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Welcome to the fourth quarter 2009 edition of *Benefit News*, brought to you by the DAS Benefits Team, providing you with the most up-to-date information about the state of Iowa's employee benefits.

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RETIREMENT INVESTORS' CLUB (RIC)

The Retirement Investors' Club (RIC) is a supplemental retirement savings program offered by the state of Iowa to help you save for your retirement. As a participant, you contribute through payroll deduction to your 457 account. You are fully vested from day one.

MATCH CONTRIBUTIONS

The match benefit for AFSCME and SPOC-covered employees, executive branch non-contract employees and legislative branch employees has been suspended from January 2010 until July 2010 due to budget cuts. Judicial branch employees and UE/IUP-covered employees will continue to receive the \$1 for \$1 match up to \$75/month. Most employees realize the importance of continuing to save a portion of their own paychecks for retirement. By doing so, participants will automatically begin receiving match contributions upon reinstatement of the match

benefit. Call RIC toll-free at 866-460-4692 if you want to enroll or increase your monthly investment amount.

2010 PROVIDERS & INVESTMENTS

RIC will have new providers and investments for 2010 – 2015. Two new providers, Security Benefit and TIAA-CREF, will join Hartford, ING, and VALIC as active providers authorized to receive contributions as of January 2010. Participants contributing to Nationwide must establish a 457/401a account with a different provider and submit a new RIC Account form by December 31, 2009, in order for contributions to continue in January 2010.



Hartford, ING, Security Benefit, TIAA-CREF, and VALIC will begin offering a new fund lineup beginning in January 2010. Although some of the current investment options will continue to be offered in the 2010 products, a variety of alternative fund options, including funds offered in four new investment categories (Money Markets, TIPS funds, Total US Stock Market Index funds, Real Estate funds), will now be available for your investment needs.

Existing assets and contributions to the discontinued funds will be transferred to similar funds from among the options in the new investment options offered by your provider through an automatic process called “fund mapping.” (See the *Market Jargon* article below for more information on mapping.) The changes will take place automatically; you are not required to do anything. Your provider will send you a letter describing the mapping process and options for changing your investment selection, should you choose to do so.

Call your provider if you have any questions.

Hartford 800-424-2825 ext. 47627

ING 800-555-1970

VALIC 800-945-6763

OPTIONS UPON LAYOFF

There is no required action on your RIC accounts if you leave state employment. Your assets stay invested and tax-deferred until you take a taxable payment. Your RIC 457 account (funded by your payroll deductions) is available to you without penalty upon termination of employment. The 401a (employer match account) is available without penalty at age 59 ½. Any amount of taxable payment you take will be taxed as ordinary income in the year you receive it. Other distribution information is available at <http://ric.iowa.gov/distributions/terminated.html>.

WEB UPDATES

The RIC website (<http://ric.iowa.gov>) has been updated to include 2010 providers and investments. Don't hesitate to call the providers for more detailed information about the new product offerings.

MARKET JARGON

Mapping: Mapping is an automatic process where current funds are matched to similar funds in an alternative fund menu, based on fund strategy and objectives, underlying investments and long-term performance potential. Your account remains fully invested during this mapping process.

TIPS Funds: A professionally managed fund that invests in a special type of Treasury note or bond that offers protection from inflation and generates income.

GROUP INSURANCE

DEPENDENT ELIGIBILITY VERIFICATION

In 2010, the DAS group insurance unit will again verify adult children's eligibility for health and dental coverage. If you have an adult child age 19 or those who are current full-time students age 19 or over enrolled in your health or dental coverage, DAS will mail a verification notice to your home.

DAS must verify the status of all adult children turning age 19 or those children over 19 who are full-time students annually to ensure eligibility and taxability. An adult child who is a full-time student and is unmarried may remain on your health and dental insurance regardless of age with no tax consequences. However, there are potential tax consequences for an adult child who is unmarried, between the ages of 19 through 25, not a full-time student and resides in Iowa.

If you completed the verification form for your adult child in 2009, you will be required to complete the verification again in 2010. Annual verification will be required as long as your adult child is over age 19, a full-time student and is enrolled in your health or dental insurance.

The notice is sent at the end of the month prior to your child's birthday. You will have approximately 60 days to complete and return the form. You will receive two forms, one for medical and one for dental if your dependent is enrolled in both, for each child affected. You must complete and return **ALL** forms to DAS. Return the completed form(s) in the envelope provided by the end of your adult child's birth month. For example, if your adult child's birthday is June 10, DAS will mail you the verification form at the end of April and you will have until the end of June to complete and mail the form back to DAS.

Don't delay in completing and returning the verification! Failure to return the verification form(s) will mean that your adult child's coverage will be terminated on the first day of the month following your adult child's birthday. You will not be able to reenroll your dependent in 2010 unless you experience a qualified life event and the event allows you to enroll your dependent. (See the following *Qualified Life Events* article below for more information.)

If you have any questions, contact Linda Goebel at DAS's group insurance unit at 515-281-6207.

QUALIFIED LIFE EVENTS

When you enroll in health insurance, dental insurance, life insurance and/or the flexible spending accounts, your benefit elections remain in effect to the end of the calendar year and you cannot make any changes until the next enrollment and change period, unless you experience a qualified life event and the benefit change you request is consistent with the event. For example, a marriage is a family status change that would allow you to change from single health coverage to family health coverage because acquiring a spouse is consistent with a gain in eligibility for health coverage.

In general, qualified life events falls into the following broad categories:

- You have a change in your legal marital status.
- You have a change in the number of your dependents.
- You have a change in your employment status.
- Your spouse or dependent has a change in their employment status.
- Your dependent has a change in his or her eligibility.
- You, your spouse or your dependent has a change in residence.
- You, your spouse or your dependent becomes entitled to Medicare or Medicaid.
- You are served with a judgment, order or decree.
- There is a change in cost by your dependent care provider.

The list may not apply to every benefit plan. DAS created a life event matrix (http://benefits.iowa.gov/benefit_documents/life_events_matrix.pdf) listing over 40 events and the possible changes you can make to your health insurance, dental insurance, supplemental life insurance and flexible spending account elections.

Changes in your benefit elections as a result of a qualifying life event must be made in a timely fashion. You must act within 30 days of the event (60 days in the case of birth or adoption) for the change to be accepted. If you do not act in a timely fashion, you will have to wait until the 2011 enrollment and change period.

Note that you cannot change health insurance plans when the employee share of Iowa Select, Program 3 Plus or Deductible 3 Plus's family coverage premiums increase with the pay check dated June 18, 2010.

WELLNESS

MAINTAIN – DON'T GAIN



The holiday season can really take a toll on our bodies. You can add an additional six to eight pounds during the holidays. This year, put a stop to those extra calories and challenge yourself to maintain or lose weight this holiday season!

Through a sensible approach to eating, physical activity, stress management, and alcohol awareness, you can enjoy this holiday season without gaining weight.

A well-balanced diet during the holiday season is essential. It's okay to enjoy all the goodies that come with this time of year, but do so in moderation. Leave the foods that you can have every day, and try to enjoy the foods that are "special."

If you look forward to pumpkin pie all year – have a piece. However, instead of eating a huge piece right away, eat a full meal first to help ease the craving. Then, enjoy the pie, but avoid the crust to save yourself some extra calories.

Making smart choices and enjoying the foods you love will allow you to participate in the holiday season without gaining those extra pounds that the average American gains each year during this time.

OTHER BENEFITS

FLEXIBLE SPENDING ACCOUNTS



If you still have dollars left in your flexible spending accounts (FSA), remember that you can still incur eligible health or dependent care expenses through **March 15, 2010**, and be reimbursed with 2009 FSA dollars.

You can download an FSA claim form at the DAS Flexible Spending Accounts Web site (<http://das.hre.iowa.gov/fsa/home.html>).

EMPLOYEE DISCOUNT PROGRAM

The Employee Discount Program, administered by PerkSpot, for state of Iowa employees allows you to save money on purchases with discounts on computers, cell phones, hotels, flowers, jewelry, clothing, gifts, restaurants and more.

Redesign PerkSpot Web Site

PerkSpot has redesigned its Web site to make it easier for you to take advantage of the discounts they make available. New Features include:

- Improved Site Navigation.
- New Shopping Tools.
- More Ways to Save Than Ever Before.
- New Financial Protection Options.
- Simplified Design.



How to Register for PerkSpot

From your home computer, go to the PerkSpot site (<http://www.iowa.perkspot.net>) and follow the step-by-step instructions to register. All the discount information is ready for you on this site, you just have to login to have access to all the discounts! Just pick out what you'd like, follow the instructions provided on PerkSpot and check out. PerkSpot's savings are convenient and valuable – from everyday purchases like groceries to special purchases like family vacations or auto insurance.

PerkSpot adds new deals, discounts, and promotions every day, so be sure to check their Web site often to save the most.

VISION CARE DISCOUNT PROGRAM AVAILABLE TO ALL DELTA DENTAL SUBSCRIBERS

Starting in January, Delta Dental of Iowa subscribers will have access to a vision discount program through EyeMed Vision Care at no additional cost to them. The program features discounts on eye exams, frames, conventional contact lenses, LASIK, PRK and other vision care products and services.

To utilize the EyeMed Vision Care Discount Program, you just need to present your Delta Dental ID card to the EyeMed provider to receive the discounts. To locate an EyeMed provider call 1-866-559-5252 or go to www.eyemedvisioncare.com/deltadental.

For details on the discount program, go to www.deltadentalia.com/visiondiscount.

DAS-SPONSORED BENEFIT EDUCATION

Benefit knowledge is power!

Employee benefits can be confusing. Benefit education is a service provided by DAS benefit staff. Learn to make the best use of your benefits by taking advantage of benefit education opportunities.

The presentations are 1½ hours on the dates listed below.



Continuing Benefits at Retirement

January 13 at 1:00 p.m.
January 20 at 9:00 a.m.
February 3 at 9:00 a.m.
February 24 at 1:00 p.m.
March 10 at 1:00 p.m.
March 24 at 9:00 a.m.

Deferred Compensation Basics

January 5 at 9:00 a.m.
February 2 at 1:00 p.m.
March 2 at 9:00 a.m.
March 30 at 1:00 p.m.

Deferred Compensation Distributions

January 19 at 1:00 p.m.
February 16 at 9:00 a.m.
March 16 at 1:00 p.m.

Learn to make the best use of your benefits by taking advantage of benefit education opportunities.

To find out more about benefit education, check out the DAS Benefit Education Web site (http://benefits.iowa.gov/benefit_education).
