will cover these services before the deductible is met. These expanded telehealth benefits are designed to make it easier for you and your provider to connect by calling or through video to receive the care you need quickly and safely.

Massachusetts Paid Family and Medical Leave (PFMLA), which provides paid leave benefits for an individual’s own serious health condition (SHC), a family member's SHC or bonding, is effective January 1, 2021. As communicated last year, Amherst College has been approved for a private plan. This means we will be administering the paid leave benefits for our employees, rather than requiring employees to file with the state. We are in the process of reviewing our already generous paid time off policies to ensure full compliance with the legislation. Watch for more information later this year.

Please join us at one of the upcoming virtual benefit enrollment meetings
Benefit enrollment meetings will be held via Zoom videoconferencing. Please join us on one of these upcoming dates:

<table>
<thead>
<tr>
<th>Meeting date and time:</th>
<th>How to Register:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wednesday, May 13, 2020 11am to 12pm</td>
<td>1. Click on the link below to register for an upcoming Zoom meeting: <a href="https://www.amherst.edu/mm/625631">https://www.amherst.edu/mm/625631</a></td>
</tr>
<tr>
<td>Thursday, May 21, 2020 12pm to 1pm</td>
<td>2. This directs you to the HR website (you will need to sign in to access the site)</td>
</tr>
<tr>
<td>This meeting is for the HDHP/HSA and HealthEquity will be leading the meeting.</td>
<td>3. Select preferred meeting date</td>
</tr>
<tr>
<td>Wednesday, May 27, 2020 3pm to 4pm</td>
<td>4. You will receive an email with Zoom/conferece call login details for the chosen meeting</td>
</tr>
</tbody>
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If you have questions
Please see Important Contacts on page 11 of the Benefits Overview Guide for phone numbers and websites for each of the benefit plans. Contact Philip Chapman-Bell at 542-5403, pchapmanbell@amherst.edu or Christopher Casey at 542-2670, ccasey@amherst.edu for additional questions.