Employee Benefits Committee Minutes  
March 12, 2014

Present: Amanda Grose Cannoy, Yohna Chambers, Anne Zajac, Pat Rodgers, Kim Dulaney, Donna Raines, Godmar Back, Brad Klein, Angela King, Monica Mathena

Call to Order
Amanda Grose Cannoy called the meeting to order at 1:05pm

Aflac and Legal Resources
Human Resources are moving forward with Aflac and Legal Resources. Both are optional benefits and employees make their own decisions as to whether they want to enroll.

Roll out of both benefits is scheduled for October 1, 2014.

Human Resources will prepare a “communication plan” (decision aid for employees) for the next meeting. Communication plan ideas: email, micro-site, on-site representatives, comparison of benefits. Implementation date is October 1, 2014. Rebecca Morris will be a resource for additional technical information. Draft of communication plan will be sent to Benefits Committee members no later than one week before April meeting, for review.

Formal communication sent to employees during August and September, since effective date is October 1, 2014.

If enrolled employees have questions:
   Basic questions - contact Human Resources
   In-depth questions – contact vendor
   *Human Resources cannot advise on AFLAC and Legal Resources

Aflac top three claims: Accident, Cancer, Critical Care

Additional Items
Hybrid Plan
Few employees have made inquiries about the Hybrid Plan. Employees respond it’s not worth their time.

VRS awaiting legislative action for vesting schedules of Defined Contribution Plan for transfers.

Retirement Vendors
Fidelity and TIAA-CREF offer free counseling via phone or with a representative on campus.

Adjournment
Amanda Grose Cannoy called for the meeting to adjourn at 1:33 p.m.