



May 19, 2021

Dear Full time Benefit Eligible Employee(s), **Take Action! Open Enrollment ends June 5**

Great news! It's benefit open enrollment beginning next week, **May 25 to June 05, 2021**. We are excited to invite you to attend a **virtual open enrollment on May 27, 2021 at 10:00 am to 11:00 am**.

Representatives from each of the plans will provide an overview and a question and answer period. The link to the **zoom meeting** will be forthcoming so please mark your calendars.

During this period you may make changes in your health, vision, and dental coverage, optional life and AD&D insurance, and dependent care options. This is the **only** time during the year when you can freely elect to make changes. Changes during the remainder of the year may only be completed if you have a change in status that meets the legal criteria as a qualifying event (marriage, divorce, birth, adoption or death). As a reminder, you may make changes to your Principal Financial retirement savings at this time or at any time. It's also a great time to review beneficiary information for life and retirement accounts.

Benefit brochures and enrollment forms will be on the Research Foundation [website next week](#) in the Human Resources/Benefits/Open Enrollment section:

<http://researchfoundation.odu.edu/hr/humanresc.html>

Our providers and benefit coverages remain the same (with the exception of mandated health changes). The Research Foundation was able to negotiate a 3.1% cost increase for our health plan. The increase in cost is being shared 50% by the employee and 50% by the Research Foundation. This comes at a time when current national trends are extremely high (10 – 20%+) due to COVID, medical claims and RX increases. Dental, Vision and life plan premiums have no changes.

We have added a new benefit **Legal Resources**. There is information attached regarding this benefit. The rate is \$16.50 per month and provides employee and dependents living in the home up to age 26 legal consultation with a discount of 25% for certain circumstances when utilizing in network attorneys. There is also limited legal coverage for parents. This is a post-tax benefit. The Research Foundation continues to provide an exceptional benefit package necessary to attract and retain talent by managing cost and affordability.

Reminder: Dependent care reimbursement account and health coverage for out of area student/dependent(s) **require** annual enrollment.

New medical cards will be sent out on the week of June 8th. We encourage changes to be submitted to Deidre Odom or me as soon as possible using this link: [ODU RF Benefit Open Enrollment 2021-2022](#). Upon request a packet of information may be mailed. Should you have questions, please contact us.

Stay safe and be well.

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