November 13, 2012

To: All Faculty and Staff  
From: University Benefits Administrator  
Subject: Annual NUFlex Enrollment and Wellstream Health Risk Assessment Program

NUFLEX ENROLLMENT

Within the next several days, you will receive your annual NUFlex newsletter in the mail. You may view a power point presentation regarding the changes for 2013 and the enrollment process.

Between Nov. 19 and Dec. 7, 2012, you will be permitted to make changes, if desired, to your NUFlex benefits for 2013. This year’s NUFlex enrollment will be offered online through the Firefly Employee Self Service program at https://firefly.nebraska.edu.

For those of you making changes to your NUFlex benefits for 2013, enrollment continues to be a relatively easy process. The annual NUFlex enrollment process has been enhanced to simplify your online enrollment. If no changes are made online, you will keep your current benefits and will not be enrolled in the Flexible Spending Accounts (formerly known as Reimbursement Accounts) in 2013. The life insurance tobacco/nicotine designation must also be completed since your Voluntary Life Insurance premium (if enrolled) is based, in part, on your tobacco/nicotine use. If you do not complete the tobacco/nicotine designation, it will default to note tobacco/nicotine use which will result in higher premiums for the voluntary life insurance coverages. Additional NUFlex benefit information may be viewed on the University of Nebraska benefits webpage at www.nebraska.edu/benefits.

The annual NUFlex informational meetings will be offered live online again this year, which will allow you to view the presentation from your home or office. To view a meeting online, visit https://connect.unl.edu/nuflex at one of the following times:

- Monday, Nov. 19, 2012  1:30 p.m. - 2:30 p.m.
- Monday, Nov. 26, 2012  1:30 p.m. - 2:30 p.m.

The number of participants is limited for each informational meeting, so we suggest you log in at least 10 minutes before the session begins. The agenda will be available online before the meetings at http://go.nebraska.edu/meetingagenda. You will have the opportunity to submit benefit questions during the online meeting. If you experience any connection or technical issues, please contact the Adobe Connect Support line at (800) 422-3623.

FACEBOOK AND TWITTER
University of Nebraska Human Resources is now on Facebook and Twitter. Like us on Facebook and follow us on Twitter to receive the latest news, tips and information about NUFlex enrollment.

- Like us on Facebook: http://www.facebook.com/UNebraskaHR
- Follow us on Twitter: https://twitter.com/UNebraskaHR

EMPLOYEE PLUS ONE

Employee Plus One benefits will be offered to employees during the annual NUFlex enrollment for a January 1, 2013 effective date. The objective of the Employee Plus One program is to improve fairness, equity and the competitiveness of the University of Nebraska for employee recruitment, retention and satisfaction. Specific information including enrollment forms for the Employee Plus One program is available at www.nebraska.edu/benefits (see Employee Plus One benefits module). These completed forms and all required documentation must be received in your Campus Benefits Office by 5 p.m. CST on Dec. 7. **Employees may not enroll for Employee Plus One benefits online through the Firefly ESS website.**

SUMMARY OF BENEFITS AND COVERAGE

Summary of Benefits and Coverage (SBC) documents are available to employees as part of the Health Care Reform Uniform Coverage Documents requirement. These documents may be accessed at www.nebraska.edu/benefits. Documents include medical and prescription drug plan information and coverage examples for diabetes and maternity services.

WELLSTREAM HEALTH RISK ASSESSMENT

The Wellstream Health Risk Assessment (HRA) program will be offered this fall online. All active (benefits-eligible) employees, retirees, and ancillary insureds have the opportunity to complete the HRA beginning Monday, Nov. 19, 2012. A change has been made this year to allow easier access to the Wellstream Health Risk Assessment. Active employees may access the HRA survey directly through the Firefly website instead of logging on to the Wellstream website. This approach will eliminate the need for an ID and password as this information will be automatically prepopulated by SAP. To access the Wellstream Health Risk Assessment, log on to https://firefly.nebraska.edu using your personal Firefly username and password. Instructions for accessing the HRA survey by ancillary and retired employees will be included in the 2013 NUFlex newsletter. The program will run for three weeks, ending with the NUFlex enrollment deadline of Friday, Dec. 7, 2012 at 5 p.m. CST. The HRA survey must be completed each year in order to receive the enhanced wellness and preventive services benefit for the following calendar year.

Participation is voluntary; however, by completing this short survey, you will receive a Personal Health Report that will help you assess and monitor your personal health status. The health survey will include a confirmation page at the end of the Personal Health Report that provides you with documentation that the HRA was successfully completed. Once completed, the Personal Health
Report must be printed and/or saved in order for you to receive credit for completing the HRA survey.

If you are enrolled in the university’s Blue Cross Blue Shield medical plan and complete the HRA, you will receive the enhanced wellness and preventive services benefit for yourself and your covered family members. Enhanced wellness and preventive services include:

✓ Annual preventive care allowance of $300 (for insureds age 2 and over)
✓ Dependent child (under age 2) preventive care allowance of $600
✓ 100 percent coverage, up to a $2,500 maximum, for a routine preventive colonoscopy once every 10 years beginning at age 50. (Services must be provided by a Blue Cross Blue Shield PPO Provider. Please note, per the new ancillary claims changes, that if colonoscopy lab services are provided out-of-network or outside the state of where the colonoscopy is performed, out-of-network charges may apply for those lab services.)
✓ $0 copay for generic prescription drugs through the CVS Caremark mail service program

Your personal health information will remain confidential as the university will only have access to the aggregate information obtained from the survey. Aggregate data from each campus will be used to create goals for improving the health and well-being of employees.

GENERAL QUESTIONS

If you have any questions, please call your Campus Benefits Office: UNL: (402) 472-2600, UNMC: (402) 559-4340, UNO: (402) 554-3660, UNK: (308) 865-8516, and UNCA: (402) 472-7162.