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OFFICE OF THE PRESIDENT
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October 27, 2014

Dear Colleagues,

As we begin our annual Open Enrollment period, we are pleased to inform you that there are only a few changes to our plans for this year and that the portfolio of benefits the University will offer in 2015 remains relatively unchanged.

This past summer, we conducted a satisfaction survey for our medical benefits, where most of you told us that you were generally satisfied with the plans we offer and how they perform on your behalf. All of these will continue to be available this year, with some enhancements. For example, and based on your feedback, our plans will cover chiropractic and acupuncture services beginning in 2015. The survey confirmed the popularity of HMOs, which constitute 75% of our enrollment. We realize the importance of these plans to you and the affordability challenges posed by decades of medical inflation. To that end, we are pleased to announce that we will be able to cap monthly premium increases for our largest plan, Health Net Blue & Gold, to \$25. Capping rates in this plan has a significant impact. It is our largest plan with the broadest access and availability across UC locations. This year the University will contribute over \$1.6 billion to medical benefits. Taking this step reflects our continued commitment to provide a range of coverage choices, along with broad access and affordability.

While your benefits elections from last year can carry forward if you do not access open enrollment to change them, we encourage you to actively engage in this important aspect of your work life. With the goal of providing more information about health plans and Open Enrollment, we have a set of tools that can guide you through the process and help with various choices you may make. I encourage you to visit the website (<http://ucnet.universityofcalifornia.edu/oe/>). In addition to information about changes to medical plans, you'll find important news about changes to other benefits including the legal plan, which is open for enrollment this year, Supplemental Disability and the Health Flexible Spending Account.

Another new tool is a series of new videos aimed at helping you navigate the complexities of health insurance. We also offer many other resources to help you, including options online, telephonic service/support and the assistance of the benefits professionals at each of your locations.

I encourage you to take time this Open Enrollment to be sure you're making the most of all the University offers. You can make your Open Enrollment choices beginning 8 a.m. on Oct. 30 through Nov. 25 at 5 p.m.

I wish you all a healthy 2015.

Sincerely,

A handwritten signature in black ink that reads "Dwaine B. Duckett".

Dwaine B. Duckett
Vice President for Human Resources