



THE RESEARCH FOUNDATION
The State University of New York

35 State Street • Albany, New York • 12207-2826

BENEFITS BULLETIN

This bulletin is also available electronically in the "Your RF Employment" area of the RF administrators and staff portal and the principal investigators portal.

A "How To" on Benefits Enrollment

Open enrollment for the 2007 plan year takes place November 1 – 30, 2006. Please return your completed forms to your campus RF benefits office by Thursday, November 30.

Changes are effective Jan. 1, 2007, and you'll see any applicable deductions for premiums in your first paycheck of the year.

Step 1: Making an Informed Choice

The first thing you'll want to do is read through the available information to evaluate your options and determine the best choices for you and your family. Here's a list of the materials you should review:

- For information about your RF benefits
 - *This Benefits Bulletin*
- For medical benefits decisions
 - *The table of available health plans and their rates in this Benefits Bulletin*
 - *The "Comparison of 2007 PPO and HMO Plans" article in this Benefits Bulletin*
 - *A plan booklet, if you want more information about a particular health plan. These are available from your campus RF benefits office*
- For flexible spending account (FSA) decisions
 - *The FSA brochure included in this package*
- For voluntary short-term disability decisions
 - *The plan highlights for the First Reliance Standard Voluntary Short-Term Disability Income Protection included in this package*

Step 2: Do you need to make any changes to your current benefits?

- **If your answer is Yes:** Please read on for more information about the decisions you need to make during open enrollment.
- **If your answer is No:** As long as you don't want to participate in

a flexible spending account (FSA) in 2007, you don't need to do anything. You'll see any applicable deductions in your first paycheck of the year. If you want to participate in an FSA, please read the FSA Decisions section below.

Step 3: Medical Benefits Decisions

- Do you want to change your health plan?
 1. *Complete an RF Benefits Enrollment Form, enclosed.*
 2. *If you're enrolling in a Health Maintenance Organization (HMO), or switching from one HMO to another, you'll need to complete an HMO Enrollment Form, available from your campus RF benefits office.*
- Do you want to add or remove a dependent? (A dependent is a spouse, domestic partner or child.)
 1. *Complete an RF Benefits Enrollment Form, enclosed.*
 2. *Check off individual or family coverage in Part C of your Benefits Enrollment Form to receive dental and vision benefits.*
 3. *If you're enrolling your dependent(s) in an HMO, removing dependents or switching from one HMO to another, you'll need to complete an HMO Enrollment Form, available from your campus RF benefits office.*

Step 4: Flexible Spending Account (FSA) Decisions

An FSA allows you to reduce your income tax and use the savings on health care and dependent care costs. You do this by putting money into an FSA before taxes are taken from your pay. You withdraw money by submitting your bills for health care and dependent care costs for reimbursement.

- Are you currently enrolled in an FSA?
 - If your answer is Yes: You must re-enroll each year (see below).*
 - If your answer is No: Please read on.*
- Do you want to enroll or re-enroll in a health care FSA and save money on health costs such as copays or certain over-the-counter drugs?
 1. *Complete a Fringe Benefits Management Company (FBMC) Flexible Spending Account Enrollment Form.*
 2. *Submit the form to your campus RF benefits office.*
- Do you want to enroll or re-enroll in a dependent care FSA and save money on dependent care costs such as nursery school fees, child care fees or home health aide expenses?
 1. *Complete an FBMC Flexible Spending Account Enrollment Form, available from your campus RF benefits office.*
 2. *Submit the form to your campus RF benefits office.*

Contents

A "How To" on benefits enrollment	Page 1
Health portal eases open enrollment	Page 5
Protecting your income	Page 5
Investment options for retirement plans	Page 5
Optional retirement plan enrollment for 2007	Page 6
Other benefits to consider	Page 6

- Do you want your FSA reimbursements deposited directly into your bank account?
 1. Request an FSA Direct Deposit Authorization Form from your campus RF benefits office.
 2. Return the form to your campus RF benefits office or to FBMC.

Step 5: Voluntary Short-Term Disability Decisions

Eligible RF employees may supplement their current RF-provided disability coverage by purchasing additional short-term disability coverage. Current participants may increase their weekly benefits without having to complete a medical statement and without being denied for pre-existing health conditions. If you want to enroll in this plan now but didn't sign up for it when you were first eligible, you don't have to submit a medical statement. However, you won't be covered for pre-existing health conditions during the first 12 months of coverage.

- Do you want to purchase this insurance for the first time or increase the amount of money you'll receive should you become disabled?
 1. Work with your campus RF benefits office to determine the amount of money you would like to receive weekly (up to plan maximums) as well as the amount of your premium.
 2. Complete Part G of the RF Benefits Enrollment Form.
 3. Complete the First Reliance Standard Group Disability Enrollment Form and return it to your campus RF benefits office.

Questions?

- Read your RF Benefits Handbook and related addenda for a summary of your benefits plans. The handbook, as well as other

benefit and open enrollment information, is available on the RF's Web site at www.rfsuny.org. Simply log in with your user name and password and click "Your RF Employment."

- Contact your campus RF benefits office if you need:
 - Benefits plan booklets
 - Extra RF Benefits Enrollment Forms
- Health Plan Questions: Contact the plan provider listed in this bulletin for more information about their health plan.
- Dental Plan Questions: Contact Delta Dental of New York, Inc. at (800) 932-0783 or www.midatlanticdeltadental.com
- Vision Plan Questions: Contact Davis Vision at (800) 999-5431 or www.davisvision.com
- FSA Questions: Contact Fringe Benefits Management Company at (800) 342-8017 or www.fbmc-benefits.com
- Voluntary Short-Term Disability Questions: Contact First Reliance Standard at (800) 882-8700, extension 8432 or www.rsli.com
- Life Insurance Questions: Contact Prudential Life at (800) 524-0542 or www.prudential.com
- Retirement Plan Questions:
 - Contact TIAA-CREF at (800) 842-2776 or www.tiaa-cref.org
 - Contact Fidelity Investments at (800) 343-0860 or www.fidelity.com/atwork

Comparison of 2007 PPO and HMO Plans

Plan:	PPO	AETNA Health	Blue Choice	CDPHP (Capital)	CDPHP (Other)	Empire Blue Cross Upstate	Empire Blue Cross Downstate	HIP	HMO Blue*	IHA	MVP	Preferred Care	UNIVERA	VYTRA
Copays:														
Office visit	\$20	\$20	\$20	\$20	\$20	\$20	\$20	\$20	\$20	\$20	\$20	\$20	\$20	\$20
Lab	\$20	\$20	\$0	\$0 in-ntwk	\$0 in-ntwk	\$0	\$0	\$0	\$0	\$0	\$0	\$5	\$20	\$0
X-ray	\$20	\$20	\$20	\$0 in-ntwk	\$0 in-ntwk	\$0	\$0	\$0	\$20	\$20	\$20	\$20	\$20	\$0
ER	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50
Outpatient Surgery	\$0	\$0	\$50+\$20	\$75	\$75	\$0	\$0	\$0	\$20	\$15	\$75	\$50+\$20	\$20	\$0
Durable Medical Equipment	covered in full	not covered	50%	20%	20%	covered in full	covered in full	covered in full	50%	plan pays up to \$1000	20%	20%	50%	covered in full
Generic Rx	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10
Preferred Rx	\$20	\$20	\$25	\$25	\$25	\$20	\$20	\$20	\$25	\$20	\$30	\$20	\$20	\$20
Non-preferred Rx	\$35	\$35	\$40	\$40	\$40	\$40	\$40	\$35	\$40	\$35	\$50	\$35	\$45	\$35
Mail Order Rx	2 copays	2 copays	3 copays	2 copays	2 copays	2 copays	2 copays	\$15/\$30/\$105	3 copays	n/a	2 copays	2.5 copays	3 copays	\$15/\$30/\$105
Deductibles:														
Inpatient Hospital	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$240	\$100	\$100	\$100

* HMO Blue also has a \$200 inpatient surgery co-pay.

Research Foundation Regular Health Insurance Plan/ Health Maintenance Organization Plans for 2007

Plan Name

The Research Foundation Regular Health Insurance Plan

Empire Blue Cross PPO, P.O. Box 11800, Albany, N.Y., 12211-0800, (800) 377-5156 (www.empireblue.com)
Prescriptions through Medco Health (formerly PAID and Merck-Medco), (800) 251-7690 (www.medcohealth.com)
(All campus locations)

Aetna Health

1425 Union Meeting Road, P.O. Box 3013, Blue Bell, Pa., 19422-0763, (800) 323-9930 (www.aetna.com)
(College of Optometry, Farmingdale State College, Maritime College, Old Westbury, Purchase College, Stony Brook University, SUNY Downstate Medical Center, SUNY New Paltz)

Blue Choice (BCBS of Rochester/Excellus)

165 Court Street, Rochester, N.Y., 14647-0001, (585) 454-4810 or (800) 462-0108 (www.excellusbcbs.com)
(SUNY Brockport, SUNY Geneseo)

Capital District Physicians' Health Plan (CDPHP)

500 Patroon Creek Blvd., Albany, N.Y., 12206, (518) 641-3700 or (800) 777-2273 (www.cdphp.com)
(Capital Area: Empire State College, RF Central Office, SUNY Cobleskill, University at Albany)
(Other Areas: Binghamton University, College at Oneonta, Morrisville State College, SUNYIT, SUNY New Paltz, SUNY Delhi)

Capital Area
Other Areas

Empire Blue Cross HMO

P.O. Box 11800, Albany, N.Y., 12211-0800, (800) 453-0113 (www.empireblue.com)
(Upstate: Empire State College, RF Central Office, SUNY Cobleskill, SUNY Delhi, SUNY Plattsburgh, University at Albany)
(Downstate: College of Optometry, Farmingdale State College, Maritime College, Old Westbury, Purchase College, SUNY Downstate Medical Center, Stony Brook University)

Upstate
Downstate

Health Insurance Plan of Greater NY (HIP)

55 Water Street, New York, N.Y., 10041-8190, (800) 447-8255 (www.hipusa.com)
(College of Optometry, Farmingdale State College, Maritime College, Old Westbury, Purchase College, SUNY Downstate Medical Center, Stony Brook University)

HMOBlue (BCBS of CNY/Excellus)

344 South Warren Street, P.O. Box 4712, Syracuse, N.Y., 13221-4712, (315) 448-6820 or (800) 447-6269 (www.excellusbcbs.com)
(Binghamton University, Morrisville State College, SUNY Canton, SUNY Cortland, SUNY Delhi, SUNY ESF, SUNY Oswego, SUNY Potsdam, Upstate Medical University)

Independent Health Association (IHA)

511 Farber Lakes Drive, Buffalo, N.Y., 14221-8272, (716) 631-8701 or (800) 501-3439 (www.independenthealth.com)
(Alfred State College, Buffalo State College, SUNY Fredonia, University at Buffalo)

MVP Health Plan

P.O. Box 2207, Schenectady, N.Y., 12301 (518) 370-4793 or (800) 777-4793 (www.mvphealthplan.com)
(Binghamton University, College at Oneonta, Empire State College, Morrisville State College, RF Central Office, SUNY Cobleskill, SUNY Delhi, SUNY ESF, SUNY New Paltz, SUNY Oswego, SUNYIT, University at Albany, Upstate Medical University)

Preferred Care

259 Monroe Avenue, Suite A, Rochester, N.Y., 14607-3699, (585) 325-3113 or (800) 950-3224 (www.preferredcare.org)
(SUNY Brockport, SUNY Geneseo)

Univera Healthcare of WNY (Excellus)

205 Park Club Lane, Buffalo, N.Y., 14221, (716) 857-4448 or (800) 337-3338 (www.univerahealthcare.com)
(Alfred State College, Buffalo State College, SUNY Fredonia, University at Buffalo)

Vytra Premium Network (an HIP plan)

395 North Service Road, Melville, N.Y., 11747-3127, (631) 694-4000 (www.vytra.com)
(College of Optometry, Farmingdale State College, Maritime College, Old Westbury, Purchase College, SUNY Downstate Medical Center, Stony Brook University)

Dental Insurance

Vision Care

Bi-Weekly Rates				LOA Bi-Weekly Rates				COBRA Monthly Rates			
Individual	Individual + Spouse/DP	Individual + Child(ren)	Family	Individual	Individual + Spouse/DP	Individual + Child(ren)	Family	Individual	Individual + Spouse/DP	Individual + Child(ren)	Family
20.06	70.99	61.14	119.57	200.58	404.33	364.92	598.62	443.29	893.57	806.46	1,322.95
31.85	174.28	107.09	174.58	212.38	507.61	410.86	653.64	469.35	1121.83	908.00	1,444.53
15.01	63.80	74.33	76.94	150.12	345.29	378.10	397.83	331.78	763.09	835.60	879.20
17.19	60.16	57.98	97.66	171.87	343.74	335.05	493.75	379.84	759.68	740.47	1,091.20
19.46	68.10	65.94	107.02	194.59	389.18	369.72	544.85	430.04	860.08	817.08	1,204.11
22.42	72.74	63.12	132.45	202.94	406.08	366.90	611.50	448.50	897.44	810.84	1,351.42
37.93	102.86	90.86	178.35	218.46	436.20	394.64	657.40	482.79	963.99	872.15	1,452.86
17.63	61.67	55.50	108.30	176.18	352.37	327.69	538.88	389.35	778.73	724.20	1,190.93
47.42	*	54.13	143.89	227.94	515.15	353.30	622.94	503.76	1,138.48	780.80	1,376.70
<i>*In 2007, the employee and spouse premium is higher than the family premium. Therefore, we recommend employees with only a spouse or domestic partner (no children) enroll for family coverage instead of employee and spouse or domestic partner coverage.</i>											
14.84	55.66	50.45	97.14	148.43	311.71	290.86	477.62	328.03	688.88	642.80	1055.55
17.69	61.92	60.42	101.84	176.88	353.81	347.82	513.48	390.90	781.91	768.69	1,134.78
15.33	63.22	67.17	77.78	153.26	344.84	360.62	403.08	338.71	762.09	796.98	890.80
16.11	63.57	53.73	107.64	161.08	350.92	311.57	527.23	355.99	775.54	688.56	1165.18
24.41	80.42	76.86	146.05	204.93	413.76	380.64	625.11	452.90	914.41	841.20	1,381.49
N/A	N/A	N/A	N/A	14.05	33.21	33.21	33.21	31.05	73.39	73.39	73.39
N/A	N/A	N/A	N/A	2.06	4.89	4.89	4.89	4.55	10.80	10.80	10.80

Health Portal Eases Open Enrollment

The Research Foundation (RF) offers an online tool to make the process of choosing a health plan easier and more informative for its employees. The Health Choices™ Health Portal, managed by the National Committee for Quality Assurance (NCQA), provides the following services:

- *A benefit summary—including a worksheet to compare plans—for PPO and HMO health plans offered to RF employees*
- *Health plan quality ratings based on NCQA's rigorous accreditation program*
- *Participating provider information for each plan*
- *Links to a healthy living newsletter, self-care and first aid advice*
- *Information about various illnesses, conditions and medications*
- *Links to information on specific doctors and hospitals*

If you are eligible for benefits, we encourage you to use these services to evaluate your options and determine which health plan is best for you and your family. You can access the NCQA portal in the “Your RF Employment” area of the RF’s Web site by logging in with your user name and password.

Protecting Your Income

As a Research Foundation (RF) employee you benefit from programs that protect your income if you become sick or injured. The RF offers you several types of income protection for off-the-job injuries and illnesses, in addition to workers’ compensation offered by all employers for income protection from work-related injuries and illnesses.

Sick leave Your first level of income protection for off-the-job injuries and illnesses is your sick leave benefit. RF employees receive sick leave credits each pay period based on employment status, and may carry over 200 days of sick leave from one calendar year to the next—nearly *nine months* of income protection. Many RF employees, however, have not banked that much time and need additional levels of protection.

New York State’s Disability Benefits Law Another type of income protection the RF offers is under New York State’s Disability Benefits Law (DBL), which applies only to private employers like the RF. This program supplements your income when you are unable to work due to an off-the-job injury or serious illness. The RF pays 100 percent of the cost even though employers are permitted to share the cost of the benefit with employees. The insurance company for this benefit will change in January to First Reliance Standard Life Insurance Company.

Continued →

Voluntary short-term disability The RF’s voluntary short-term disability (VSTD) program further supplements your income during a short-term disability (up to 26 weeks). This program works in conjunction with the DBL benefit to provide you with additional coverage of up to 60 percent of your salary.

If you join the plan now your acceptance for coverage is *guaranteed*, even if you did not enroll on your first opportunity. Once you’ve been covered for 12 months (pre-existing conditions may not be covered during the first year of coverage), you’ll enjoy the full benefits of the program as if you had joined when it was first offered to you.

If you’re already enrolled in the program, you can increase your coverage level (up to 60 percent of your current salary) on a guaranteed basis, and *without* pre-existing condition exclusions.

Look for the First Reliance Standard Life VSTD enrollment form and rate pages in your open enrollment kit to take advantage of this coverage.

Long-term disability Full-time employees are eligible for long-term disability coverage on the first day of the month following one year of full-time service. The benefit is 60 percent of your regular monthly salary and begins on the first day of the month following six consecutive months of a certified total disability. Effective January 2007, the RF, who pays the full cost of this valuable benefit, is increasing the maximum monthly benefit from \$5,000 up to \$7,500. Other plan features are outlined in the Benefits Handbook. Employees may request a copy of the insurance certificate from their campus RF benefits office. The insurance company for this benefit will change in January to First Reliance Standard Life Insurance Company.

Investment Options for Retirement Plans

The Research Foundation (RF) board of directors has approved additional investment fund options for RF employees effective January 1, 2007. **These new funds will be available through TIAA-CREF to employees who are vested in the basic retirement plan or who participate in the optional retirement plan.**

- **Lifecycle Funds** provide a simplified, “one-decision” investment strategy based on your estimated year of retirement. They may be ideal for you if you like to keep things simple and if you feel more comfortable knowing that professional managers are automatically adjusting your portfolio to help keep it on track with your retirement time horizon.
- **Additional investment choices – including an expanded menu of mutual funds** – for those who have the expertise to build their own portfolios. These will include small cap equity, large cap equity, and international stock funds.

Please refer to the TIAA-CREF brochure in this package titled, *Your Enhanced Retirement Plan*. TIAA-CREF will send you more information on these new funds in early January, and their consultants will be available to help you make informed decisions. Free advice and planning services will also be offered in January through TIAA-CREF in partnership with a leader in this field, Ibbotson Associates. Last but not least, you will have access to a dedicated Web site where you can track and monitor your accounts.

Optional retirement plan participants can also use Fidelity Investments. Fidelity uses a tiered approach to make it easier for you to choose from their investment options:

- *Freedom Funds* – Designed for investors who want a simple yet diversified approach to investing for retirement. These professionally managed funds gradually become more conservative as you approach your target year of retirement (similar to the TIAA-CREF Lifecycle Funds). Each of the Fidelity Freedom Funds is designed to provide a high level of asset diversification.
- *Core Investment Options* – Helps you create and manage a diversified portfolio. With this approach, you determine and manage the mix of investments in your plan account. A selection of 23 investment choices is available to build your own asset allocation strategy. These options represent the three major asset classes (stocks, bonds and short-term investments). You may want to consider these options if you are comfortable diversifying your investments on your own.
- *Expanded Investment Options* – Allows more sophisticated investors to determine and manage the mix of investments in your plan account – choosing from any of the Fidelity Funds.

You can request an optional retirement plan enrollment packet for Fidelity or TIAA-CREF from your campus RF benefits office.

Watch for more information from the Research Foundation in coming weeks on further improvements to the basic retirement plan.

Optional Retirement Plan Enrollment for 2007

As a Research Foundation (RF) employee you can reduce your income tax and save for retirement through the optional retirement plan. When you're ready to retire, you'll notice that the small amounts you put aside each pay period can add up, with considerable investment earnings. Ask your campus RF benefits office for a TIAA-CREF or Fidelity enrollment kit to enroll. There's no waiting period and all contributions to the plan are immediately vested.

If you're already enrolled, your current contribution is shown on your biweekly pay statement as "Tax Deferred Deduction." You should complete an Optional Retirement Plan Salary Reduction Agreement form and return it to your campus RF benefits office before January 1, 2007 if:

- *You wish to change your contribution amount for 2007*
- *You are age 50 or over and wish to elect the catch-up contribution*

The IRS contribution limits for 2007 have increased and will be shown on the 2007 enrollment form when it is mailed to you in November.

You don't need to do anything if you're not making any of the above changes; your current contribution (percent or dollar amount you elected) will continue through 2007. If you have any questions, please contact your campus RF benefits office.

Other Benefits to Consider

RF employees have several ways to save money through our voluntary benefit programs. Did you know?

- *You can get discounts for auto and home insurance through Liberty Mutual.*
- *You may claim a New York State tax credit for 20% of the insurance premium you pay for the RF Long-term Care insurance plan.*
- *You can reduce your income tax by using a Flexible Spending Account to pay for uninsured medical expenses and/or child care. The annual maximum for medical expenses will increase from \$3,000 to \$4,000 in 2007.*
- *You can purchase additional, optional life insurance for you, your spouse or domestic partner, and your child(ren) through the RF at a competitive group rate.*
- *You can reduce your income tax and save for retirement by enrolling in the Optional Retirement Plan. An additional "saver's credit" may be available from the IRS depending on your income.*

Brochures and additional information are enclosed for some of these programs. You can request enrollment packets from your campus RF benefits office for Long-term Care, Flexible Spending Accounts, and Optional Retirement.