

Calendar of Events

**8th Annual Benefits
Wellness Fair:**
*October 25, 2007,
11:00 am—3:00 pm
Ridler Field House*

**Annual Enrollment
Period:**
*October 25, 2007—
November 9, 2007*

**Effective Date of
Changes:**
January 1, 2008

There are no plan design changes to the 2008 medical plans. Lawrence Tech will continue to offer the **Alliance Health & Life (AHL)—EPO & PPO and Blue Care Network (BCN) plans for 2008**. The choices you make during the open enrollment period can impact you and your family. Please review the information carefully.

Open Enrollment Information

Login to Bannerweb at www.ltu.edu to review your benefits and beneficiary/dependent information. During open enrollment you can enroll or make changes to your coverage in the following plans:

- ◆ Medical
- ◆ Dental
- ◆ Vision
- ◆ Coverage Waiver
- ◆ Pre-Paid Legal Services/Identity Theft Shield (PPLS/ITS)
- ◆ Life Insurance and Accidental Death & Dismemberment
 - Additional life insurance
 - Dependent life insurance
- ◆ Flexible Spending Account (FSA)
 - Health care
 - Dependent care



NOTE: The 2008 Benefits Election form is not required if you are NOT making any changes to your current medical, dental, vision, life, or PPLS/ITS plans. Your current plan will automatically continue. **EXCEPTION:** Election forms must be completed for FSA Health or Dependent Care or new Waiver of Coverage, as well as, the 2008 Benefits Election Form.

Special points of interest:

- ◆ FREE Flu Shots for all AHL (EPO/PPO) and BCN Members. Cost for Non-Members is \$25.00
- ◆ Cholesterol and Glucose screening is available for \$20.00



Benefits & Wellness Fair

It's that time of year again. Please join us for the 8th Annual Benefits & Wellness Fair. Our benefit providers will be on site to address any questions regarding your coverage. There will also be vendors from our community to share helpful benefit/management tips.

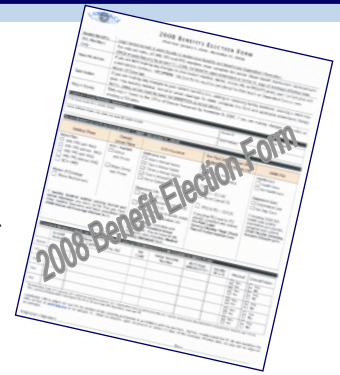
Thursday, October 25, 2007
11:00 a.m.— 3:00 p.m.
Ridler Field House

Below is a list of our fair attendees:

- | | | |
|--------------------------------------------------|----------------------------------|------------------------------------|
| ◆ Alliance Health & Life (HAP) | ◆ American Dental Network | ◆ Aon Consulting, Inc. |
| ◆ Blue Care Network | ◆ Costco | ◆ EyeMed Vision Care |
| ◆ HAP Worksite Wellness Program | ◆ Huntington Bank | ◆ Liberty Mutual Insurance |
| ◆ LTU Campus Safety Dept. | ◆ Michigan First Credit Union | ◆ Oakland County Health Department |
| ◆ Pre-Paid Legal Service & Identity Theft Shield | ◆ Ridler Field House | ◆ Sears Optical |
| ◆ The Standard | ◆ Social Security Administration | ◆ Spring PCS |
| ◆ WageWorks | ◆ TIAA-CREF | ◆ Trader Joes |
| | ◆ Weight Watchers | ◆ West Bloomfield Police Dept. |

NEW**Enrollment made easy!**

You are no longer required to submit the 2008 Benefits Election form **unless** you are making changes to your current benefits, electing a 2008 FSA health care or dependent care plan or new waiver of coverage. Employees who do not initiate a change will automatically continue in their current benefits. Return forms to the **Office of Human Resources** by **November 9, 2007**.



Save money by taking the *iStrive* for better health questionnaire

Lawrence Tech is a strong advocate for preventive health care. Choosing a healthy lifestyle is not only smart, it's economical. In 2007, many employees took advantage of opportunities to evaluate health care cost while making healthy choices. The health assessment tools will be available again this year.

For reduced rates, all AHL EPO and PPO members again must complete the *iStrive Health Assessment Questionnaire* (HAQ) for the new benefit year. You will have until January 31, 2008, to complete the questionnaire. You may complete your HAQ online through the HAP's *iStrive for better health* website at www.hap.org. For assistance with the website, please contact HAP's customer service at (888) 999-4347.

If you do not complete the HAQ before February 1, 2008, depending on the plan, a monthly employee contribution rate will be applied or increased through payroll deduction beginning with the February 15, 2008 payroll. This program is not available through BCN. More information on the *iStrive* program will be available at the Benefits and Wellness Fair on October 25, 2007.



Spotlight on your benefits

WageWorks Flexible Spending Accounts (FSA)

A FSA lets you save on health care expenses using pre-tax dollars. You can spend it any way you like on a wide range of needs for yourself and your family. FSA from WageWorks is easy to use, there's no hassle, no waiting—and no reason to miss out on enrollment.

Saving is simple. When you enroll in the program, you set aside some of your pay before taxes to use on eligible expenses. The more you put in, the more you save on your tax bill—up to thousands of dollars.

It's covered!

You probably know you can cover your coinsurance, co-pays, deductibles, dental and vision care, and prescriptions with your FSA. But did you know it's good for hundreds of over-the-counter items and services, too. To find out more about the program see below:

- ◆ **Pay Me Back**—Allows you to be reimbursed for health care and dependent care expenses by submitting a claim form.
- ◆ **Pay By Card**—The Visa WageWorks Health Care Card allows you to swipe your card for any health care expenses and have the amount deducted from your health care account.
- ◆ **Pay My Provider**—Allows you to pay regular monthly expenses such as child care, prescriptions, orthodontia, etc with a check from your FSA account via WageWorks each month.

NOTE: You have a grace period of an additional 2 ½ months (January 1—March 15, 2009) after the plan year to incur health care and/or dependent care expenses.

For more information about these features and WageWorks, please contact them at:

Website: www.wageworks.com

Email: help@wageworks.com

Phone: 1.877.924.3967 Available Mon-Fri, 8:00 AM to 8:00 PM ET

Fax: 1.877.353.9236

Summary of Deductibles and Coinsurance

Both AHL plans—EPO & PPO—currently have deductibles, coinsurance and out-of-pocket maximums. The BCN HMO plan do not include these costs.

The chart below summarizes information regarding the deductibles and coinsurance costs.

Plan	In-Network Deductible	Out-of-Network Deductible	In-Network Coinsurance	Out-of-Network Coinsurance
AHL EPO ◆ Single ◆ Family	\$150 \$300	Not covered	10%	Not covered
AHL PPO ◆ Single ◆ Family	\$150 \$300	\$300 \$600	10%	30%
BCN	N/A	Not covered	N/A	N/A



2008 Retirement Savings Program

Faculty and staff who participate in a 403(b) plan are able to invest a portion of their salary in the Group Supplemental Retirement Annuities (GSRA) and/or Retirement Annuities (RA) programs on a pre-tax basis. Participants do not pay federal income taxes on the amounts they contribute or on earnings until the funds are withdrawn from their account.

For most people, the 2008 maximum annual contribution amount allowed for the GSRA and RA (combined) is \$15,500 for those under age 50 and \$20,500 for those ages 50 and over. To adjust your contributions for 2008, please contact the Office of Human Resources. You may contact a TIAA-CREF counselor at (800) 842-2776 to learn more about retirement investing.

