The UA System Benefits Committee met in the 8th Floor UAS Conference Room in the Birmingham Office, Thursday, September 25, 2014.

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

- Mike Boyd, Director of Benefits, UAB
- Ginny Pelliccio, Manager of Benefits, UAB
- Sandra Parton, Director of Benefits, 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
- Terri Alexander, UAB Office of Counsel
- Scott McDuffie, Willis
- Tania Barfield, Willis
UA System Benefits Committee Agenda  
Thursday, September 25, 2014  
UAB System Office 8th Floor Conference Room

9:30 – 11:45  High Deductible Medical Plan Modeling - Scott  
LTD Review – Claims vs. Premiums - Scott  
New Medical Plan Reporting Capabilities, Willis – Scott  
Health E(fx) Implementation Update – UA, UAS, UAH  
Upcoming ACA Update and Upcoming Deadlines – Scott  
  • HPID’s  
  • Other  
Electronic Communication Tool Options (Demo) – Scott  
Health Plan Shopping Tool, Benefit Focus – Scott

11:45 – 1:00  Lunch

1:00 – 2:30  403(b)/457(b) Plan Investment Review – Sageview  
  • Additional Vendor(s)  
  • Understanding Fund Fees and Expense Ratios

2:30 – 3:00  Other Business
High Deductible Medical Plan Modeling  
(Scott McDuffie with Willis)

Scott you can do an HRS with the plan we have now it is more flexible and structure can be changed. The HAS plans have more requirements and higher deductibles. If you have an HAS you can only use the FSA for dental and vision. The HAS payments can be done per pay period or one time per year, no filing deadlines for claims.

LTD Review  
(Scott McDuffie with Willis)

Scott stated the LTD Plan was going well, the Life Insurance portion not so well. Scott felt putting it on the market to get rate quotes would get Standard more competitive, rates expire with the Standard on January 1, 2016.

ACA Updates and Deadlines  
(Scott McDuffie with Willis)

UA will have controlling number, UAS and UAH will have sub numbers, deadline to obtain the number is November 5, 2014. Can UAH add bronze or HAS if other plans don’t. Scott said not a good direction on that yet, waiting on guidance. Willis is having a call on October 3, 201 to discuss details. Tania will send an invite to the webcast for the committee if they wish to attend. Willis legal did not advise anyone to get an HPID number at this time, wait for more guidance on requirements. Reinsurance fees files is due by mid-November, John Kasberg with UA is working on this.

Sageview Review  
(Larissa Whittle with Sageview)

Larissa began meeting with TIAA CREF quarterly review, 1.9 billion in assets and reviewed Fund Performance Survey on Page 55.

Proposed changes in TIAA CREF this quarter:
- Add to watch list - TIAA Large Cap Value Premier due to performance reasons, fell to 53%.

Larissa reviewed VALIC’s quarterly review, 15 million in assets. Proposed changes this quarter:
- Remove American Funds Growth Fund of Amer R3 from WatchList
○ Place on Watch – Wells Fargo Advantage DJ Target Tod Inv

With no further business before the Committee the meeting was adjourned at 3:30pm.