

TO: All Grand View Hospital Benefit Eligible Employees

FROM: Jean Keeler, Sr. Vice President, General Counsel
Debbie Shanta, Director of Human Resources
Kathy Weaver, Benefits Manager

DATE: December 2, 2011

RE: **Important Benefit Open Enrollment Information**

Open enrollment is the one time of year when all eligible employees may make changes to their benefit selections for the upcoming plan year. Our plan year begins January 1st of each year. This year our open enrollment will be held from December 7, 2011 through December 21, 2011. Elections/changes must be made by midnight on December 21, 2011 in order to be processed. The open enrollment process will again be electronic, utilizing the GVH benefits website which can be accessed via the hospital intranet site or at <http://www.mygrandviewbenefits.com/>. Details of the open enrollment process are available on both sites.

Premium increases for the upcoming year for all GVH plans are relatively favorable compared to the double digit increases area companies are experiencing. Additionally, the GVH plans will remain intact with the same co-pays and deductibles in effect as last year. The medical plan premium increases average 7% for 2012. A 7% increase results in full time employees with the "Core" medical insurance option paying approximately \$8.00 more per pay next year for family coverage, while the hospital will pay approximately \$42 more per pay per employee for family coverage. Full time employees with Aetna will have a similar increase. Full-time employees will continue to receive dental benefits at no cost and Grand View will continue to be one of the few employers in the area to provide a free health insurance benefit for employees and their families as an option. Specific increase amounts and premiums are available on the GVH benefits website.

At the request of several employees the Hospital has arranged to offer an enhanced voluntary vision plan so please look carefully at the vision options when making your selection. Additionally, our pharmacy benefit manager will change this year to Future Scripts. They will be adding enhanced information and services to the hospital but there will be no impact to the employees in any way. You will receive a new insurance card when you select an AmeriHealth plan.

On behalf of the Hospital Administration and Human Resource Departments, please accept our best wishes for a safe and healthy new year. Please contact the Human Resources department at extension 4874 if you have any questions or need assistance.