Dear Faculty and Staff,

Furman University is announcing important updates to our benefits plans for the calendar year 2027.

Open Enrollment Dates

The open enrollment period for all employees begins on Sunday, November 8, 2026 and concludes on Saturday, November 21, 2026. During this period, employees should review and modify their benefit selections through the Workday system.

Overview of the 2027 Benefits Plan

Medical Plan

Blue Cross Blue Shield (BCBS) of South Carolina will remain our medical plan provider. Employees will continue to have access to various BCBS resources and tools including: MyHealth Toolkit, Blue Care on Demand , the SmartShopper benefit and various other resources.

Employees will have access to three plan options as in the past:

$2,500 PPO
$6,500 PPO
$4,000 High-Deductible Health Plan (HDHP).

Dental & Vision Plan

The dental benefit will be provided by BCBS with a premium change but no plan design changes. The vision plan will continue under Unum (Eyemed) with no premium or plan design changes.

Health Savings Account (HSA)

For employees who enroll in the HDHP option, the HSA will still be managed by Accrue Health. The IRS limits for 2027 are $4,500 for individuals and $9,000 for families. Furman will continue contributing $500 for individual coverage and $1,000 for dependent coverage. **Employees interested in this tax-saving option for the year 2027 must re-enroll or enroll initially during the open enrollment period.**

Health Care and Dependent Care Flexible Spending Accounts (FSA)

Flexible Spending Accounts (FSA), including medical and dependent care, will continue to be managed by FloresHR. IRS projected limit estimates for 2027 are $3,500 for the health care FSA and $7,500 for the dependent care FSA. These limits will be finalized by the IRS in the future. **Employees interested in these tax-saving options for the year 2027 must re-enroll or enroll initially during the open enrollment period.**

Concierge, Employee Assistance Program (EAP), Client Advocate

Furman will continue to provide both the health concierge and EAP program provided by Health Advocate. Faculty and staff also have access to the Client Advocate benefit provided at no cost by our benefit broker, One Digital.

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

Basic and Supplemental Life and AD&D coverage remains with Unum. Furman will continue paying for Basic employee life and AD&D insurance for eligible employees. Employees can opt for 1.5 times their salary (up to $400,000) or a flat amount of $50,000. Coverage exceeding $50,000 may incur an imputed tax, as per IRS guidelines. Supplemental Life and AD&D coverage remains available. For any new or increased supplemental coverage beyond the guaranteed issue, employees must complete evidence of insurability (EOI) which will be reviewed by Unum to determine approval.

Disability

The Disability Insurance plans will continue with Unum as the provider. Short-Term Disability (STD) premiums remain the same, offering options of a 7-day or 30-day waiting period. Long-Term Disability (LTD) premiums will decrease. Participation in LTD is mandatory for all eligible employees.

Accident, Critical Illness, Hospital Indemnity, Whole Life, Legal & Identity Theft

Additional voluntary benefits such as Accident, Critical Illness, Hospital Indemnity, Whole Life and Legal and Identity Theft coverage will remain under the current providers, Unum and MetLife, with no changes to premiums or plan designs.

Open Enrollment Communication Resources and Tools

A variety of open enrollment communications, including the 2027 Benefits Guide and the 2027 Benefits at a Glance (BAAG) brochure, will be shared soon. These resources will provide detailed information about plan designs, coverage options, and premium rates for the upcoming year.

Additional information and opportunities to ask questions will be available during departmental meetings and the general open enrollment information session.

Important Reminders for Open Enrollment

- Ensure that your enrolled dependents are still eligible.
- Review and update your beneficiary designations and personal information, including your home address and contact details.
- Complete the Health Risk Assessment (HRA), Biometric Screening, and Health Coach Provider visit by December 1, 2026 to qualify for the 2027 medical premium discount. Access Offsite Biometric Screening and Health Coach Provider (HCP) forms via the HR website.
- For a comprehensive list of open enrollment resources, visit the Furman University Human Resources website.

We hope this information helps you make the best choices for your 2027 benefits. If you need assistance, please contact us via email at humanresources@furman.edu.

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