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MEMORANDUM

To: Benefit-Eligible Faculty & Staff

From: Patty Sallee
Asst Director, HR Benefits

John Dixon
Chief Human Resources Officer

Date: October 7, 2024

RE: Mandatory Employee Benefits Open Enrollment

We are excited to announce the University's annual open enrollment period for benefits will be **October 21 – November 4, 2024**, via **myEKU**. Please remember that completion of benefits open enrollment is **mandatory**, regardless of whether you choose to elect benefits. Instructions for open enrollment are available on the Human Resources Benefits webpage at hr.eku.edu/employee-benefits as well as page 3 of the *2025 EKU Employee Benefits Guide*, which you will receive through campus mail. You can also access this guide electronically at hr.eku.edu/employee-benefits by October 16, 2024.

When you finish making your elections on the **myEKU** benefits enrollment portal, remember to **click SAVE** at the top of the page to submit. You will receive an email confirmation with your elections. You may continue to make changes until the end of the open enrollment period. If you have any questions, please contact the HR Benefits Team at (859) 622-5094, option 5.

Benefit Fairs

This year we will have two **in-person** benefit fairs. As always, **free flu shots** are provided by BluMine on both days. The dates and locations are as follows:

- **October 22, 2024, Keen Johnson Ballroom, from 9:00 AM – 3:00 PM**
- **October 30, 2024, Perkins Quads, 9:00 AM – 3:00 PM**

Health Plan Updates

- We are proud to let you know that once again we have minimized health plan cost increases for our employees for the plan year. Employees will see only a 2% increase to their regular plan deductions. As an example, for the PPO2000 plan option (currently our most popular), individually insured

employees will see an increase of \$0.66 to their deduction per pay period. The University will continue to pay approximately 77% of employee healthcare costs whereas employees will continue to be responsible for only 23%. There are no benefits changes. Please refer to the *2025 EKU Employee Benefits Guide* for more information as you review all available offerings.

- We are further proud to let you know that the University has increased the annual employer contribution for Health Savings Accounts (HSA) from \$600 to \$960 for all plans on the University's Consumer Driven Health Plan (CDHP) option. **For more information about the benefits of selecting the CDHP option, please contact the HR Benefits Team!**

Dental Plan Enhancement

- We've heard your requests! The lifetime maximum for orthodontics on the high plan option has increased from \$1,000 to \$2,000 per covered member.

Employee Assistance Program (EAP)

- Beginning January 1, 2025, we are introducing a new Employee Assistance Program (EAP) provider, **Wayne Corporation**. An enhanced feature of the new EAP includes additional mental health counseling sessions per year at **NO cost**.

Pet Insurance

- EKU will now be offering pet insurance! An insurance option will be available through Nationwide for employees with cats and/or dogs. The cost will depend on the number of pets insured as well as their ages, species and breeds, and zip code. A custom EKU website will be available for you to enroll your pets.

Reminders

- If you currently contribute to a flexible spending account, health savings account, or dependent care assistance, you must re-enroll on the **myEKU** benefits enrollment portal if you want to continue participation into the new plan year.
- **Please ensure that you are selecting the best, most cost-efficient health plan for you and your family.** Prior to making your benefit elections, you should visit www.anthem.com/account-login/.
- Visit the **BluMine Health Clinic** which provides preventative, acute, and chronic care services with **zero** copays. All employees covered by EKU health insurance are eligible, including their spouses and dependents (even if the dependents are not covered by EKU health insurance). The Richmond clinic is located at 235 Boggs Lane (see page 9 of the *2025 Employee Benefits Guide* for other BluMine locations). When employees visit the EKU-provided BluMine Clinics, they are helping lower health care costs.

Thank you for your continued service to EKU. As a reminder, if you have any questions, please contact the HR Benefits Team at (859) 622-5094, option 5.

Enclosure: Annual Children's Health Insurance Program (CHIP) Notice