



Open Enrollment

Health & Dental Insurance PLUS Flexible Spending Accounts

Deadline: April 14, 2010

You must take action by APRIL 14, 2010 if you want to enroll in or waive health insurance, if you're changing your dental insurance or if you want a flexible spending account.

All enrollment forms & information found at: http://www.episervice.org/Staff/Staff_OpenEnrollment.html

HEALTH INSURANCE INFORMATION

Same plan design, new provider ~ United Healthcare Plan of the River Valley (HMO)

IMPORTANT: You need to fill out an enrollment form if you are either electing or waiving health insurance coverage - even if you are currently on the Wellmark plan.

How to Enroll or Waive Health Insurance Coverage:

Visit http://www.episervice.org/Staff/Staff_OpenEnrollment.html or come to a voluntary open enrollment meeting for instructions for enrolling and waiving coverage. All forms must be turned in to Human Resources by April 14, 2010.

Monthly Premiums:

<u>Employees scheduled to work AT LEAST 35 hours/week or 70 hours/pay period.</u>		<u>Employees scheduled to work 30-34 hours/week or 60-69 hours/pay period</u>	
Single:	\$65	Single:	\$80
Single + 1:	\$299	Single + 1:	\$334
Family:	\$344	Family:	\$364

Amounts paid towards your deductible and coinsurance for 2010 will be carried over to United Healthcare plan.

A benefit summary and provider list can be located at the web address above or at an open enrollment meeting listed in this notice.

Questions? Want more information?

Please join us for a voluntary open enrollment meeting.

<u>Date</u>	<u>Time</u>	<u>Place</u>
April 5	3-4:30 pm	Deery Center
April 6	2-3 pm	Board Room
April 7	1-2 pm	Board Room
April 12	9-10 am	Board Room
April 12	1-2 pm	Board Room
April 14	9-10 am	Board Room

DENTAL INSURANCE – NOW WITH AUTOMATIC VISION BENEFITS

Plan Benefits: Dental & Vision benefit summaries can be located on our website or at an open enrollment meeting

- 15-30% off lenses and frames
- 5-15% off LASIK or PRK
- Vision network includes LensCrafters, Pearle Vision, Sears and Target

How to Enroll in Delta Dental:

Current participants will continue enrollment automatically. You do not need to complete an enrollment form UNLESS you are joining, cancelling or changing your enrollment. The plan design and premiums remain unchanged.

The enrollment form can be found online at http://www.episervice.org/Staff/Staff_OpenEnrollment.html or by coming to a voluntary open enrollment meeting. All forms must be turned in to Human Resources by April 14, 2010.

FLEX SPENDING BENEFITS

What is a Health Care Expense flexible spending plan?

A savings account deposited from your paycheck, **pretax**, therefore you do not have to pay income tax on this money. The money placed into savings pays for the medical expenses you and your dependents anticipate through the plan year (does not have to be used for only those on the EPI health insurance plan).

What is a Dependent Care flexible spending plan?

A savings account deposited from your paycheck, **pretax**, therefore you do not have to pay income tax on this money. The money placed into savings pays for dependent care (child or adult) expenses anticipated through the plan year, including before/after school programs.

How does the flex plan work?

- Simply fax your receipts or Explanation of Benefit forms directly from the EPI office.
- Reimbursed funds are directly deposited into your checking/savings account within 1-2 business days.
- Select the Debit card option which provides immediate access to funds while submitting documentation later.
- View your account balances online 24/7.

How could a flexible spending plan save me money? This is an example.

	Pretax (with flex plan)	After tax (no flex plan)
Annual gross pay	\$26,000	\$26,000
Contributions to your flex account	-\$1500	\$0
Taxable pay	\$21,500	\$23,000
Taxes *	-\$3870	-\$4680
After tax medical/dependent care expenses	\$0	-\$1500
Spending Income left over	\$17,630	\$16,820
Difference	\$810!!!!	

*Your tax rate and situation could be different; consult with a tax advisor.

How to Enroll in a Flex Spending Account:

You must fill out a new flexible spending account enrollment form even if you were enrolled last year. The enrollment form can be found online at http://www.episervice.org/Staff/Staff_OpenEnrollment.html or by coming to a voluntary open enrollment meeting. All forms must be turned in to Human Resources by April 14, 2010.