Purdue Benefits
1/1/2011 Implementation

• 3 R’s – Reduce, Require and Rebalance
• Fidelity as “Record Keeper”
3 R’s

• Reduce: Purdue will reduce its retirement contribution to 10% annual budgeted pay – includes Summer Pay
• Require: Mandatory 4% of pay to retirement savings – to 401(a) retirement savings plan account
• Rebalance: Purdue will increase employee’s salary to offset the mandatory contribution – will vary for each so that net salary is not reduced
Fidelity – Record Keeper

• All future contributions to all retirement accounts
• Purdue’s 10% contribution will default to Target Retirement Date Funds (IF no action taken)
• **Must** reenroll in TDA’s 403(b)/457(b) or contributions will stop
  – Still must reenroll if with Fidelity now.
• Roth option
  – After-tax contributions
Fidelity – Record Keeper

- September 21, 2010 – Open Enrollment begins
- 4 Tiers
  - Tier 1: Target Retirement Date Funds
  - Tier 2: Index Funds
  - Tier 3: Actively Managed Funds
  - Tier 4: Fidelity BrokerageLink® - self-directed acct
- Vanguard; American Funds; and others
Purdue Benefits

?????? Implementation

• Medical Plans – Items being discussed

**NOT implemented and subject to change**

• Going to BOT for approval in October
Medical Plans under consideration

- Merge the Incentive and Co-pay plans into one plan
- The Purdue Choice Fund plan will continue
Medical Plans under consideration

• Pharmacy benefits for both plans would have an increase in annual out-of-pocket costs set at $1,300 up from $1,000

• For individuals hired on or after 1 January, 2011 there will be a 30 day waiting period before eligibility for benefits.

• The medical credit for opting out will be eliminated.
Medical Plans under consideration

• Part-time employees may be charged premiums based on the full-time salary rates.
• Purdue and employees will share equally the premium increases for 2011. These are estimated to be 5 or 6%.
• Rates based on salary will only change as of 1 January each year.
Medical Plans under consideration

• Purdue has received a proposal from an additional network for a new health plan option that would be an exclusive provider plan with benefits only when using their providers. Emergency care will be covered in the event non-network providers are used.

• Currently tabled for future discussion
IU Benefits
9/1/2010 Implementation

- IU Health Engagement Program
  - Includes Employees and Spouse/SSDP
IU Health Engagement Program

• Biometric screening

• November 12, 2010 – Due Date
  – Biometrics
  – Health Risk Assessment (HRA)
  – Tobacco Free Affidavit
IU Health Engagement Program

• Login information:

Employees:
Username: 10-digit university ID with “e” at the end (Example: 0001234567e)
Password: last four digits of employee’s SSN

Spouses and Domestic Partners:
Username: 10-digit university ID with “s” at the end (Example: 0001234567s)
Password: last four digits of spouse’s SSN

If you have questions contact Clarian Healthy Results Customer Service Center at 866-895-5835.
IU Health Engagement Program

• Biometric Screenings – Walb Union Room G21:
  – October 27, 2010
  – November 2, 2010
• Employees and spouses must have an appointment
  – Schedule online
  – Call Clarian Healthy Results Customer Service Center at 866-895-5835.
# IU Health Engagement Program

<table>
<thead>
<tr>
<th>Employee Annual Base Salary</th>
<th>Additional Premium for Employee Coverage</th>
<th>Additional Premium for Spouse Coverage</th>
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<tbody>
<tr>
<td>Less than $30,000</td>
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One university.
Two great names.

On the web at: www.ipfw.edu