

GET READY FOR OPEN ENROLLMENT: OCTOBER 31–NOVEMBER 14

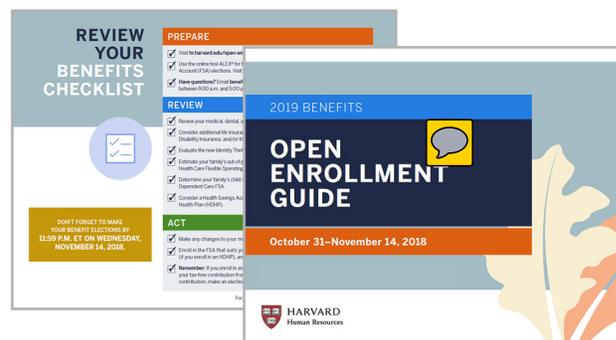
Harvard Benefits Open Enrollment (OE) is almost here and you know what that means—it's your once-a-year chance to make changes to your benefit decisions.

From 8 a.m. ET, Wednesday, October 31, to 11:59 p.m. ET, Wednesday, November 14, 2018, you can review your benefit options and choose those that best meet the needs of you and your family. Any benefit elections you make during Open Enrollment will be effective as of January 1, 2019 (unless subject to review).

Keep an eye on the mail—you'll receive a detailed information package about your medical and insurance options for 2019 in late October.

Want to get a head start? Just visit the [OE website](#) today to start learning about the new options and changes headed your way, including:

- **New Identity Theft Protection** that provides annual credit reports, monthly credit score tracking, and identity theft restoration support.
- **Express Scripts**, our new administrator for pharmacy benefits for all Harvard-sponsored medical plans.



- **Special opportunity to increase supplemental life insurance coverage** by one level with no medical review for those currently enrolled in this coverage. A new coverage level of 6x salary will also be available, up to an increased benefit maximum of \$2.5 million.
- **Health Savings Account (HSA)** elections will automatically continue beginning in 2019.
- **SmartShopper™** will help you compare costs for certain medical services so you can find the care you need at the right price.

GOOD FOR YOU, GOOD FOR THEM

At Harvard, we don't just want you to get by—we want you to thrive.

According to the [Harvard University Human Flourishing Program](#), led by [Tyler J. VanderWeele](#) of the T.H. Chan School of Public Health, your overall wellbeing is the result of a variety of factors, including happiness, virtue, religious community, meaning, and purpose, a concept known as human “flourishing.”

One way to enhance your wellbeing? Research shows that volunteering your time offers positive benefits to many areas of your life, including your emotional and mental state.

Helping others isn't just good for your mind—it offers benefits for your body as well. One study has found that people who regularly volunteer are more physically



active and [less likely to develop high blood pressure](#) than those who do not.

Looking for ways to give back? Check out our [Campus Volunteer Page](#), which lists many volunteer opportunities on campus and in the surrounding community—or consider taking part in one of the social justice initiatives at the [Phillips Brooks House](#).

MIND AND BODY

Wherever you work at Harvard, you'll find the resources and support you need to pursue mental, physical, and emotional wellbeing.

- Did you know acupuncture is covered by our [health plans](#)? You can receive treatment up to 20 times per year (with applicable copayments) at qualifying facilities—including our [Center for Wellness and Health Promotion](#).
- Whether you want to improve your French, find ways to go green, or spend a lunch hour discussing the latest best seller, you can connect with community members who want to do the same in our [Harvard Neighbors Interest Groups](#).
- Harvard Medical School (HMS) and T.H. Chan School of Public Health offer special fitness programs for faculty and staff on the Longwood campus. HMS employees can take advantage of discounted [BodyScapes](#) memberships and services. T.H. Chan School employees: Don't forget to apply for your [Fitness Reimbursement!](#)

LEARNING AND GROWING

Sharpen your professional skills, pursue a personal passion, and accelerate your overall growth with these resources.

- From Photoshop to presentation skills to project management, there's something for everyone on the Center for Workplace Development's (CWD's) [fall calendar](#). Sign up today for classes from October through December.
- It's always a good time to ask yourself, "[What Drives Your Career](#)" (HarvardKey required). Enroll in this class to develop awareness of motivators, highlighting personal strengths and needs necessary for becoming more engaged in your role.
- Drowning in information? Take control of your records and inbox by attending a free [Records Management Workshop](#), complete with refreshments.

LIVING AND WORKING

With the school year in full swing, these programs from the Office of Work/Life can help you maintain balance during the fall months and beyond.

- Are you making the most of the free services available to benefit eligible Harvard employees? Register for the [Employee Assistance Program \(EAP\) Overview webinar](#) to discover our wide variety of exciting programs and resources.
- As we approach the holidays, you can keep stress at bay by signing up for a flexwork session or a mindfulness class. View your options on the [Work/Life Program calendar](#).
- To promote a family-friendly work environment, Harvard provides more than 43 lactation spaces across the University, available to any Harvard-affiliated nursing parents (including spouses/partners). Learn more [here](#).

FINANCES AND SECURITY

These resources help provide the security and recognition you deserve as part of the Harvard community.

- If you live in Massachusetts, you may be eligible for an auto insurance discount of 8%–11% through MetLife or Liberty Mutual Insurance (plus 10% off homeowner's when you bundle auto and home). Request a quote [here](#) or call 866-228-3516.
- Empower yourself through a variety of free [safety and self-defense classes](#) offered by the Harvard University Police Department—check out the fall sessions today.
- To honor the work you do that makes our community great, the [Harvard Service Milestone Recognition Program](#) celebrates five-year service anniversaries with a special gift and yearbook beginning at the five-year mark.