MINUTES OF THE JUNE 20, 2013 MEETING
OF THE UA SYSTEM BENEFITS COMMITTEE

The UA System Benefits Committee met in the 8th Floor UAS Conference Room in the Birmingham Office, Thursday, June 20, 2013.

On roll call, the following offices and members were present:

Mike Boyd, Director of Benefits, UAB
Charlotte Harris, Associate Vice President Human Resources, UA
Ginny Pelliccio, Manager of Benefits, UAB
Sandra Parton, Director of Benefits, UAHuntsville
Laurel Long, Assistant VP Human Resources, UAHuntsville
Patricia Ackers, Assistant Director for Benefits and Compensation, UAHuntsville
David Bertanzetti, Director of Benefits, UA
Sandra Abrams, Manager of Benefits, UA
Jon Garner, Director of Human Resources, UAS
Norma Lemley, UA Office of Counsel
Cameron Earnhardt, UAB Office of Counsel
Scott McDuffie, Willis
Tania Barfield, Willis
9:30 – 11:30  403(b)/457(b) Fund Performance Review - Sageview

11:30 – 12:15  Lunch

12:15 – 1:00  Proposed Amendments to Life/AD&D and LTD – The Standard

1:00 – 3:00  Affordable Care

  • Campus Status Updates on Upcoming ACA Administration
  • RFP for ACA Management o Sole Source or RFP?
  • New HIPAA Privacy and Security Rules o Notices of Privacy Practices
    o BA Agreements
    o Breach of Notification Processes
  • Updated ACA Timeline (including required notices)
**Fund Performance Review**  
*Larissa Whittle and // with Sageview*

Jonathan St. Clair and Larissa Whittle presented the Quarterly Reviews from March 31, 2013 for VALIC showing 11.4 million in 403(b) Plan Assets with 35 investment options.

The following Investment Menu Proposal from Sageview and the Benefit Committee decisions are as follows:

1. Keep American Funds Growth Fund of Amer R3 on Watch list.  
   - *Committee agreed for the fund to remain on watch*

2. Remove and map Sentinel Small Company A and map to Clearbridge Small Cap Growth A  
   - *Committee approved to remove fund and map*

3. Remove and map Calvert Global Alternative Energy A and map to Sentinel Common Stock A  
   - *Committee approved to remove fund and map*

4. Remove and map Davis Financial A and map to Sentinel Common Stock A  
   - *Committee voted to keep fund, do not remove*

5. Remove and map Vanguard Health Plan and map to Sentinel Company Stock A.  
   - *Committee voted to keep fund, do not remove*

6. Remove and map Fidelity Advisor Gold A and map to Fidelity Advisor New Insights A.  
   - *Committee wanted Sageview to follow up with additional information on participants in the fund, after further information is obtained the committee will make a decision on the fund.*

7. Remove and map Franklin Templeton Moderate Allc A and map to PIMCO All Asset All Authority A  
   - *Committee approved to remove fund and map*

-Committee approved to remove and map all funds.

Larissa provided the quarterly review for TIAA CREF from March 31, 2013 showing 1.6 billion in 403(b) Plan Assets and 44 investment options.

The following is an Investment Menu Proposal from Sageview and the Benefit Committee decisions are as follows:

1. Remove and map Eaton Vance Large Cap Value and map to TIAA-CREF Large-Cap Value Premier.

   -Committee approved to remove fund and map

2. Remove and map TIAA-CREF Large-Cap Value Idx Inst and map to TIAA-CREF Large-Cap Value Premier

   -Committee voted to keep fund, do not remove

3. Remove and map TIAA-CREF S&P 500 Idx Inst and map to Vanguard Institutional Index.

   -Committee approved to remove fund and map

4. Keep CREF Stock on the watch list

   -Committee agreed to keep on watch list

5. Keep American Funds Growth Fund of Amer R6 on watch list

   -Committee agreed to keep on watch list

6. Remove and map TIAA-CREF Mid-Cap Value Premier and map to Ridgewater Mid-Cap Value Equity

   -Committee agreed to remove fund and map

7. Remove and map Prudential Jennison Mid Cap Growth and map to Prudential Jennison Mid Cap Growth

   -Committee agreed to remove fund and map

8. Remove Columbia Small Cap Value Fund I Class Z and map to Goldman Sachs Small Cap Value Instl.
-Committee agreed to remove fund and map

9. Remove and map TIAA CREF Small Cap Value Fund and map to Vanguard Extended Market Index
   -Committee agreed to remove fund and map

10. Remove and map Sentinel Small Company A and map to Clearbridge Small Cap Growth 15.
    -Committee agreed to remove fund and map

11. Remove and map TIAA-CREF Internal Eq Idx Premier and map to Vanguard FTSE All0World ex-US Index.
    -Committee wanted to keep fund and put on the watch list

12. Remove and map TIAA-CREF Internal Eq Premier and map to Vanguard FTSE All0World ex-US Index.
    -Committee wanted to keep fund and put on watch list

13. Remove and map Thornburg International Value RS and map to Thornburg International Value R6.
    -Committee agreed to remove fund and map

14. Remove and map TIAA-CREF Lifecycle target date series (11 funds) and map to Target Date fund series compatible with responses to the Target Date Decision Guide.
    -Committee will have further discussions

Proposed Amendments to Life/AD&D – The Standard
Ellen with The Standard Insurance joined call via conference call

After discussions concerning the four amendments that The Standard was proposing and requesting signatures on, Ellen stated that she would go back to their company for further guidance, on Amendment One and Two, Amendments Three and Four the committee agreed to, the first two needed more detail and committee was hesitant on doing amendments for these items.

HIPAA Privacy and Security Rules
Norma Lemley with UA Office of Counsel

Norma Lemley reminded the committee the deadline for revisions to our Notice of Privacy Practices would be September 23, 2013.
It was discussed that the Notice of Privacy Practices needed to be posted on our websites, notice provided during open enrollment period, hard copy provided to each new employee at orientation and a hard copy paper form had to be issued to all employees after changes within 90 days. It was discussed this could be done by sending out a mass distribution of required notices in October and the only information that needs to be provided is a statement/paragraph instructing employees that the policy is posted on the website and a hard copy is available if they contact the HR Department and give that contact information.

**Affordable Care Discussions**

*Scott McDuffie with Willis*

Mike Boyd shared with the Committee that South Alabama will not consider students as part of the Healthcare Reform Act and are excluding them and not tracking hours or providing benefits. David Bertanzetti added the UA would be offering a Bronze plan for their employees that fell into the hours tracked category.

Scott provided a handout of the timeline for the ACA.

With no further business before the Committee the meeting was adjourned at 4:00pm.