

2021 BENEFITS OPEN ENROLLMENT UPDATE

OPEN ENROLLMENT IS COMING: October 19 – November 6, 2020!

This has been a challenging year for everyone, but we are so proud of how our community has risen to the challenge. For 2021, Bentley University remains committed to helping you and your family achieve the best possible health and wellbeing. We are pleased to offer a comprehensive and competitive benefits package that provides you with the flexibility to make the choices that best meet the needs of you and your family.

Open Enrollment, which takes place from **October 19 to November 6, 2020**, is your once-a-year chance to review your benefits and make any changes, unless you experience a qualifying event. It's important to take some time to make the best choices for you and your family. Read on to learn about benefit changes and how to get ready to enroll.

What's New?

- Bentley remains committed to providing robust, competitive Leave programs to ensure employees can take needed time away under certain circumstances. You may have heard about a new Massachusetts law, the Massachusetts Paid Family

More information will be available online

This 2021 Benefits Open Enrollment Update is intended to give you an overview of 2021 benefit changes, as well as information on how to enroll.

You will soon receive an email with a link to an online Benefits Guide that will provide more details about all your benefit plans—including rates for 2021.

Virtual resources will be available on the Open Enrollment web page, and you can make a virtual appointment for “office hours” with a member of the Benefits team.

and Medical Leave Act (MAPFML), taking effect in January, 2021. As we work to coordinate benefits with the provisions of the new law, we will continue to provide comprehensive Leave programs to ensure you can focus on your own medical issues or those of a family member. You will receive separate communications about MAPFML benefits as more details are finalized.

- New virtual resources will be available to provide extra support, including “office hours” for appointments with a member of the Benefits team.

YOUR BENEFITS
your choice 



What's Changing?

- In 2021, we will continue to move Bentley toward paying the same contribution amount for all medical and dental plans. Health care costs also continue to increase. For these reasons, you will see rate increases in your medical and dental benefit plans. The exact increase will depend on the plan in which you are enrolled. Please see the charts below to view your new medical and dental plan monthly contribution rate **increase** amounts for 2021.
- Rest assured that the medical and dental plan designs are not changing for 2021; you will continue to receive the same comprehensive, competitive benefits that you have now.
- The maximum contribution limit to your Health Savings Account (HSA) will increase to \$3,600 for individuals and \$7,200 for families (or \$4,600 for individuals and \$8,200 for families if you are age 55 or older).

- If you are contributing to Bentley's 403(b) retirement plan, your contributions will automatically increase by 1% in 2021 if you are contributing less than 5%. If you wish to opt out of this contribution rate increase, you must visit Fidelity's website to do so: nb.fidelity.com/public/nb/bentley/home.

What's Not Changing?

- There will be no changes to the medical and dental benefit plan designs which means your benefit coverages will continue to be the same.
- Vision coverage and rates will stay the same.
- There will be no changes to life, disability insurance, or voluntary benefit plan designs or rates.
- 403(b) contribution limits are not changing and will remain at \$19,500. If you are over age 50, you can contribute an additional \$6,500.

Reminder: You have Health Advocate who can help you with your plan selection process which will replace the ALEX tool.

Monthly* contribution rate **increase** for 2021 for full-time faculty and staff

Medical plan

Plan	Best Buy HMO	HMO†	HDHP w/HSA
Employee	\$5.56	\$20.46	\$2.51
Employee + Child(ren)	\$12.24	\$44.98	\$5.53
Employee + Spouse/ Domestic Partner	\$15.85	\$58.23	\$7.16
Employee + Family	\$16.69	\$61.30	\$7.54

† The increase is highest with the HMO plan as Bentley continues to make progress toward paying the same dollar amount toward all plans.

Dental plan

Plan	Standard Plan	High Plan
Employee	\$1.33	\$1.33
Employee + Child(ren)	\$2.92	\$2.92
Employee + Spouse/ Domestic Partner	\$3.78	\$3.78
Employee + Family	\$3.98	\$3.98

* To calculate bi-weekly contribution rate **increases** for 2021, divide the dollar amounts in the charts above by 2.

2021 OPEN ENROLLMENT

It Pays to Take Action

During this year's Open Enrollment, it's important that you make active decisions so that you don't miss out on valuable benefits.

What happens if you do nothing?

Medical, Dental, and Vision:	Stay the same
Life and Disability Insurance:	Stay the same
Flexible Spending Account (FSA):	You won't participate
Health Savings Account (HSA):	You won't participate
Voluntary Benefits:	Stay the same

Diabetes Management, Simplified

Bentley University now offers Livongo to help you manage your Diabetes. It's covered 100% by Bentley.

You'll get this and more when you sign up:

- Connected meter
- Support from coaches when you need it
- Unlimited strips at no cost to you

Claim your Livongo Welcome Kit Today.
join.livongo.com/bentleyuniversity/hi.

LOOKING FOR MORE INFORMATION?

Visit the [Open Enrollment web page](#) to access details about benefits enrollment—including plan eligibility, additional plan details, and annual required notices—as well as virtual resources.

Spotlight on Voluntary Benefits

Voluntary benefits are a great way to protect yourself financially should an unforeseen accident, illness, or other circumstance arise. Don't forget about the many voluntary benefits you can elect as an employee at Bentley:



Accident Insurance: Accident Insurance provides you with added protection in the event of a covered accident.



Critical Illness Insurance: Critical Illness Insurance protects against the financial impact of certain serious illnesses, helping you get through a difficult time.



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, and much more.



Identity Theft and Protection: Get peace of mind and protect yourself against privacy breaches and fraud with Identity Theft Protection from InfoArmor.

Your Open Enrollment Checklist

Ready?

- Look for a mid-October email with a link to an online Benefits Guide.
- Access virtual resources for more information and take advantage of “virtual office hours” and sign up for an appointment with a member of the Benefits team.
- Estimate your costs and get help with your choices by using the Harvard Pilgrim Health Plan (HPHC) Estimate my Cost tool. Head to harvardpilgrim.org and log in to get started.

Review.

- Review your medical, dental, and/or vision coverage and decide on changes based on your upcoming needs.

- Consider how much you would like to contribute to the tax-advantaged HSA if you enroll in the High Deductible Health Plan (HDHP) with HSA. Remember you will receive a Bentley matching contribution for HSA contributions you make via payroll deductions (up to certain limits).
- Consider your voluntary benefits.
- Estimate your out-of-pocket costs if you want to contribute to a Health Care or Dependent Care FSA.
- Update your life insurance beneficiary designations.

Enroll!

- Log on to Workday between October 19 and November 6 to make your elections.**