

Dear Furman Faculty and Staff:

The purpose of this communication is to inform you of changes to Furman's benefit plans effective January, 2021 and announce the dates for the annual open enrollment process.

This year's open enrollment period will begin on Sunday, November 1, 2020 and will end on Saturday, November 14, 2020. Benefits will be selected in Workday. The open enrollment period is your opportunity to confirm, change, enroll in or cancel benefits. Any changes in benefits will take effect on January 1, 2021.

Detailed below is a list of coverages offered in our benefits program for 2021. After each coverage, an explanation is provided with the specific changes or other applicable information.

Medical Plan

Premiums & Cost Sharing

- Medical premiums and cost sharing will remain the same for the 2021 calendar year.

Plan Administrator

- As you are aware, Blue Cross Blue Shield (BCBS) of South Carolina became our medical administrator as of September 1, 2020. BCBS will remain the provider for the 2021 calendar year.

Plan Design

- No plan design changes will be made to the Plus, Basic or High Deductible Health Plan (HDHP).

Prescription Plan

- No prescription drug changes will be made to the Plus, Basic or HDHP plan. However, it's important to determine if your prescriptions may have changed due to the formulary used by Blue Cross Blue Shield versus what was used by Cigna. For the most current information on what your specific plan covers, login to the [BCBS myhealth toolkit](#).

Telemedicine

Our telemedicine benefit in 2021 will be provided through BCBS. All those enrolled in the medical plan will have access to this benefit. The copay for Plus and Basic Plan members will remain at \$10 per consultation. HDHP members will pay \$59.

Health Savings Accounts (HSA) *For those enrolled in the HDHP only.

HSA Bank will continue as our HSA vendor through December 31, 2020. Effective January 1, 2021, Accrue Health will become the vendor for the HSA. All HSA Bank balances as of December 31, 2020 will be transferred automatically to Accrue Health. More information regarding this transition will be communicated to impacted members in the near future. The HSA employee maximum contribution limits for 2021 are \$3,600 and the family maximum contribution limit is \$7,200. Furman will increase contributions to HSA participants' accounts to \$500 for employee only coverage and \$1,000 for dependent coverage. If you wish to continue participation in these tax-saving programs in 2021, you must re-enroll during Open Enrollment. Remember that all unused HSA funds roll over into the next calendar year.

Hospital Indemnity Plan*For those enrolled in the Medical HDHP only.

Unum will remain the provider for the hospital indemnity plan. Those members enrolled in the medical HDHP plan are automatically enrolled in this benefit. Furman pays the premiums for this plan.

Medical and Dependent Care Flexible Spending Accounts (FSAs)

Flores will remain the provider for both the medical and dependent care flexible spending accounts. The maximum contribution limits for 2021 are \$2,750 for medical and \$5,000 for dependent care. If you wish to participate in these tax-saving programs in 2021, you must re-enroll during Open Enrollment. Remember that only \$500 of unused medical FSA funds can be rolled into the next calendar year. Any excess will be lost.

Dental Plan

Metlife will remain the provider for our dental plan. The premium rates will decrease by 7%. No changes will be made to the plan design.

Vision Plan

MetLife will remain the provider for our vision plan. The premium rates will decrease by 10%. No changes will be made to the plan design.

Basic & Supplemental Employee and Dependent Life and Accidental Death and Dismemberment (AD&D)

Unum will remain the provider for life insurance coverage. There are no premium increases for 2021. Furman will pay the premiums for the Basic Employee Life and AD&D for all benefit eligible employees.

- Faculty and staff will choose from the following options:
 - 1) Elect 1½ times salary up to a maximum of \$400,000 or a flat amount of \$50,000.
 - 2) Faculty and staff are responsible for paying the imputed tax on any insured amounts over \$50,000. **Per IRS regulation, there is no imputed tax on coverage amounts equal to \$50,000 or less.
- Basic dependent life coverage and additional supplemental life and AD&D for faculty, staff, dependent spouses and children (up to age 26) remain the same. This year, any faculty or staff who did not elect coverage initially and would like to enroll or would like to increase coverage up to the guaranteed issue amount will not require evidence of insurability (EOI). Any new amounts or increased amounts above the guaranteed issue will require EOI approval.

Disability

Unum remains the provider for both Short and Long-Term Disability.

- Short Term Disability: No premium increase.
- Two options available: 7-day waiting period or 30-day waiting period. This year, any staff members who did not elect coverage initially, will be able to enroll without the need to complete an EOI as long as you were never denied enrollment for the short-term disability benefit in the past. Long Term Disability premiums rates will decrease by 10.9%.

Voluntary Benefits – Accident, Critical Illness & Whole Life

Unum remains the provider for our voluntary products. There are no premium increases.

Legal and Identity Theft Coverage

MetLife will remain the provider for our Legal and Identity Theft plan. Individuals who enroll will have access to legal advice and representation for many personal legal matters. Identity Theft's comprehensive coverage scours records at all three major credit bureaus to help uncover and minimize fraud.

Employee Assistance Program (E.A.P)

An E.A.P is offered through Health Advocate. The program includes counseling services, referrals and resources for work-life needs, as well as legal and financial information. The services are free and confidential. Faculty and staff are automatically enrolled in this benefit and are eligible for up to 6 free in-person counseling visits per calendar year.

Reminders:

- Open Enrollment is a good time to verify that your enrolled dependents are still eligible for coverage
- Review your beneficiary designations
- Review personal contact information such as home address and contact numbers.
- Assess and determine if any coverage changes need to take place
- Don't forget to complete the Health Risk Assessment (HRA), Biometric Screening and Health Coach Provider (HCP) visit (if needed) no later than 1/31/2021 to get the 2021 medical premium discount.
- Offsite Biometric Screening Forms and HCP forms are available on the HR website.
- Onsite Biometric screening events have been postponed to January of 2021. Dates will be shared at a later date.
- All Faculty and Staff enrolled in the medical plan for 2021 will automatically receive the medical premium discount for the month of January 2021.

Please be sure to visit the Human Resources website at <https://www.furman.edu/offices-services/human-resources/benefits/insurance/> for more information regarding Open Enrollment. We trust you will find this information helpful in selecting benefits for 2021.

Kristin Austin
Benefits Manager