

Special
Edition



MEREDITH COLLEGE

2012 Benefits

Annual Employee Benefits Fair Today!!!

Thursday, October 20, 2011

1:30 - 4:30 PM

Belk West Dining Hall

Please join us to learn more about your benefit options for 2012. There will be opportunities to visit with our benefit vendors. This event marks the official beginning of the open enrollment period for 2012 benefits. Open enrollment will continue through November 23, 2011.

You may change or enroll in the following benefits for 2012 during the open enrollment period:

- Blue Cross / Blue Shield of North Carolina Health Insurance: Three health plan options are offered: the Health Savings Account (HSA), the PPO-123, and Opt-Out. Employee only, spouse, child(ren) and family coverage options are available. **There will be no rate increases for 2012 premiums!**
- Blue Cross / Blue Shield of North Carolina Dental Insurance: Available to any regular employee who works 1,000 or more hours per year in a non-temporary position..
- Superior Vision Insurance: Available to any regular employee who works 1,000 or more hours per year in a non-temporary position.
- Section 125 Flexible Benefits Plan: **2012 enrollment is required to continue with this plan!** Full-time and part-time (1,000+ hours) employees may elect to tax-shelter a portion of their salary each pay period for reimbursement for childcare or medical expenses. Premiums, other than long-term disability and long-term care, will automatically be “flexed” for tax purposes.

See page 2 for rate information!

2012 Premium Rates

Health Insurance (No rate increases!)

Employee share rates listed apply to employees in full-time, non-temporary assignments (30+ hours per week). Employees with positions regularly scheduled to work between 20 and 29 hours per week are eligible to participate in either health plan but do not receive a contribution from the College.

123-PPO Plan	<u>Total Cost</u>	<u>MC Contribution</u>	<u>FT Employee Share</u>
Employee Only	\$ 459.34	\$ 400.00	\$ 59.34
Employee + Spouse	\$ 976.29	\$ 400.00	\$ 576.29
Employee + Child(ren)	\$ 773.68	\$ 400.00	\$ 373.68
Employee + Family	\$ 1,204.30	\$ 400.00	\$ 804.30

HSA Plan	<u>Total Cost</u>	<u>MC Contribution*</u>	<u>FT Employee Share</u>
Employee Only	\$ 380.90	\$380.90 + \$19.10 = \$400	\$ 0
Employee + Spouse	\$ 771.65	\$380.90 + \$19.10 = \$400	\$ 390.75
Employee + Child(ren)	\$ 545.44	\$380.90 + \$19.10 = \$400	\$ 164.54
Employee + Family	\$ 976.18	\$380.90 + \$19.10 = \$400	\$ 595.28

* \$380.90 as the base individual premium will be covered by Meredith College. The remaining \$19.10 will be placed in the savings account.

Dental Insurance (slight changes in rates)

Lifetime deductible - \$100 (all services except orthodontics)

Prior coverage credit

Maximum annual benefit - \$1,500

Diagnostic and Preventative - 100% coverage with no waiting period

Basic Services - 80% coverage with no waiting period

Major Services - 50% coverage with 12-month waiting period

Orthodontia - 50% coverage with 12-month waiting period, up to \$1,500 per year

Employee Only	\$31.87
Employee + Spouse	\$63.73
Employee + Child(ren)	\$77.88
Employee + Family	\$119.27

Don't forget to take advantage of these other valuable benefits:

***Catastrophic Leave Program**

After one year of employment and with a minimum of 80 hours of leave available, full-time staff may elect to participate in the Catastrophic Leave Bank by making a giving 8 to 24 hours of leave to the bank. A donation form is required (available at the Benefits Fair or from HR). This is a one-time enrollment. Leave bank members may apply to the bank for supplemental paid leave in the event of a catastrophic illness or injury that depletes their own leave time.

*** Credit Union Membership**

All employees have the option of joining the Baptist Credit Union and/or Coastal Federal Credit Union and taking advantage of services provided for members.

*** UPASS Program**

Employees and students can ride CAT buses fare-free by showing their CamCard.

*** Free Emergency Ride Home**

Want to take the bus to work? Vanpool, carpool, walk or bike? Afraid to give it a try because you might need your vehicle for an emergency? Sign up for free emergency transportation through Triangle Transit Authority.

* Vendors will be available to discuss these benefits with you at today's Benefits Fair!

Human Resources Contact Information:

1st Floor of Park Center

Phone: (919) 760-8898

Fax: (919) 760-8164

<http://www.meredith.edu/humres/>



Attend today's Benefits Fair to be eligible for these fabulous prizes:

18 Seaboard	\$75 gift card
Agora Boutique	scarf, 2 camis & \$15 gift card
Applebee's Neighborhood Grill	4 coupons for a free dessert
Bella Monica	Gift Card for Dinner for 2
Bojangle's / TriPark Advertising	coupons for 4 free dinners
Bruegger's at Ridgewood	2 - \$5 off coupons
Café Caturra	\$20 gift card
Carolina Ballet	4 tickets to Cinderella
Carolina Hurricanes	signed hockey stick
Carolina Mudcats	2 Certificates for 4 box seats to a 2012 home game
Fresh Market	orchid
Harris Teeter	2 - \$10 gift certificates
Meredith College Supply Store	2 book bags, 4 pens
Moe's Southwest Grill	5 - \$5 Moe Bucks
Noodles & Company	Employee and 4 friends - free bowl of noodles or sandwich duo
North Carolina Symphony	Two tickets to one eligible 2011-12 concert
Quail Ridge Books	Canvas tote bag filled with books
Royal Bean Coffee House	4 - \$5 gift certificates
School of the Arts, Warner Hyde	ceramic cup
Sport Clips	5 - free haircut tickets
The Chef's Academy	2 certificates for 4 people to attend a community cooking class
Tripps Restaurant	6 coupons for a free appetizer
Zoes Kitchen	2 - \$10 gift cards

Plus, delicious food and other great prizes from our vendors and community partners.



Please join us for a fun and informative afternoon!