

OPEN ENROLLMENT FOR 2009/2010 PLAN YEAR

Kindly take a moment to review this email in its entirety, as there are changes to Florida Tech's Benefit Plans, effective April 1, 2009!

The schedule for the open enrollment period for the 2009/2010 Plan Year (effective date of 04/01/2009) is now posted on the [HR website](#) and is attached to this email. There are a variety of dates & times, as well as venues available for you to obtain health & welfare benefits information and enrollment kits.

Please note – if you currently participate & defer compensation in a Medical/Health Care Flexible Spending Account or a Dependent Care Flexible Spending Account and wish to continue to participate, you must submit an active election to enroll & participate in an FSA for the Plan Year beginning April 1, 2009.

For individuals who **do not** make an active election for certain benefits for the Plan Year commencing April 1, 2009, the following **default elections** will occur:

DEFAULT ELECTIONS:

MEDICAL PLAN (BCBS) – your coverage will default to the same plan & tier of coverage as the prior plan year.

FSA accounts – if no active election is made for the new plan year, your participation in the FSA will end.

DENTAL PLAN (Humana) – Those individuals currently participating in the DMO who do not execute an active election for the new Plan Year, will default to DMO coverage at the same tier level as the previous year. Those individuals who currently participate in PPO 720 will default to the PPO Low plan at the same tier level as the previous year.

VISION PLAN (Advantica) – Individuals currently participating in the vision plan with employee only coverage, who do not make an active election for the new Plan Year, will default to employee only coverage in the new vision plan. Individuals currently participating in the vision plan with tier levels employee+1 or family coverage, who do not make an active election for the new Plan Year, will default to family coverage in the new vision plan.

Vendor representatives from the medical, dental, vision, life, short & long term disability and supplemental products (such as AFLAC) will be available to answer questions you may have, during the meetings as noted on the schedule.

Additionally, Lincoln Financial and TIAA-CREF will be sending representatives to the sessions on February 11th & 12th, to provide everyone who was unable to meet with them during the December meetings an opportunity to answer questions during the open enrollment sessions.

Representatives from HR will be present at all sessions and times to provide you with any assistance you may need, and will be accepting requests for one-on-one meetings by calling 321-674-8100 for the dates outlined on the schedule.

Enrollment documents will be available at all sessions, in the HR office and posted on the HR website in **February**. The deadline for submission of completed enrollment forms to the Office of Human Resources is **Friday, March 13, 2009 by close of business**.

Kindly contact a member of the HR team at 321-674-8100 with any questions you may have.