UNION

2019

BENEFITS

ENROLLMENT

GUIDE

HARVARD
Human Resources
The employee benefit programs described in this guide are effective in 2019. The information in this guide is a summary of Harvard's benefits, and every attempt has been made to ensure its accuracy. The actual provisions of each benefit program will govern if there is any inconsistency between the information in this guide and Harvard's formal plans, programs, policies, or contracts or any subsequent change in such plans, programs, policies, or contracts.
We are pleased to provide you with a wide range of competitive benefits that are a vital part of your total compensation. You have the flexibility to select the health plan(s) that best meet your needs and elect additional benefits to protect your income, build financial security, and balance your work and personal life.

Please take the time to review this brochure to make sure you understand the benefits that are available to you and your family—then be sure to take action. You have only 30 days from your hire date or date of benefits eligibility to enroll in these benefits.

✓ MEDICAL: Choose plans from Harvard University Group Health Plan (HUGHP) and Harvard Pilgrim Health Care (HPHC).

✓ DENTAL: Take advantage of comprehensive dental benefits through the Delta Dental PPO Plus Premier plan.

✓ VISION CARE: Compare coverage from Davis Vision with the vision benefits included with your HUGHP or HPHC medical plan to ensure you have the coverage that is right for you and your family.

✓ FLEXIBLE SPENDING ACCOUNTS (FSAs): Put aside pre-tax dollars for qualifying expenses with a Health FSA or Dependent Care FSA.

✓ OTHER VOLUNTARY BENEFITS: You can purchase the following at competitive rates:
  • Long Term Disability (LTD) Insurance: Enroll in LTD to protect yourself and your family from serious financial hardship resulting from the inability to work due to illness or injury.
  • Supplemental Life and Dependent Life Insurance: To provide your family with a greater level of financial security, you have the option to purchase additional life insurance.
  • Hyatt Legal Plan: This plan gives you the financial and emotional peace of mind that comes from knowing you will be covered when expected and unexpected legal issues arise.
  • Identity Theft Protection: Get peace of mind and protect yourself against privacy breaches with full identity monitoring, proactive alerts, and full-service restoration if your identity is stolen.

For additional information, please visit the Harvard Information for Employees (HARVie) website at hr.harvard.edu/totalrewards.
The plans listed below are offered through two providers, Harvard University Group Health Plan (HUGHP) and Harvard Pilgrim Health Care (HPHC); so, you’ll need to choose a provider and a plan. You can learn more about the HUGHP and HPHC provider networks and which might best meet your needs at hr.harvard.edu/medical.

Medical plans

• **Health Maintenance Organization (HMO):** You select a primary care physician (PCP) who coordinates your care and authorizes referrals to in-network specialists. Out-of-network care is not covered, except in certain emergency situations.

• **Point-of-Service (POS) plan:** As with an HMO, you designate a PCP. However, you have the flexibility to use out-of-network providers for services with higher out-of-pocket costs at the point of care.

• **Preferred Provider Organization (PPO):** This plan, offered through HPHC, is available only to staff members in the bargaining unit of SEIU Arboretum who reside outside of Massachusetts. With this plan, you can go to any health care professional you choose inside or outside your network without a PCP referral.

**SEIU MEMBERS:** Your union also offers you the option to choose combined medical, dental, and vision coverage—for both you and your eligible dependents—at no cost to you. For more information, please call **800-551-3225**. If you waive coverage in the Harvard-sponsored HMO or POS plan or the SEIU plan, you will be required to complete a form to show evidence of other health coverage.

Note: Domestic partners are not eligible for SEIU coverage. If you enroll in the SEIU plan, you cannot also be enrolled in Harvard’s dental or vision plans.

Because your medical premiums are subsidized by Harvard, you pay a small portion of the actual cost. In addition, most employee contributions are made on a pre-tax basis, which reduces your taxable income.

**Prescription drug**

All medical plans include a prescription drug benefit, administered by Express Scripts. When you enroll in medical coverage, you will receive a welcome kit with your Express Scripts ID card and information on nearby network pharmacies. Present your Express Scripts ID card when filling prescriptions. You can also use Express Scripts’ mail-order pharmacy.

**When will I receive my medical and prescription drug ID cards?**

You will receive your ID cards two to three weeks after you submit your enrollment information. If you need medical coverage before receiving your ID card, call HUGHP at **617-495-2008** or HPHC at **888-333-4742** to obtain your member number. If you need to fill a prescription before you receive your ID card, call Express Scripts at **877-787-8684**.
Compare plans
Below is a quick comparison of the plans. For more information, review the enclosed Your Programs and Premiums at a Glance, which includes:

- A health plan comparison chart detailing in- and out-of-network costs, copayments, coinsurance, and deductibles
- A premium rate chart showing how much you will pay for each plan

Here’s a quick refresher on commonly used insurance terms:

**ALLOWABLE CHARGE** is the dollar amount typically considered payment in full by an insurance company and an associated network of health care providers.

**COINSURANCE** is the amount you pay, as a percentage of the allowed cost of your services, after you reach the deductible and until you reach the plan’s out-of-pocket maximum.

**COPAYMENT (COPAY)** is a fixed amount you pay for a health care service or prescription drug.

**DEDUCTIBLE** is the amount you pay before your insurance begins covering certain services, such as hospitalization or outpatient surgery.

**DRUG FORMULARY** is a list of prescription drugs, maintained by medical professionals, that practitioners use to identify drugs that offer the greatest overall value.

**OUT-OF-POCKET MAXIMUM** is the most you pay per plan year for health care expenses, including prescription drugs. Once you reach this limit, the plan pays 100% for the remainder of the plan year.

**PREMIUM** is the amount you pay for insurance, using pre-tax or post-tax dollars via paycheck deductions. (Note: Harvard pays a portion of the premium.)

### Glossary

<table>
<thead>
<tr>
<th></th>
<th>HMO</th>
<th>POS</th>
<th>PPO* (HPHC ONLY)</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-network preventive care</td>
<td>Covered at 100%—includes annual physicals, well-baby and well-child visits, immunizations, and routine vision care</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other in-network services</td>
<td>You’ll have a copay for in-network office visits, emergency room visits, and prescriptions. ATC, HUCTW, HUPA, HUSPMGU, Local 26, and SEIU Custodian members also have a copay for hospitalization, surgery, and high-tech imaging.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Out-of-network services**</td>
<td>Not covered</td>
<td>You’ll pay a deductible and coinsurance, with a separate out-of-pocket maximum</td>
<td></td>
</tr>
<tr>
<td>Prescription drugs</td>
<td>All plans offer the same prescription drug coverage. Copayments apply.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Available only to staff members in the bargaining unit of SEIU Arboretum who reside outside Massachusetts.

** If an out-of-network provider charges more than the allowed amount, you could be balance billed for the difference.
FLEXIBLE SPENDING ACCOUNTS

By allowing you to set aside money directly from your paycheck before taxes are taken out, flexible spending accounts (FSAs) are a great way to save money for eligible expenses and lower your taxable income. You can use that tax-free money to pay for eligible out-of-pocket health care and dependent care expenses.

Harvard offers the following FSA options, administered by Benefit Strategies:

Health FSA
- Pay for eligible medical, dental, and vision care expenses such as copays, coinsurance, deductibles, medical supplies and equipment, mental health and substance abuse treatment, orthodontia, and eyeglasses and contact lenses for yourself and your eligible dependents.
- Contribute between $120 and $2,650 per year.
- You must elect this benefit within 30 days of your hire date or first date of benefits eligibility.
- You can spend up to the full amount of your annual election as soon as your account has been set up.
- All eligible expenses must be incurred on or after your hire date or first date of benefits eligibility.

Dependent Care FSA
- Pay for eligible dependent care (for a child under age 13) or adult care expenses, including day care, care for a disabled spouse or dependent, after-school care, and many types of summer camps. This account is NOT for a dependent’s health expenses.
- Contribute between $120 and $5,000 per family per year ($2,500 if you are married and filing taxes separately).
- You must elect this benefit within 30 days of your hire date or first date of benefits eligibility.
- You can be reimbursed only up to the amount in your account at the time you request reimbursement.
- All eligible expenses must be incurred on or after your hire date or first date of benefits eligibility.

Estimate carefully with an FSA
FSAs are “use-it-or-lose-it” accounts, which means you will forfeit any amount left in the account at the end of the Plan Year. You have until March 15, 2020, to incur eligible expenses and until March 31, 2020, to submit requests for reimbursement. For a list of eligible expenses, visit benstrat.com and click on Client Links > Harvard University.

HUSPMGU AND LOCAL 26 MEMBERS ONLY If you enroll in coverage in one of the Harvard-sponsored HMO or POS plans for 2019, you will receive a $275 contribution to a Health FSA to help pay for eligible out-of-pocket medical, dental, and vision care expenses for yourself and your eligible dependent(s). To receive the contribution, you should elect the FSA, even if you do not wish to make your own contributions. Simply make an election of $0.

Managing your FSA
You can easily manage your FSA from the Benefit Strategies website at benstrat.com or by visiting hr.harvard.edu and selecting the link to Benefit Strategies at the bottom of any page. On the website, you can check your FSA balance, file claims, enroll in direct deposit for reimbursements, and learn more about eligible expenses.

HELPFUL TIP: FSA reimbursement request forms can be found at hr.harvard.edu/forms-documents, under Total Rewards > Flexible Spending Accounts.
Paying for services
You will automatically receive an FSA debit card from Benefit Strategies, allowing for easy, convenient payment at participating providers or merchants. Although you do not need to file for reimbursement when using your debit card, you may be required to submit documentation, so be sure to save your receipts. If you have more than one kind of FSA, you will receive one debit card that can be used for all of your accounts. Eligible expenses must be incurred by March 15, 2020.

- Use your debit card to pay the provider directly.
- If the provider doesn’t accept a debit card, pay for expenses out-of-pocket and submit receipts for reimbursement to Benefit Strategies.

To be reimbursed for eligible expenses, submit an FSA claim form along with original receipts. Forms can be found at hr.harvard.edu/forms-documents under Total Rewards > Flexible Spending Accounts or at benstrat.com under Client Links > Harvard University.

COPAYMENT REIMBURSEMENT PROGRAM
The Copayment Reimbursement Program is a unique benefit that reimburses out-of-pocket in-network copayments for office visits, prescription drugs, and hospital charges (if applicable) above certain thresholds. This program is available to employees with Harvard-sponsored medical coverage. Out-of-network expenses are not eligible. While you do not need to enroll in this program, you will need to file a claim in order to get reimbursed. Eligible expenses must be incurred January 1–December 31, 2019.

How to request reimbursement
To be reimbursed, you must submit a Copayment Reimbursement Program request form, along with original receipts and other supporting documentation, postmarked no later than March 31, 2020 (for claims incurred in 2019), to

Harvard University Copayment Reimbursement Program
c/o Benefit Strategies
P.O. Box 1300
Manchester, NH 03105-1300
Fax: 603-232-1854
Email: hvdflex@benstrat.com
Online: benstrat.com
Phone: 855-HVD-FLEX (855-483-3539)

HELPFUL TIP: Copayment Reimbursement Program request forms can be found at hr.harvard.edu/forms-documents, under Total Rewards > Reimbursement Programs.
For members of ATC, HUCTW, HUPA, HUSPMGU, Local 26, and SEIU Custodians

<table>
<thead>
<tr>
<th>ENROLLMENT STATUS</th>
<th>FTE SALARY*</th>
<th>OFFICE VISIT THRESHOLD</th>
<th>PRESCRIPTION DRUG THRESHOLD</th>
<th>HOSPITAL COPAY** THRESHOLD</th>
</tr>
</thead>
<tbody>
<tr>
<td>INDIVIDUAL</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Enrolled in individual coverage or family coverage and submitting receipts for one family member only for the plan year)</td>
<td>&lt; $75,000</td>
<td>$225</td>
<td>$500</td>
<td>$300</td>
</tr>
<tr>
<td></td>
<td>$75,000+</td>
<td>$450</td>
<td>$1,000</td>
<td>$600</td>
</tr>
<tr>
<td>FAMILY</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Enrolled in family coverage and submitting receipts for more than one family member at any point throughout the plan year)</td>
<td>&lt; $75,000</td>
<td>$550</td>
<td>$1,000</td>
<td>$450</td>
</tr>
<tr>
<td></td>
<td>$75,000+</td>
<td>$1,100</td>
<td>$2,000</td>
<td>$900</td>
</tr>
</tbody>
</table>

* FTE (full-time equivalent) salary is your annual salary if you work full-time or, for those who work less than full-time, the salary that would be earned working full-time at the same rate of pay.

** Hospital copayments refer to copayments for emergency room care/services, inpatient and outpatient hospital care/services, and high-tech imaging.

Remember: You cannot be reimbursed for the same expenses through the Copayment Reimbursement Program and the Health FSA. However, you may cover expenses up to the thresholds shown above with money saved in your FSA without affecting your eligibility for the Copayment Reimbursement Program.

For members of SEIU Arboretum

<table>
<thead>
<tr>
<th>ENROLLMENT STATUS</th>
<th>FTE SALARY*</th>
<th>OFFICE VISIT THRESHOLD</th>
<th>PRESCRIPTION DRUG THRESHOLD</th>
</tr>
</thead>
<tbody>
<tr>
<td>INDIVIDUAL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Enrolled in individual coverage or family coverage and submitting receipts for one family member only for the plan year)</td>
<td>&lt; $70,000</td>
<td>$135</td>
<td>$500</td>
</tr>
<tr>
<td></td>
<td>$70,000–$95,000</td>
<td>$270</td>
<td>$1,000</td>
</tr>
<tr>
<td>FAMILY</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Enrolled in family coverage and submitting receipts for more than one family member at any point throughout the plan year)</td>
<td>&lt; $70,000</td>
<td>$330</td>
<td>$1,000</td>
</tr>
<tr>
<td></td>
<td>$70,000–$95,000</td>
<td>$660</td>
<td>$2,000</td>
</tr>
</tbody>
</table>

* FTE (full-time equivalent) salary is your annual salary if you work full-time or, for those who work less than full-time, the salary that would be earned working full-time at the same rate of pay.

Remember: You cannot be reimbursed for the same expenses through the Copayment Reimbursement Program and the Health FSA. However, you may cover expenses up to the thresholds shown above with money saved in your FSA without affecting your eligibility for the Copayment Reimbursement Program.

Emergency room copays are not eligible for the Copayment Reimbursement Program for SEIU Arboretum.

SUPPLEMENTAL HEALTH CARE FUND FOR LOCAL 26 MEMBERS

If you are a member of Local 26 and enrolled in a Harvard-sponsored HMO or POS plan, you may be reimbursed for emergency room, hospital, and high-tech imaging copays through the Supplemental Health Care Fund. Reimbursement claims for 2019 copayments must be postmarked by December 31, 2019. You cannot submit the same expense to both the Copayment Reimbursement Fund and the Supplemental Health Care Fund, and you cannot be reimbursed for expenses that have already been paid using an FSA.

For more information and to find reimbursement forms, go to hr.harvard.edu/reimbursement-programs.
As a Harvard employee, you may participate in the Delta Dental PPO Plus Premier program, which includes dentists in the Delta Dental Premier and Delta Dental PPO networks, including 96% of the dentists in Massachusetts. See the enclosed Your Programs and Premiums at a Glance for monthly cost information.

Make the most of your plan

Locate participating dentists by visiting deltadentalma.com. Although you may use non-participating dentists, both in-state and out-of-state, you’ll pay more than you would if you used a participating dentist.

- When you visit a participating dentist, you don’t have to complete claim forms, and you cannot be billed for the difference between your dentist’s rate and Delta Dental’s negotiated rate for services.
- If you visit a non-participating (out-of-network) dentist, you may be balance billed, meaning you could pay the difference between the dentist’s rate and the Delta Dental negotiated rate, in addition to the regular charges.
- The maximum annual benefit for each plan participant covered under SEIU Arboretum is $3,000.

- For staff members in the bargaining units of ATC, HUCTW, HUPA, HUSPMGU, Local 26, and SEIU Custodians: Once you reach $3,000 in dental costs within a calendar year, a second level of dental coverage will kick in. You’ll pay an additional $500 deductible, and then you’ll be covered at the applicable rate for the rest of the year, with no annual maximum.

- For staff members in the bargaining unit of SEIU Arboretum: You can roll over up to $750 of your annual benefit to the following year if you have had an oral exam or cleaning during the calendar year and have used less than $1,000 of the annual $3,000 benefit. The total accumulated rollover maximum is $1,500 from year to year.

When will I receive my dental ID card?

You will receive an ID card for dental coverage two to three weeks after you submit your enrollment information. If you need to use this benefit before receiving your ID card, call Delta Dental at 800-872-0500 to obtain your member number.
**DENTAL BENEFITS & COVERED SERVICES**

| **Annual Deductible** | • No deductible for diagnostic and preventive services and covered orthodontic services  
• Restorative and major services: $50 per person/$150 per family |
<table>
<thead>
<tr>
<th></th>
<th></th>
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<tbody>
<tr>
<td><strong>Maximum Annual Benefit for SEIU Arboretum</strong></td>
<td><strong>Level 1 Maximum Annual Benefit (ATC, HUCTW, HUPA, HUSPMGU, Local 26, and SEIU Custodians)</strong></td>
</tr>
<tr>
<td></td>
<td>$3,000 per covered person</td>
</tr>
<tr>
<td><strong>Level 2 Deductible (excludes SEIU Arboretum)</strong></td>
<td>$500</td>
</tr>
<tr>
<td><strong>Level 2 Maximum Annual Benefit (excludes SEIU Arboretum)</strong></td>
<td>None</td>
</tr>
</tbody>
</table>

**COVERED SERVICES (excludes SEIU Arboretum):** Coverage levels are the same for participating and non-participating dentists, whether in-state or out-of-state.

<table>
<thead>
<tr>
<th><strong>Preventive Care</strong></th>
<th>Cleanings and X-rays Delta Dental pays 100%.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Basic Services</strong></td>
<td>Temporary and permanent fillings, simple extractions, surgical extractions Delta Dental pays 75% after deductible.</td>
</tr>
<tr>
<td><strong>Restorative Services</strong></td>
<td>Periodontics, endodontics and oral surgery, root canals, prosthetic maintenance, emergency dental care Delta Dental pays 75% after deductible.</td>
</tr>
<tr>
<td><strong>Major Services</strong></td>
<td>Prosthodontics, installation of crowns, inlays, onlays, dentures, implants, bridges Delta Dental pays 75% after deductible.</td>
</tr>
<tr>
<td><strong>Orthodontics</strong></td>
<td>Delta Dental pays 50% (with no deductible) for children under age 19, up to $1,500 lifetime maximum per child.</td>
</tr>
</tbody>
</table>

*For details, please refer to the Delta Dental Summary of Benefits, available online at hr.harvard.edu/dental.*

**HELPFUL TIP:** Minimize your out-of-pocket expenses for dental care by asking your dentist for a pre-treatment estimate from Delta Dental before you agree to receive any prescribed major treatment. Your dentist may be able to present alternative treatment options that will lower your share of the bill while still meeting your basic dental care needs.
While Harvard’s medical plans offer some vision care coverage and discounts, you may also opt to enroll in Harvard’s comprehensive vision care plan, provided by Davis Vision. It offers greatly reduced rates on vision exams, frames, lenses, and contacts. Be sure to enroll within **30 days** of your hire date or first date of benefits eligibility to get the coverage you need. See the enclosed *Your Programs and Premiums at a Glance* for your monthly cost.

To locate an in-network provider, call the Davis Vision customer service call center at **800-448-8245** or visit the member website at [davisvision.com](http://davisvision.com), click on *Member*, and enter Client Code 2556.

### VISION CARE BENEFITS & COVERAGE

<table>
<thead>
<tr>
<th></th>
<th><strong>DAVIS VISION</strong>*</th>
<th><strong>HUGHP</strong></th>
<th><strong>HPHC</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EYE EXAM</strong> (once per calendar year)</td>
<td>$15 copay</td>
<td>$0 copay</td>
<td>$0 copay</td>
</tr>
<tr>
<td><strong>CONTACT LENS FITTING</strong> (once per calendar year)</td>
<td>$20 copay for standard contact lenses</td>
<td>Not included</td>
<td>Not included</td>
</tr>
<tr>
<td><strong>FRAMES &amp; LENSES</strong></td>
<td>$20 copay for frames (every 24 months): Choose any frame from Davis Vision’s Exclusive Collection up to a $160 value, or get a $140 frame allowance ($190 at Visionworks), plus 20% discount on overages. $20 copay for standard single-vision, lined bifocal, or trifocal lenses (every calendar year).</td>
<td>25% savings on frames and lenses; discount applies only at Davis Vision network providers.</td>
<td>Free eyewear and additional eyewear savings available from specific providers. Visit <a href="http://www.harvardpilgrim.org/public/discounts-savings">www.harvardpilgrim.org/public/discounts-savings</a> for details.</td>
</tr>
<tr>
<td><strong>CONTACT LENSES</strong> (in lieu of eyeglasses; every calendar year)</td>
<td>Contact lenses from Davis Vision’s Contact Lens Collection, or $150 allowance plus 15% discount on overages.</td>
<td>20% savings on dailywear contact lenses (10% savings on disposable lenses); discount applies only at Davis Vision network providers.</td>
<td>15%–20% off contact lenses available from specific providers. Visit <a href="http://www.harvardpilgrim.org/public/discounts-savings">www.harvardpilgrim.org/public/discounts-savings</a> for details.</td>
</tr>
<tr>
<td><strong>LASER VISION CORRECTION</strong></td>
<td>Up to a 25% discount off the usual and customary charge or up to a 5% discount off any advertised promotion, whichever is lower, from Davis Vision.</td>
<td>Up to a 25% discount off the usual and customary charge or a 5% discount off promotional pricing, whichever is lower; discount applies only at Davis Vision network providers.</td>
<td>Up to 15% off the usual and customary charge or up to 5% off promotional pricing, whichever is lower, from US Laser Network; 40%–50% off national average price of traditional LASIK at QualSight LASIK</td>
</tr>
</tbody>
</table>

* You can get an eye exam OR contact lens fitting once per calendar year. You can’t get both in the same year.

With Davis Vision, Harvard employees and covered family members can use their retail frame allowance on any frame available from specific providers. Visit [davisvision.com/member](http://davisvision.com/member) and enter Client Code 2556 for details. For enhanced value, members can select from more than 200 frames from the Davis Vision Exclusive Collection at little or no additional out-of-pocket cost or use a $190 frame allowance at Visionworks locations.

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**When will I receive my vision ID card?**

You will receive an ID card for vision coverage two to three weeks after you submit your enrollment information. If you need to use this benefit before receiving your ID card, call the Davis Vision customer service call center at **800-448-8245** to obtain your member number.
As part of the Harvard community, you can access a wide variety of services and benefits from four convenient on-site locations. HUGHP members can select a primary care physician at any Harvard University Health Services (HUHS) location, as well as any Atrius Health location, including Harvard Vanguard Medical Associates. If you select an HUHS primary care physician, you can fill prescriptions through the HUHS Pharmacy, where you can get 90-day prescriptions at a reduced rate and access Quest Diagnostics’ on-site laboratory services.

**HUHS locations**

- Harvard Square, Richard A. and Susan F. Smith Campus Center, 75 Mt. Auburn Street, Cambridge
- Harvard Business School, Cumnock Hall, 33 Harvard Way, Boston
- Harvard Law School, Pound Hall, 1563 Massachusetts Avenue, Cambridge
- Longwood Medical Area, Vanderbilt Hall, 275 Longwood Avenue, Boston

**HELPFUL TIP:** For a full list of services, participating clinicians, health forms, and more, please visit [huhs.harvard.edu](http://huhs.harvard.edu).

**HUHS services**

<table>
<thead>
<tr>
<th>Service</th>
<th>All Harvard employees</th>
<th>Employees enrolled in HUGHP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urgent care</td>
<td>During work hours only*</td>
<td>24/7</td>
</tr>
<tr>
<td>Discounted pharmacy over-the-counter products</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Prescription drugs**</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Center for Wellness and Health Promotion</td>
<td>✓</td>
<td>Up to a 50% discount</td>
</tr>
<tr>
<td>Dental services***</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Flu vaccination clinics</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

* Your insurance plan will be billed, and you will be responsible for any applicable copays, coinsurance, or deductibles; insurance plans that are not sponsored by Harvard may consider HUHS to be out-of-network, resulting in higher out-of-pocket costs, up to the full cost of the visit.

** Must be written by an HUHS physician.

*** Dental services are located at 114 Mt. Auburn Street, Cambridge, 7th floor.

**Additional HUHS services available to HUGHP members who have an HUHS primary care physician include the following:**

- Allergy
- Behavioral Health
- Dermatology
- Ear, Nose, and Throat
- Endocrinology
- Gastroenterology
- Neurology
- Nutrition
- Obstetrics and Gynecology
- Ophthalmology and Optometry
- Orthopedic Surgery
- Pediatrics
- Pharmacy
- Physical Therapy
- Podiatry
- Primary Care/Internal Medicine
- Radiology
- Rheumatology
- Surgery
- Travel Clinic
- Urology

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BE SURE TO ENROLL WITHIN 30 DAYS OF YOUR HIRE OR BENEFITS ELIGIBILITY DATE.
Short Term Disability

Harvard provides staff members with Short Term Disability (STD) benefits at no cost should they become unable to work due to a disability or illness.

- The plan pays between 70% and 100% of your salary, depending on your job classification and years of Harvard service, for up to 26 weeks.
- Enrollment is automatic for eligible employees.

Generally, staff must satisfy a waiting period or “spend down” a certain number of available sick days before STD benefits can begin. Please refer to [hr.harvard.edu/disability](http://hr.harvard.edu/disability) for details.

Long Term Disability

If you are unable to work for over 180 calendar days due to illness or injury, you can protect your family from serious financial hardship with Harvard’s Long Term Disability (LTD) coverage.

- The plan pays 60% of your monthly pre-disability earnings (tax-free) for as long as you are determined by the LTD carrier to be disabled up to the maximum benefit period, which is determined by your age when your disability begins.
- You must enroll and pay premiums for this benefit. However, since premiums are deducted from your after-tax pay, LTD benefits are paid to you tax-free.
- If you enroll within 30 days of your hire date or first date of benefits eligibility or within 30 days of certain permitted election events, you do not need to provide evidence of insurability. If you enroll at a later date, your application may be subject to medical review and approval by the carrier.

Benefits include:

- Coverage for disabilities incurred both on and off the job
- A cost-of-living adjustment benefit
- If you die while LTD benefits are payable, and if on the date you die you have been continuously disabled for at least 180 days, your beneficiaries may be eligible to receive a survivor’s benefit.

While you are on LTD

- Harvard will continue to provide Basic Life Insurance coverage, free of cost. If you are enrolled in Supplemental Life Insurance, you may continue your coverage at Harvard’s rates.
- Harvard will continue to make your retirement plan contributions, based on your salary at the time you became disabled.
- You will remain eligible for Harvard’s medical, dental, and vision care benefits paying Harvard’s tier 1 rates.
- You will continue to accrue participation service under the retirement plan.
- Dependent Life Insurance, Hyatt Legal Plan, and Identity Theft Protection coverage continue at the same rates (if you had elected this coverage prior to disability).

LTD pre-existing condition limitations

If you elect LTD coverage and have a pre-existing medical condition that was present in the 90 days preceding the date you became a participant, you will not be eligible for coverage for that condition and/or related conditions unless you meet one of the following requirements:

- You have been enrolled in coverage for 12 months and actively at work (not disabled) for 12 months and one day.
- You have been treatment-free for that pre-existing condition for 6 continuous months during your first 12 months of coverage.

HELPFUL TIP: For more information on LTD, including limitations and exclusions, please visit [hr.harvard.edu/disability](http://hr.harvard.edu/disability).
Basic Life Insurance
Harvard helps you protect your beneficiaries by providing free group term life insurance, with a benefit that is equal to one-half of your annual base salary, rounded to the nearest $1,000. If eligible, you are automatically enrolled in this coverage at no cost to you.*

* The imputed cost of coverage in excess of $50,000 is considered taxable income. The imputed cost, if any, will be shown on your paycheck.

Supplemental Life Insurance
If you’d like additional protection, you can purchase optional term life insurance, with a benefit of 1x–6x your current annual base salary, rounded to the nearest $1,000, up to a maximum of $2,500,000.

The cost of coverage is based on your age and the amount of coverage you elect. Premiums are deducted from your pay on an after-tax basis. If you elect Supplemental Life Insurance within 30 days of your hire date or first date of eligibility, you will be automatically approved for coverage at the highest multiple of your salary up to $1.5 million; you must complete a Statement of Health and be approved by Metropolitan Life Insurance Company (MetLife) for amounts above this. (For example, if your salary is $275,000, you can be automatically approved up to 5x your salary, or $1,375,000, which is the highest multiple of your salary under $1.5 million; you would need to complete a Statement of Health to apply amounts above that.) If you elect coverage at any other time (except within 30 days of marriage), you must complete a Statement of Health, which MetLife will review; this coverage will not become effective until approved. If you enroll in Supplemental Life Insurance, you also receive free will preparation and estate resolution/probate services for yourself and your spouse/domestic partner through Hyatt Legal Plans. To access this service, call 800-821-6400 and use group number 109929.

If you leave Harvard, you may continue Basic and/or Supplemental Life Insurance with a portability or conversion option through MetLife. You can find additional details at hr.harvard.edu/disability.

Beneficiaries
It’s important to designate at least one beneficiary for your life insurance policy. Refer to the enclosed Life Insurance Beneficiary Information Sheet or visit hr.harvard.edu/disability for information about how to designate your beneficiary.

Dependent Life Insurance
You may elect $25,000 or $50,000 of Dependent Life Insurance coverage for your eligible spouse/domestic partner within your first 30 days of eligibility with no Statement of Health. You may also obtain $75,000 or $100,000 of coverage for your spouse/domestic partner with a Statement of Health. You can purchase $5,000 or $10,000 of coverage for your dependent children (from birth to age 26) with no Statement of Health. You must also enroll in Supplemental Life Insurance for yourself in order to apply for spouse/domestic partner and/or dependent child(ren) coverage. If required, a Statement of Health form will be mailed to you. Final approval comes from MetLife.
VOLUNTARY BENEFITS

HYATT LEGAL PLAN, IDENTITY THEFT PROTECTION, AND TUITION ASSISTANCE AND REIMBURSEMENT PLANS

Hyatt Legal Plan
The Hyatt Legal Plan provides you, your spouse/domestic partner, and your dependent child(ren) with fully covered legal services from attorneys experienced in estate planning, civil suits, adoption, identity theft issues, and much more. You’ll have no deductibles, copays, claim forms, or usage limits when you use one of the 14,000 network attorneys. Or you can choose an out-of-network attorney and be reimbursed for covered services (you pay any difference between the plan’s payment and the attorney’s charges for services).

Note that there are some excluded services under this plan, including employment-related matters, divorce, rental issues where the employee is the landlord, class action, and more. Refer to hr.harvard.edu/employee-discounts for more information. See the enclosed Your Programs and Premiums at a Glance for monthly cost.

Your first 30 days of employment (or benefits eligibility) is your only opportunity to enroll in the Hyatt Legal Plan until the annual Open Enrollment period.

Identity Theft Protection
Identity Theft Protection from InfoArmor provides full identity monitoring, proactive alerts, and full-service restoration if your identity is stolen. Individual and family coverage is available. Refer to hr.harvard.edu/employee-discounts for more information. See the enclosed Your Programs and Premiums at a Glance for monthly cost.

Your first 30 days of employment (or benefits eligibility) is your only opportunity to enroll in Identity Theft Protection until the annual Open Enrollment period.

Tuition Assistance Plan and Tuition Reimbursement Plan
With Harvard’s Tuition Assistance Plan (TAP), you can take courses to advance your career, improve your skills, pursue a degree, or explore your own interests at participating Harvard schools for as little as $40 per class.

The Tuition Reimbursement Plan (TRP) reimburses you for job-related courses or courses taken toward an undergraduate degree at another accredited institution. You can be reimbursed for 75% (90% for members of HUCTW) of the cost of tuition, up to a calendar year maximum of $5,250. HUCTW members may also use TRP for non-job-related graduate courses at other accredited institutions. Before enrolling in a class, you should read the complete TAP and TRP guidelines at hr.harvard.edu/tuition-assistance.

Who is eligible for TAP and TRP?
Eligibility is based on your employee classification and standard hours as listed in PeopleSoft.

<table>
<thead>
<tr>
<th>EMPLOYEE CLASSIFICATION*</th>
<th>MINIMUM REQUIRED HOURS PER WEEK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-Time Services &amp; Trades (Limited Regulars)</td>
<td>16 hours</td>
</tr>
<tr>
<td>HUCTW Support Staff, HUPA, HUSPMGU</td>
<td>17.5 hours</td>
</tr>
<tr>
<td>Services &amp; Trades Hourly: Dining Services (eligible during months of regularly scheduled nonemployment)</td>
<td>20 hours</td>
</tr>
<tr>
<td>Custodial Services, Electricians &amp; Carpenters (ATC), and Arnold Arboretum</td>
<td>More than 20 hours</td>
</tr>
</tbody>
</table>

* The above classifications are made for the purposes of TAP.
## Harvard Schools/Programs Participating in TAP

<table>
<thead>
<tr>
<th>SCHOOL</th>
<th>TAP Fee</th>
<th>Course Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arnold Arboretum Adult Education</td>
<td>$20 per class</td>
<td>my.arboretum.harvard.edu</td>
</tr>
<tr>
<td>Divinity School</td>
<td>10% of course cost</td>
<td>hds.harvard.edu</td>
</tr>
<tr>
<td>Extension School</td>
<td>$40 per class</td>
<td>extension.harvard.edu</td>
</tr>
<tr>
<td>Graduate School of Arts and Sciences (Faculty of Arts and Sciences)</td>
<td>10% of course cost</td>
<td>gsas.harvard.edu</td>
</tr>
<tr>
<td>Graduate School of Design</td>
<td>10% of course cost</td>
<td>gsd.harvard.edu</td>
</tr>
<tr>
<td>Graduate School of Education</td>
<td>10% of course cost</td>
<td>gse.harvard.edu</td>
</tr>
<tr>
<td>Harvard College (Faculty of Arts and Sciences)</td>
<td>10% of course cost</td>
<td>fas.harvard.edu</td>
</tr>
<tr>
<td>Harvard Kennedy School</td>
<td>10% of course cost</td>
<td>hks.harvard.edu</td>
</tr>
<tr>
<td>Harvard Law School</td>
<td>Call the Law School JD Admissions Office for information</td>
<td>law.harvard.edu</td>
</tr>
<tr>
<td>Harvard Medical School</td>
<td>10% of course cost: call the HMS Human Resources Office for information</td>
<td>hms.harvard.edu</td>
</tr>
<tr>
<td>Harvard Summer School</td>
<td>$40–$80 per class</td>
<td>summer.harvard.edu</td>
</tr>
<tr>
<td>Harvard T.H. Chan School of Public Health</td>
<td>10% of course cost</td>
<td>hsph.harvard.edu/registrar/non-degree-students/nd-academic-year/tap</td>
</tr>
<tr>
<td>Office for the Arts Ceramics and Dance Programs</td>
<td>$40 (plus lab fees for ceramics classes)</td>
<td>ofa.fas.harvard.edu/ceramics ofa.fas.harvard.edu/dance</td>
</tr>
</tbody>
</table>

### Waiting periods for staff covered by HUCTW

The waiting period is the Orientation and Review period (90 days). You can then use the TAP benefit to enroll in Harvard and non-Harvard courses. To be eligible, the course start date must be on or after your 90th day of employment.

### Waiting periods for employees covered by a bargaining unit other than HUCTW

- To participate in a Harvard course, your date of hire or first date of benefits eligibility must be on or before the following:
  - July 1 for the fall semester,
  - November 1 for the spring semester,
  - April 1 for the summer semester.
- To attend non-Harvard courses, your date of hire or first date of benefits eligibility must be 180 days before the class begins. The first day of class can coincide with your 180th day of employment.

---

For Members of HUCTW

You have access to the Education Fund, which primarily covers courses not eligible for reimbursement under TRP. For more information, please see huctw.org/funds-and-loans/education-fund.
Harvard is pleased to provide programs to help you save for retirement. We offer University-funded retirement plans, employee-funded tax-advantaged savings plans, and a variety of investment options from Fidelity, TIAA, and Vanguard.

**Tax-Deferred Annuity Plan**

Harvard’s Tax-Deferred Annuity (TDA) Plan gives you an easy way to save for retirement and reduce your taxable income—now or in retirement. That’s because Harvard offers you two ways to contribute to a TDA:

- The Traditional option, in which your contributions are deducted right from your paycheck before you pay taxes, saving you money
- The Roth option,* in which you make your contributions after taxes and your withdrawals in retirement are tax-free

You may choose one contribution option or divide your contributions between the Traditional and Roth options. The maximum annual TDA contribution for 2019 is $19,000 ($25,000 for those age 50 and older) for Traditional and Roth contributions combined. To compare the Traditional and Roth options, please see hr.harvard.edu/employee-funded-retirement-programs.

You may open a TDA as soon as you begin working. Your contributions are directed into the investments you choose. If you don’t actively elect an investment choice, your TDA contributions will be invested in a low-cost Vanguard target-date fund based on your age.

* Employees at HBS Publishing, Dumbarton Oaks, and the Center for Hellenic Studies are not eligible to make Roth contributions.

HELPFUL TIP: To learn more about your retirement plan options, investment options, and whether you’re able to roll existing qualified retirement account(s) into the TDA, visit hr.harvard.edu/employee-funded-retirement-programs or call the Harvard University Retirement Center at 800-527-1398, Monday–Friday, 8 a.m.–5 p.m. ET.}

**Be on the lookout.**

Within about two weeks of your date of hire, you should receive information about the TDA via a mailing to your home address.
The online Harvard University Retirement Center (HURC) is a great resource for managing your TDA. To get started, simply visit hr.harvard.edu and choose HURC from the Employee Tools menu at the bottom of any page. There, you can do any of the following:

- Open a TDA
- Change your contribution amount
- Elect to contribute pre-tax or to an after-tax Roth option
- Direct future contributions to different investment companies
- Stop your contributions

You can also make changes to your account by contacting your investment company directly (see the enclosed Your Programs and Premiums at a Glance for contact information).

Have questions? You can speak to a retirement specialist by calling HURC at 800-527-1398, Monday–Friday, 8 a.m.–5 p.m. ET.

University-funded retirement programs

Harvard University offers two University-funded programs to eligible staff covered by a bargaining unit: the 2001 Staff Retirement Program and the 1995 Retirement Program. If eligible, you will be automatically enrolled in the appropriate retirement plan after the applicable waiting period, as described below.

You will receive a plan information package about two months before you become eligible.

- The **2001 Staff Retirement Program** is for eligible members of the Harvard Union of Clerical and Technical Workers (HUCTW). To be eligible, you must be regularly scheduled to work at least half-time or 17.5 hours per week and be age 21 or older.

- The **1995 Retirement Program** is for eligible Services & Trades employees who are represented by the collective bargaining units of HUPA, HUSPMGU, SEIU, and Local 26. ATC members are covered by a separate retirement fund administered by their union. For more information, ATC members should contact the Central Pension Fund at 202-362-1000. To be eligible,
  - SEIU members must be regularly scheduled to work at least 20 hours per week and be age 21 or older
  - All members of other covered unions must be regularly scheduled to work more than 20 hours per week and be age 21 or older.
The 2001 Staff Retirement Program

In this program, Harvard makes 100% of all contributions. Each month you participate, Harvard will make a contribution based on your age and pensionable salary:

— **If you are under age 40:** 5% of pay up to the Social Security wage base ($132,900 in 2019) and 10% of pay for earnings above the Social Security wage base (up to annual IRS salary limits)

— **If you are age 40 or older:** 10% of pay up to the Social Security wage base ($132,900 in 2019) and 15% of pay for earnings above the Social Security wage base (up to annual IRS salary limits)

• Contributions begin after a six-month waiting period and are retroactive to your date of hire.

• Contributions are invested in the funds you choose from Fidelity, TIAA, and Vanguard. If you don’t choose funds, the contributions will be invested in a low-cost Vanguard target-date fund tied to the year you will turn 65.

• Participants are generally vested after three years of employment with the University. Vesting means that the money is yours to keep; you may take it with you if you leave the University or retire.

The 1995 Retirement Program

In this program, Harvard makes 100% of all contributions.

• Contributions begin after a 12-month waiting period.

• Participants are generally vested after three years of employment with the University. Vesting means that the money is yours to keep; you may take it with you if you leave the University or retire.

The 1995 Retirement Program provides you with two accounts: the Basic Account and the Individual Investment Account.

**Basic Account (Defined Benefit)**

Harvard makes monthly contributions to your account based on the following rates applied to your pensionable pay. The contributions are based on your age plus your years of service.

• If your age + service is less than 40, Harvard’s monthly contribution equals 3% of your pay.

• If your age + service is 40–49, Harvard’s monthly contribution equals 4% of your pay.

• If your age + service is 50–59, Harvard’s monthly contribution equals 5% of your pay.

• If your age + service is 60 or more, Harvard’s monthly contribution equals 6.5% of your pay.

Your balance in the Basic Account is kept in a retirement trust by Harvard and earns at least 5% but no more than 10% interest annually.

**Individual Investment Account (Defined Contribution)**

Harvard’s contributions to your Individual Investment Account equal 3.5% of your monthly pay. Contributions are made monthly and invested in funds you choose from those offered by the three investment companies. If you don’t actively elect an investment choice, your contributions will be invested in a low-cost Vanguard target-date fund based on your age.
At Harvard, you have access to a wide array of discounts, perks, services, and facilities that can enhance your life, improve your skills, and improve your physical and mental well-being. For more details, visit hr.harvard.edu.

**Career Development and Training Classes**

**Center for Workplace Development**
Professional and skill development, leadership, and career management
617-495-4895
hr.harvard.edu/learning-development

**Harvard Bridge Program**
Training in English as a second language, general equivalency diploma studies, computers, and academic prep
617-496-2216
hr.harvard.edu/harvard-bridge-program

**Child Care and Elder Care**
Information on Harvard-affiliated child care centers, child care scholarships, backup care for children and elders, and the Senior Care Planning Program

**University Office of Work/Life**
617-495-4100
hr.harvard.edu/office-worklife

**Work/Life Program Manager, Harvard Longwood Campus**
617-432-1048
hr.harvard.edu/worklife

**Adoption Scholarships**
617-495-4100
hr.harvard.edu/adoption-resources

** Discounts**

**Outings & Innings**
Discounts on movies, performing arts, sporting events, museums, shopping, services, travel, and more
617-495-2828
outingsandinnings.harvard.edu

**Computers and Accessories**
computers.harvard.edu

**Employee Assistance Program**
Referrals for child care; elder care; school vacation programs; camps; legal, financial, and debt counseling; stress management; workplace issues; and more
877-EAP-HARV (877-327-4278)
hr.harvard.edu/employee-assistance-program

**Harvard Community**

**Faculty Club**
Dining room, rooms for meetings and special events
617-495-5758
hfc.harvard.edu

**Harvard Neighbors**
Cultural and educational events, interest groups, and social activities
617-495-4313
neighbors.harvard.edu

**Harvard Chaplains**
Information on a wide variety of Harvard-affiliated religious organizations and services
617-495-5529
chaplains.harvard.edu

**HARVie Classifieds & Conversations**
Community-based list of items for sale, housing, and roommates, plus work/life conversations
hr.harvard.edu, select Classifieds & Conversations

**Healthy Living**

**Athletic Facilities and Recreation**
Memberships for employees and family members; low-cost exercise, yoga, cycling, and other fitness classes
General membership: 617-496-1585
recreation.gocrimson.com

For Vanderbilt Hall, Longwood Campus:
617-432-1942
hms.harvard.edu/departments/vanderbilt-hall,
select Vanderbilt Hall Athletic Facility

**Center for Wellness and Health Promotion**
Massage and acupuncture appointments; classes in movement, meditation, and yoga
617-495-9629
wellness.huhs.harvard.edu
Harvard Dental Center at the Harvard School of Dental Medicine
Comprehensive dental care
617-432-1434
hsdm.harvard.edu/harvard-dental-center

Harvard Dental Service
Full range of dental services for the University community
617-495-2063
huhs.harvard.edu/services/dental

Housing, Banking, and Personal Insurance Services
Discounted Group Auto and Home Insurance
Mercer voluntary benefits
866-228-3516
crimsonpersonalplans.com

Harvard Housing Office
Assistance finding roommates, apartments
617-496-7827
huhousing.harvard.edu

Harvard University Employees Credit Union
Saving and checking accounts, mortgages, car loans, credit cards, and financial education workshops
617-495-4460
huecu.org

Real Estate Advantage Program
Referrals to moving companies; cash rebates when houses are purchased through Coldwell Banker
800-396-0960
huhousing.harvard.edu/homebuying

Libraries
Information on how to access Harvard’s library system
617-495-1000
library.harvard.edu

Museums
Free admittance for Harvard employees plus one guest; includes tours and family programs
The Arnold Arboretum
617-524-1718; arboretum.harvard.edu
Harvard Art Museums
617-495-9400; harvardartmuseums.org
Harvard Forest
978-724-3302; harvardforest.fas.harvard.edu

Harvard Museum of Natural History
617-495-3045; hmnh.harvard.edu

Observatory Nights
Free monthly lectures and telescopic observing at the Harvard Observatory
520-879-4407; cfa.harvard.edu/events

The Semitic Museum
617-495-4631; semiticmuseum.fas.harvard.edu

Parking and Public Transportation
Harvard CommuterChoice
Public transportation passes available for half price; Zipcar membership; commute planning services; and information on biking, carpools, and more
617-384-RIDE (7433)
transportation.harvard.edu/commuterchoice

Parking Office
Cambridge and Allston—Campus Service Center
617-496-7827
transportation.harvard.edu/parking
Longwood Campus
617-432-1111
hms.harvard.edu/departments, select Parking

Shuttle Services
Cambridge and Allston Shuttles
617-495-0400 (for evening van service)
transportation.harvard.edu/shuttle-van-services
Longwood Medical Area Shuttles
617-632-2310
masco.org/lma-shuttles/lma-shuttles

Safety and Security
Harvard University Police Department (HUPD)
Tips and resources for crime prevention and safety on campus (for emergencies, call 911)
617-495-1212; hupd.harvard.edu
Longwood Campus: 617-432-1212
HBS campus: 617-495-1215

MessageMe
Harvard’s emergency notification system; sign up to receive notification of campus emergencies on your personal electronic device
messageme.harvard.edu
HOW TO ENROLL

You have 30 days from your date of hire or first date of benefits eligibility to enroll via PeopleSoft. See the enclosed How to Enroll in Your Benefits: A Guide to Using the PeopleSoft Benefits Enrollment System for details. For the best user experience with PeopleSoft, use Firefox or Chrome. (You may waive Harvard medical, dental, or vision coverage if you have coverage elsewhere and specify when that coverage ends. See FAQ 6 on page 24 for more information about enrolling at a later date.)

When enrolling, remember to do the following:

• Add eligible dependents and submit the required supporting documentation.
• Refer to the enclosed life insurance beneficiary information sheet or visit hr.harvard.edu/disability for information about how to designate your beneficiary.
• Review your confirmation statement to make sure your elections are correct. (Contact Benefits right away if your desired elections are not reflected.)

To learn more, visit hr.harvard.edu/benefits-enrollment.

Benefits eligibility

<table>
<thead>
<tr>
<th>Who is eligible</th>
<th>Medical</th>
<th>Dental</th>
<th>Vision</th>
<th>LTD</th>
<th>Supplemental Life</th>
<th>Dependent Life</th>
<th>Retirement Plans</th>
<th>Legal Plan</th>
<th>Identity Theft</th>
</tr>
</thead>
<tbody>
<tr>
<td>You</td>
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<tr>
<td>Your spouse or registered domestic partner</td>
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<tr>
<td>Eligible children under age 26*</td>
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<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Eligible disabled children age 26 or over*</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

* Eligible children under age 26 include children by birth, adoption, foster placement, or legal guardianship, including eligible children of your spouse or domestic partner. Also eligible are disabled children age 26 and over, including disabled children of your spouse or domestic partner who became disabled before age 26 and have been continuously covered. Dependents are not eligible for Dependent Life Insurance if confined to a hospital or receiving/entitled to receive Social Security Disability payments.

** Children living in the household are eligible.

Need to update your address? To ensure that you receive time-sensitive mailings and are in a medical plan that covers your geographic area, be sure to keep your address updated via PeopleSoft’s Self Service option.
Adding dependents to your coverage
To add dependents to your coverage, you must supply proof of dependent eligibility.

• **Spouse**: Copy of valid marriage certificate
• **Domestic partner**: Municipal registration of domestic partnership and Harvard’s Statement of Domestic Partnership (see page 25, FAQ 9 for details)
• **Dependent child**: Copy of birth certificate, adoption documents, or proof of legal guardianship

Paying for benefits
While many of your benefit contributions are deducted from your paycheck on a pre-tax basis, some benefit contributions are made on an after-tax basis.

You make pre-tax contributions for these benefits:

• Medical, dental, and vision care
• Flexible Spending Accounts
• Tax-Deferred Annuity Plan

You make after-tax contributions for these benefits:

• Long Term Disability
• Supplemental Life Insurance
• Dependent Life Insurance
• Hyatt Legal Plan
• Identity Theft Protection
• Premiums for nonqualifying* registered domestic partner benefits coverage: The value of this coverage is considered imputed income. If you have a domestic partner and are electing family coverage, call 617-496-4001 to speak with a Benefits representative about enrollment and tax implications.

* The University follows the IRS definition of a qualifying tax dependent to determine tax treatment of premiums.

HELPFUL TIP: For a copy of the Statement of Domestic Partnership, visit hr.harvard.edu/forms-documents and select Total Rewards > Domestic Partners, or contact Benefits at 617-496-4001 or benefits@harvard.edu.

Changing your benefits during the year
IRS regulations limit when you can make changes to your benefits during the year. Once you’ve submitted your benefits elections, you cannot change your medical, dental, vision care, or FSA elections outside the annual Open Enrollment period, which takes place each fall, unless you experience an IRS-defined change in status as listed below. Changes in enrollment must be consistent with the change in status. See hr.harvard.edu/life-events for more information.

If you experience one of these life events, please contact Benefits at 617-496-4001 as soon as possible because you have only 30 days from the date of the status change to make changes. A Benefits representative can explain which changes you’re allowed to make.

Changes in status that may allow you to make benefit changes:

• Marriage
• Registering a domestic partnership
• Divorce
• Birth
• Adoption
• Death
• Change in number of dependents
• Change in employment status—beginning or end of employment for you or your eligible dependent, beginning of or return from an unpaid leave of absence, going from benefits-ineligible to benefits-eligible, beginning or ending family medical leave
• Dependent losing eligibility—dependent child reaching the maximum age of 26
• Dependent gaining eligibility
• Change in health coverage—significant change in health care coverage or cost for you or your eligible dependent
• Retirement
• Moving into or out of a medical plan’s service area
ANSWERS TO FREQUENTLY ASKED QUESTIONS

1. Can I enroll in my benefits prior to my hire date?
No. Even if you have your Harvard University ID number, you won’t be able to access PeopleSoft to make your benefits elections until your hire date or the first day you’re eligible for benefits.

2. Is there a deadline for submitting my benefits elections?
Yes. You need to elect your benefits and provide all supporting documentation for family coverage within 30 days of your hire date or the first day of benefits eligibility.

Supporting documentation includes the following:
• Spouse: Copy of valid marriage certificate
• Registered domestic partner: Municipal registration of domestic partnership and Harvard’s Statement of Domestic Partnership
• Dependent child: Copy of birth certificate, adoption documents, or proof of legal guardianship

3. When will I get my medical, dental, vision care, and/or prescription cards?
You will receive your ID cards two to three weeks after you submit your enrollment documentation. If you need to use a benefit before receiving your ID card, call the benefit provider to obtain your member number (see the enclosed Your Programs and Premiums at a Glance for all vendor contact information).

4. What if I miss the 30-day enrollment period for benefits?
If you miss the 30-day enrollment period, you will not be able to enroll until the next annual Open Enrollment period (occurring each fall), unless you experience an IRS-defined change in status, such as a birth or change in marital status. Enrollment changes must be consistent with the change in status (see hr.harvard.edu/life-events) and must be submitted within 30 days of the status change. Changes made during the annual Open Enrollment period will go into effect on January 1 of the upcoming calendar year.

5. When will my coverage start?
Once your elections are submitted, your start date is your date of hire or the first day of your benefits eligibility. You will be charged premiums retroactively for medical, dental, and/or vision coverage.

6. I have medical, dental, and/or vision coverage outside of Harvard. Can I defer my enrollment in the Harvard-sponsored plans for these benefits until my current coverage ends?
Yes, you can. Here’s what you’ll need to do:
• Do NOT elect Harvard coverage for these benefits in PeopleSoft.
• Contact Benefits at 617-496-4001 and let us know the exact date your other coverage will terminate.
• You will then need to submit a letter from your former employer or insurance carrier stating that you were enrolled in medical, dental, and/or vision coverage and the date that the coverage terminates. If you are enrolling a spouse/domestic partner and/or children, their names will also need to be listed in the letter.
• Once we receive this letter, Benefits will send you enrollment information with the new effective date (the date your previous coverage terminates).
• You will need to complete a separate online election within 30 days of the date your current coverage ends.

If you are eligible for and want to enroll in other Harvard benefits, such as Supplemental and Dependent Life Insurance, Long Term Disability Insurance, Identity Theft Protection, or Hyatt Legal Services, you still must enroll within your initial 30-day enrollment period for automatic approval of coverage.
7. What does it mean if the HMO plans do not appear as options on my PeopleSoft Self Service enrollment page?

If your address is outside the HMO plans’ service area, those plans will not appear as an option. If your address is listed incorrectly in PeopleSoft and you’d like it changed retroactive to your hire date, please contact Benefits at 617-496-4001.

You can also change your address at any time through PeopleSoft Self Service. For any future-dated address changes, the effective date cannot be retroactive. If your new address affects your medical plan eligibility, enrollment materials will be mailed to your new address advising you how to make the necessary changes to your medical coverage within 30 days. Your coverage start date will be the effective date of your address change.

8. How do I enroll my domestic partner?

You’ll need to provide a certificate of registration showing that you and your partner are registered as domestic partners. Please note: The effective date of your registration must be prior to the effective date of coverage.

If you and your domestic partner register after your date of hire, you will have 30 days from the date of registration to add your domestic partner to Harvard’s coverage. Your partner’s coverage start date will be the date of registration.

You must also complete the Harvard Statement of Domestic Partnership, which can be accessed via HARVie at hr.harvard.edu/forms-documents, select Total Rewards > Domestic Partners.

9. How do the pre-tax accounts—the Health Flexible Spending Account (FSA) and the Dependent Care FSA—differ?

There are two kinds of FSAs: Health and Dependent Care. Both allow you to deduct money from your paycheck before taxes, thereby reducing your taxable income, to pay for eligible expenses.

- **Dependent Care FSAs** can be used to pay for eligible dependent child care (under age 13) and adult care so that you (and your spouse) can work or look for work. They can be used to pay for dependent care providers and day care facilities, including senior centers, after-school care, or day summer camp, though some specialty camps are not eligible.

For more details about filing time frames and IRS annual limits, please read pages 6–7 of this guide. Also, you can learn more about these accounts at hr.harvard.edu/flexible-spending-accounts.

10. How does the vision care coverage provided by Davis Vision differ from the vision benefits provided by Harvard’s HUGHP and HPHC medical plans?

In general, vision benefits under Harvard’s medical plans cover an annual eye exam and offer discounts on eyewear with certain providers. Davis Vision offers more comprehensive coverage, including contact lens exams, contact lenses, and eyewear. Please see page 11 or visit hr.harvard.edu/vision for more information. Contact Davis Vision with specific questions. (See the enclosed Your Programs and Premiums at a Glance for complete vendor contact information.)
LEARN MORE

Watch our Benefits Highlights videos at hr.harvard.edu/benefits-enrollment.

Learn about the many perks of being a Harvard employee by attending our New Employee Welcome & Orientation. Find the schedule at hr.harvard.edu/new-employees.

VISIT

Go to hr.harvard.edu to do any of the following:

• Access a full list of benefit contacts by selecting Total Rewards > Health & Welfare Benefits > Vendor Contacts

• View Summary Plan Descriptions of certain programs by selecting Policies, Forms & Contracts > Forms & Documents > Total Rewards > General Benefits & Compliance

CALL OR STOP BY HARVARD BENEFITS

Have questions?

Call: 617-496-4001, M, T, Th, F, 9:00 a.m.–5:00 p.m.; W, 10:00 a.m.–5:00 p.m.

Stop by: M–Th, 11:00 a.m.–3:00 p.m.; closed Fridays
114 Mt. Auburn Street, 4th floor
Cambridge, MA 02138

Email: benefits@harvard.edu

Fax: 617-496-3000

Visit: hr.harvard.edu/totalrewards

BE SURE TO ENROLL WITHIN 30 DAYS OF YOUR HIRE OR BENEFITS ELIGIBILITY DATE.
HAVE QUESTIONS? BENEFITS CAN HELP.
Call: 617-496-4001, M, T, Th, F, 9:00 a.m.–5:00 p.m.; W, 10:00 a.m.–5:00 p.m.

Stop by: M–Th, 11:00 a.m.–3:00 p.m.; closed Fridays
114 Mt. Auburn Street, 4th floor
Cambridge, MA 02138

Email: benefits@harvard.edu
Fax: 617-496-3000

Visit: hr.harvard.edu/totalrewards

Remember: You must make your benefit elections within 30 days of your date of hire or qualifying life event.