



# Human Resources **ILLUMINATOR**

*Open Enrollment Edition*

**OCTOBER 2017**

**OTHER NEWS INSIDE**

Your Medical Benefits, p 2

Dental, Vision and FSA Options,  
p 4

Disability and Life Insurance  
Plans, p 6

The Wellesley College 403(b)  
Retirement Plan, p 6

## **A Note from Carolyn Slaboden**

*Assistant Vice President for Human Resources*

**W**ELCOME TO THE start of a new academic year and a special welcome to new staff and faculty who have joined the College community – we are glad that you are here!

This open enrollment edition of the *Human Resources Illuminator* provides all of the important information you need to make your benefit open enrollment decisions. You will also receive a separate Whole You employee wellness communication with information and resources.

Best wishes for a productive and energizing semester.

## **Open Enrollment: October 23 through November 10**

This year's Open Enrollment process will begin on October 23 and end on November 10. Your elections will take effect on January 1, 2018.

We are happy to announce there will be no increase to our medical insurance rates for 2018.

### **What's New for 2018**

- » No increase in Medical Insurance Rates
- » 5.7% increase in Delta Dental PPO Premier Plan rates. No increase in the Delta Care plan rates
- » Special Opportunity for Supplementary Life Insurance (*see page 6 for details*).
- » Submit your 2018 Benefit Elections in Workday

### **Benefits Fair: October 24, Drop by the Alumnae Ballroom from 8:30am to 1pm**

- » Get your flu shot (in the Alumnae Auditorium Foyer from 8:30 to 1:00); you may pay \$25 if you are not covered by our College medical plan. Bring your medical insurance card \*
- » Learn about all of our benefit plans
- » Stop by to speak with representatives from HPHC, Optum Rx, Delta Dental, EyeMed, Sun Life, TIAA, etc.
- » Relax with a chair massage
- » Take advantage of refreshments throughout the morning!

*\*If you can't come to the Benefits Fair and are an HPHC member, you have many other options for free flu shots. You can receive the shot at retail pharmacies, your doctor's office and clinics run by your city/town – as long as you bring your HPHC card.*

### **Making Changes to Your Benefits**

Open Enrollment is your once-a-year opportunity to make or change your benefit elections for the coming year. Visit your Workday Inbox to:

- » Change your medical, dental or vision plans and add/remove dependents
- » Enroll in a Health Care and/or Dependent Care Flexible Spending Account (FSA) for 2018. (You must re-enroll for 2018.)
- » Enroll in the Health Savings Account (HSA) if you elect the PPO Plus HSA Plan— or change the amount you are currently contributing
- » Elect or change your Contributory Life or Spouse Life Insurance (*Special opportunity for 2018!*)
- » Change your voluntary pre-tax and/ or Roth contribution to your 403(b) Retirement Plan

## Open Enrollment *(cont. from p. 1)*

Note that changes to your medical, dental and vision coverages and/or participation in a Flexible Spending Account must be made during the Open Enrollment period. You may elect or change your Health Savings Account contribution, update life or retirement beneficiaries and/or make changes to your 403(b) Retirement Plan contributions at any time during the year.

**You may only make benefit election changes outside of Open Enrollment if you have a qualified change in family status** (as defined by the Internal Revenue Service). These changes include: marriage, divorce, birth or adoption, termination or commencement of your spouse's employment or a change in employment for you or your spouse (e.g., changing from part-time to full-time status (or vice versa) or taking a leave of absence.

If you have a qualified change during the year and want to change your benefit elections, you must notify Human Resources within 30 days of the qualifying event at Ext. 2211 or Ext. 2212.

### Get the Information You Need about Open Enrollment

- » Read about your 2018 benefit options in this *Illuminator*
- » Drop by our Benefits Fair and talk with our vendors: October 24, from 8:30am to 1pm in the Alumnae Ballroom
- » Visit the Open Enrollment section of the Benefits page under Human Resources in MyWellesley
- » Access Workday and make your elections by **November 10**.

### Enroll in your 2018 Benefits through Workday

- » Log into Workday
- » Go to your Inbox (top right by your name)
- » Click on Open Enrollment Change 01/01/2018. Follow steps, click "I Agree" box and click "Submit"
- » Print a copy for your records

If you have any trouble accessing or using Workday, please contact Human Resources at Ext. 2231.

## Your Medical Benefits

Great news for 2018—no increase to our medical insurance rates! In addition, the Wellesley College medical plan offerings will remain the same for 2018.

We will continue The Whole You program in 2018 which will provide opportunities to improve our long-term health. Please see The Whole You communication for more information.

### 2018 Medical Rates

HPHC Medical Plan	Total Monthly Premium	College Monthly Premium	Your Payroll Deduction	
			Weekly	Monthly
HMO – Individual	\$737.64	\$553.23	\$42.56	\$184.41
HMO – Family	\$1,999.01	\$1,499.26	\$115.33	\$499.75
PPO Plus HSA – Individual*	\$626.99	\$485.92	\$32.56	\$141.07
PPO Plus HSA – Family*	\$1,698.55	\$1,316.38	\$88.19	\$382.17
PPO Plus HSA – Union Individual	\$626.99	\$470.24	\$36.17	N/A
PPO Plus HSA – Union Family	\$1,698.55	\$1,273.91	\$97.99	N/A
PPO – Individual**	\$1,180.65	\$550.18	\$145.49	\$630.47
PPO – Family**	\$3,199.57	\$1,491.00	\$394.29	\$1,708.57

\* Police union members are covered under this rate.

\*\* The PPO plan is closed to new entrants.

## Opting Out of Medical Coverage

If you have coverage elsewhere (for example, through your spouse's employer) and waive coverage through the College, you will receive an annual opt-out payment of \$1,000. For 2018, this taxable opt-out payment will be divided across the year and added to your paychecks. You must be employed at Wellesley to receive these payments.

If you did not have medical coverage in 2017 and you do not elect coverage for 2018, you will automatically receive the opt-out payment. If you have medical coverage through Wellesley College now and want to waive coverage for 2018, you must elect "Waive Coverage" through Workday Open Enrollment to receive the payment.

**For More Information.** Contact Human Resources at Ext. 2211 or Ext. 2212.

## The HPHC HMO

With a Health Maintenance Organization (HMO), you select a Primary Care Physician (PCP) for yourself, spouse, and each dependent. Your PCP is responsible for referring you to specialists within the network if needed. Preventive care is covered at 100% (including well visits). You pay a copay for certain other services – up to an annual out-of-pocket maximum. A few examples are in the chart to the right.

The HMO does not cover the cost of any out-of-network services or services received without authorization from your PCP (except in an emergency situation).

Under the HMO, you pay:
A \$25 copay for an office visit
A \$500 copay for an inpatient admission
A \$250 copay for outpatient day surgery
... until you meet the annual out-of-pocket maximum:
\$2,500/individual or \$5,000/family

## The HPHC PPO Plus Health Savings Account (HSA)

The PPO Plus HSA plan works differently than the HMO. You must meet a deductible before the plan begins paying benefits (except for certain preventive care services). After meeting the deductible, most services will be covered at 100%, however you may pay a co-pay or coinsurance for certain services (such as for prescriptions) until you meet the out-of-pocket maximum. Under the PPO Plus HSA, you always have a choice of going to in-network or out-of-network doctors; however, you will pay more whenever you go out-of-network. See the chart below for several examples of in-network and out-of-network benefits under the PPO Plus HSA.

Under the PPO Plus HSA, you pay:	In-network	Out-of-network
Deductible	\$1,500/individual and \$3,000/family	
Coinsurance (the amount you pay after the deductible)	0% (although you will pay 20% for certain services, such as durable medical equipment, ostomy supplies, prosthetic devices and wig and scalp hair)	20%
Annual out-of-pocket maximum	\$5,000/individual and \$10,000/family	
<b>Other services (examples)</b>		
Routine physicals	Covered in full	You pay 20%, no deductible applies
Sick visits	Covered in full after deductible	You pay 20% after deductible
Inpatient hospital	Covered in full after deductible	You pay 20% after deductible

**To help you determine whether the PPO Plus HSA plan is right for you, visit the Benefits section of Human Resources in My Wellesley to learn more.**

**The Health Savings Account (HSA).** When you elect the PPO Plus HSA, you have the opportunity to enroll in a Health Savings Account. The HSA allows you to contribute pre-tax dollars to help you fund your deductible and other eligible health care expenses, including dental and vision care. **For 2018, the College will make a contribution to your HSA in January: \$750 if you elect individual coverage and \$1,500 if you elect family coverage.** This amount is pro-rated if you enroll during the year.

In addition, you may also contribute to the HSA up to a combined maximum of \$3,450 per year if you have individual coverage and up to \$6,900 if you have family coverage. If you will be age 55 or older by the end of 2018, you may contribute an additional \$1,000 for the year. Your contributions go into your account each pay period.

Advantages to an HSA include:

- » **Tax-free savings**
- » **Enrollment flexibility**
- » **Short- and long-term options**
- » **Investment opportunity**
- » **Retirement savings for eligible expenses**

Please review the Plan Summary of Benefits for additional information.

## Dental, Vision and Flexible Spending Account (FSA) Options

### Dental

There are no changes to our dental plan designs for 2018. You have a choice of two Delta Dental plans for you and your dependents: Delta Dental PPO Plus Premier Plan or the Delta Care Plan. Rates will increase by 5.7% for the Delta Dental PPO Premier Plan in 2018 and are shown below. There is no increase in rates for the Delta Care Plan.

The Delta Dental PPO Plus Premier Plan also includes a “Rollover Maximum” feature. With this feature, you may roll over up to \$600 to the following year’s annual maximum if you receive at least one cleaning or oral exam during the year and your claims do not exceed \$800 for the year.

**For More Information.** To learn more about the rollover maximum – or for any other dental questions – go to the Delta Dental website at [www.deltadentalma.com](http://www.deltadentalma.com) or call **1-800-872-0500**.

### 2018 Dental Rates

Delta Dental Plan	Total Monthly Premium	College Monthly Premium	Your Payroll Deduction	
			Weekly	Monthly
Premier – Individual	\$55.71	\$44.57	\$2.57	\$11.14
Premier – Family	\$145.39	\$72.70	\$16.78	\$72.70
Delta Care – Individual	\$37.65	\$30.12	\$1.74	\$7.53
Delta Care – Family	\$93.06	\$46.53	\$10.74	\$46.53

## Vision

There are no changes to vision rates for 2018. You may elect coverage for yourself and your dependents and receive benefits and allowances on eye exams, eyeglasses and contacts. You pay the full cost of coverage.

**To Locate an In-network Provider.** Go to [www.eyemedvisioncare.com](http://www.eyemedvisioncare.com), choose Select “Find a Provider” network and enter your zip code.

**For More Information.** Visit the EyeMed website at [www.eyemedvisioncare.com](http://www.eyemedvisioncare.com) or call **1-866-939-3633**. Customer service reps are available Monday to Saturday from 8 a.m. to 11 p.m. and Sunday from 11 a.m. to 8 p.m.

## 2018 Vision Rates

EyeMed Plan	Your Payroll Deduction	
	Weekly	Monthly
Employee Only	\$1.59	\$6.87
Employee + Spouse	\$3.01	\$13.05
Employee + Child(ren)	\$3.17	\$13.74
Family	\$4.66	\$20.20

## Flexible Spending Accounts

Flexible Spending Accounts (FSAs) allow you to set aside money before federal and most state taxes are withheld and use this money to pay or be reimbursed for health care or dependent care expenses. Re-enrollment each year is required.

» **The Health Care FSA** can be used for health-related expenses such as deductibles and copays for your medical, prescription drug, dental and vision expenses. You may contribute up to \$2,600 for 2018. You may start using your FSA for expenses you incur from January 1st on. If you have funds remaining in your account as of December 31, 2017, these funds (up to \$500) will automatically be carried over to your 2018 account and can be used for 2018 expenses. Note: If you participate in the PPO Plus HSA medical plan and elect to participate in this Flexible Spending Account, you will be enrolled in the Limited Purpose FSA.

» **The Dependent Care FSA** can be used for dependent day care (or nursing care) expenses which allow you to work. Eligible dependents include children under age 13 and adult dependents who are unable to care for themselves. You may contribute up to \$5,000 for 2018. Your contributions go into this account with each paycheck, so you may get reimbursed for the amount in your account at that time. There is no carryover for the Dependent Care Flexible Spending Account. You will lose any money remaining in your account as of December 31, 2017.

» **The Limited Purpose Flexible Spending Account**—If you participate in the PPO Plus HSA, you may contribute to both the Health Savings Account and a Limited Purpose Flexible Spending Account (LPFSA). With an LPFSA, your entire annual contribution goes into your account at the beginning of the year (just as with a regular Flexible Spending Account). You may contribute up to \$2,600 in 2018. If you have funds remaining in your account as of December 31, 2017, these funds (up to \$500) will automatically be carried over to your 2018 account and can be used for 2018 expenses.

You may only use the LPFSA for eligible dental and vision expenses until you have met the deductible under the PPO Plus HSA. Once the deductible is met, you can use the LPFSA for medical expenses, too. If you have significant dental and vision expenses, or expect to meet your deductible early in the year, you may want to consider contributing to the LPFSA.

It's important to consider whether you want to have both a Health Savings Account and a Limited Purpose Flexible Spending Account. Then, think about how much to put in each account – and use both accounts appropriately during the year.

**For More Information**, including a list of eligible expenses, go to [www.WageWorks.com](http://www.WageWorks.com) or call **1-877-924-3967**.

## Pre-tax Transportation Benefit

Commuting to work and saving money has never been easier! With the Pre-tax Transportation benefit, you use tax-free funds to pay for public transportation and parking expenses. You decide how much to contribute and your deductions are automatically taken from your paycheck. You may start or stop participating or change your contribution amount at any time during the year. You do not need to make your election during Open Enrollment. Register for a Wage Works account to get started by visiting [www.wageworks.com](http://www.wageworks.com).

# Disability and Life Insurance Plans

## Long-Term Disability

You are automatically covered under the long term disability policy if you are full-time. The College pays the full cost of long-term disability insurance. This coverage helps protect a portion of your College salary if you suffer a disability that prevents you from working. No election is required.

## Life Insurance

The College provides you with term life insurance equal to 1x your basic annual earnings, rounded to the next higher \$1,000, to a maximum of \$450,000. This coverage provides a benefit to your beneficiary(ies) in the event of your death.

- » **Optional Life Insurance.** You may elect to buy 1x, 2x, 3x or 4x your basic annual earnings, rounded to the next higher \$1,000, to a maximum of \$900,000 (combined with your basic life insurance).
- **Special Opportunity for Open Enrollment 2018.** If you do not currently have optional coverage, you may elect up to 2x coverage (to a maximum of \$300,000) without Evidence of Insurability (EOI). Amounts above 2x coverage or \$300,000 will be subject to EOI. If you do not have coverage for your spouse, you may elect up to \$15,000 without EOI.

### Emergency Travel Assistance

If you have life insurance through the College, you also have automatic access to emergency medical and personal travel assistance services when traveling 100 miles or more away from home.

- » **Spouse Life Insurance.** If you elect optional life for yourself, you may elect coverage for your spouse equal to a flat \$15,000 or 50% of your optional coverage. Evidence of insurability will be required if you elect the 50% option.

### For More Information.

- » Visit <http://www.SunLifeKnowsBenefits.com>.
- » Watch a video at: <http://sunlifeknowsbenefits.com/learn/main/employee/video-library/why-buy-life-insurance.cfm>.
- » Call the Sun Life Customer Service Center toll-free at **1-800-247-6875**, Monday through Friday from 8 a.m. to 8 p.m.

# The Wellesley College 403(b) Retirement Plan

Eligible participants may begin or change your voluntary contributions to the 403(b) Retirement Plan at any time. You may also be eligible to receive College contributions to your account.

Visit TIAA.com to:

- » Update Beneficiaries
- » Review Account Balance and Allocations

## The Roth Option

The 403(b) Retirement Plan gives you another way to save for retirement through the Roth option. This option allows you to make **post-tax** contributions to the Retirement Plan instead of – or in addition to – pre-tax contributions. When you make after-tax contributions, your contributions and the earnings on your contributions are tax-free when you withdraw your money from the plan.

**For More Information.** Contact Human Resources at Ext. 2212 if you have questions about the 403(b) Retirement Plan, including the Roth option.

### Certified Financial Planning

Our Certified Financial Planners can help you plan for retirement. This benefit is paid for by the College. Make an individual campus appointment to talk through your options by calling Ext. 3202

## TIAA

For assistance with the Wellesley College retirement plan, call TIAA weekdays 8am to 10pm and Saturday 9am to 6pm (ET) at **800-842-2552**.

To schedule an appointment with TIAA call **800-732-8353** weekdays 8am to 8pm (ET) or visit [TIAA.org/schedulenow](http://TIAA.org/schedulenow).

# Other Benefits

## Care.com

The Wellesley College Care.com benefits include access to daycare and in-home back-up childcare and adult care. This includes up to 10 days of child or adult back-up care per faculty/staff per academic year.

- » **In-home care:** \$8 per hour
- » **Select child-care centers:** \$25 per child

Care.com also offers all types of care to help you manage your life at home:

- » **Child care.** Find babysitters, nannies and tutors
- » **Senior care.** Help your parents stay independent with in-home providers and transportation assistance
- » **Pet care.** Search for dog walkers, pet sitters and groomers
- » **Housekeeping.** Hire housekeepers, house sitters and errand runners

**For More Information.** Visit [www.care.com/edu/wellesley-college](http://www.care.com/edu/wellesley-college) or call 1-855-781-1303.

## Take Advantage of HealthAdvocate

HealthAdvocate is a resource to help you find the right doctors, get cost estimates, resolve insurance claims and assist with adult care.

You may go to <http://healthadvocate.com>, call **1-866-695-8622** or email [answers@healthadvocate.com](mailto:answers@healthadvocate.com) at any time. Or look for the free mobile app by searching “Health Advocate Lifeline”.

## Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) through AllOne Health can assist you and your family with personal issues and offers low or no cost access to confidential counseling services, legal and financial assistance, referral services (e.g., for day care, adult care) and general information on stress management tools and work/life balance issues.

To contact AllOne Health, go to [www.allonehealthep.com](http://www.allonehealthep.com) (Username: Wellesley and Password: Employee) or call **1-800-451-1834**.

## Auto/Home Insurance

Liberty Mutual offers exclusive savings on auto and home insurance. To find out more visit: [www.libertymutual.com/wellesleycollegeemployees](http://www.libertymutual.com/wellesleycollegeemployees) or call **(781) 861-8750, Ext. 50311**.

## Metro Credit Union

Open an account, obtain a loan or take out a mortgage through the Metro Credit Union. To learn about their services, go to <https://www.metrocu.org> or call **1-877-696-3876**.

### Union Employees

Union employees are governed by their collective bargaining agreements.

### Disclosure Notice:

The information in this communication presents basic information about the benefits provided to you by the College. In the event that this content conflicts with or is inconsistent with the plan documents, the provisions of the plan documents and/or other related insurance contracts are controlling and will govern.

# Required Annual Federal Health Insurance Notices for Benefit Eligible Employees

## General Notices

For the purposes of these notices, the Plan Administrator is Wellesley College. If you have any questions, contact Kelly Robinson, Human Resources at 781-283-3202.

### SPECIAL ENROLLMENT RIGHTS

If you do not enroll yourself and your dependents in a group health plan after you become eligible or during annual enrollment, you may be able to enroll under the special enrollment rules under the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) that apply when an individual declines coverage and later wishes to elect it. Generally, special enrollment is available if (i) you declined coverage because you had other health care coverage that you have now lost through no fault of your own (or employer contributions to your other health care coverage terminate); or (ii) you have acquired a new dependent (through marriage or the birth or adoption of a child) and wish to cover that person.

As long as you meet the necessary requirements, you can enroll both yourself and all eligible dependents in the group health plan if you provide notice to the Plan Administrator within 30 days after you lose your alternative coverage (or employer contributions to your alternative coverage cease) or the date of your marriage or the birth, adoption, or placement for adoption of your child. See the Plan Administrator for details about special enrollment.

### CHIP

You may also enroll yourself and your dependents in a group health plan if you or one of your eligible dependent’s coverage under Medicaid or the state Children’s Health Insurance Program (CHIP) is terminated as a result of loss of eligibility, or if you or one of your eligible dependents become eligible for premium assistance under a Medicaid or CHIP plan. Under these two circumstances, the special enrollment period must be requested within 60 days of the loss of Medicaid/CHIP coverage or of the determination of eligibility

for premium assistance under Medicaid/CHIP. See the Plan Administrator for details about special enrollment.

### GRANDFATHERED STATUS

Wellesley College does not maintain any “grandfathered health plans” under the Patient Protection and Affordable Care Act (the “Affordable Care Act”).

### SPECIAL RULE FOR MATERNITY AND INFANT COVERAGE

Group health plans and health insurance issuers generally may not, under Federal law, restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a vaginal delivery, or less than 96 hours following a cesarean section. However, Federal law generally does not prohibit the attending provider or physician, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours, as applicable).

### SPECIAL RULE FOR WOMEN’S HEALTH COVERAGE

The Women’s Health and Cancer Rights Act of 1998 (“WHCRA”) requires group health plans, insurance issuers, and HMOs who already provide medical and surgical benefits for mastectomy procedures to provide insurance coverage for reconstructive surgery following mastectomies. This expanded coverage includes (i) reconstruction of the breast on which the mastectomy has been performed; (ii) surgery and reconstruction of the other breast to produce a symmetrical appearance; and (iii) prostheses and physical complications at all stages of mastectomy, including lymphedemas.

### NOTICE REGARDING LIFETIME AND ANNUAL DOLLAR LIMIT

In accordance with applicable law, none of the lifetime dollar limits and annual dollar limits under our medical plan(s) shall apply to “essential health benefits,” as this term is defined under Section 1302(b) of the Affordable Care

Act. The law defines “essential health benefits” to include, at a minimum, items and services covered within certain categories including emergency services, hospitalization, prescription drugs, rehabilitative and habilitative services and devices, and laboratory services, but currently provides little further information. Accordingly, a determination as to whether a benefit constitutes an “essential health benefit” will be based on a good faith interpretation by the Plan Administrator of the guidance available as of the date on which the determination is made.

### PATIENT PROTECTION DISCLOSURE

You have the right to designate any participating primary care provider who is available to accept you or your family members (for children, you may designate a pediatrician as the primary care provider). For information on how to select a primary care provider and for a list of participating primary care providers, contact the Plan Administrator. You do not need prior authorization from your medical plan or from any other person, including your primary care provider to obtain access to obstetrical or gynecological care from a health care professional; however, you may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals.

For a list of participating health care professionals who specialize in obstetrics or gynecology, contact the Plan Administrator.

### AFFORDABLE CARE ACT CONSUMER PROTECTIONS

The Affordable Care Act of 2010 prohibits our medical plans, or any insurer, from rescinding your health insurance coverage for misrepresentation.

### NOTICE OF MARKETPLACE/ EXCHANGE

If this health insurance is unaffordable (your cost of the premium exceeds 9.5% of your income) as defined under the Affordable Care Act, you may

have the right to subsidized health insurance purchased through an exchange/marketplace created pursuant to the Affordable Care Act.

### MICHELLE’S LAW

Michelle’s Law provides for continued health and dental benefits for dependent children who are covered under our medical and/or dental plans as a student but lose their student status in a post-secondary school or college because they take a medically necessary leave of absence from school. If your child is no longer a student because he or she is out of school because of a medically necessary leave of absence, your child may continue to be covered under our medical plan for up to one year from the beginning of the leave of absence.

### THE GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

GINA prohibits the Plan from discriminating against individuals on the basis of genetic information in providing any benefits under the Plan. Genetic information includes the results of genetic tests to determine whether someone is at increased risk of acquiring a condition in the future, as well as an individual’s family medical history.

### WELLNESS

Our medical plans include a Wellness Program that provides rewards when you complete certain activities. You have the right to request a reasonable alternative should it be determined that it is not medically advisable for you to complete these activities.

# Important Notice from Wellesley College About Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with Wellesley College and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

Please note the following about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to anyone with Medicare coverage. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (such as an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. Wellesley College has determined that the prescription drug coverage offered by the Wellesley College HMO and PPO Plans are, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered creditable coverage. Because your existing coverage is creditable coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

## WHEN CAN YOU JOIN A MEDICARE DRUG PLAN?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th through December 7th. However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two-month Special Enrollment Period (SEP) to join a Medicare drug plan.

## WHAT HAPPENS TO YOUR CURRENT COVERAGE IF YOU DECIDE TO JOIN A MEDICARE DRUG PLAN?

If you decide to join a Medicare drug plan and you drop your current Wellesley College coverage, be aware that you and your dependents will be able to get this coverage back only during Wellesley College's open enrollment period or if you have a qualifying life event during the year.

## WHEN WILL YOU PAY A HIGHER PREMIUM (PENALTY) TO JOIN A MEDICARE DRUG PLAN?

You should also know that if you drop or lose your current coverage with Wellesley College and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base premium per month for every month that you did not have that coverage. For example, if you go 19 months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join a Medicare prescription drug plan.

## FOR MORE INFORMATION ABOUT THIS NOTICE OR YOUR CURRENT PRESCRIPTION DRUG COVERAGE...

Contact information is listed below.

**NOTE:** You will get this notice each year. You will also get it before the next period you can join a Medicare drug plan and if coverage through Wellesley College changes. You may request a copy of this notice at any time.

## FOR MORE INFORMATION ABOUT YOUR OPTIONS UNDER MEDICARE PRESCRIPTION DRUG COVERAGE...

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans. For more information about Medicare prescription drug coverage:

- Visit [www.medicare.gov](http://www.medicare.gov),
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help or
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at [www.socialsecurity.gov](http://www.socialsecurity.gov), or call them at 1-800-772-1213 (TTY 1-800-325-0778).

## REMEMBER

**Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).**

**Date:** October 15, 2017

**Name of Entity/Sender:** Wellesley College

**Contact Person:** Kelly Robinson, Human Resources

**Phone Number:** 781-283-3202