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IN THIS ISSUE

## What's the BIG news?

OPEN ENROLLMENT will soon be here! We have some changes to communicate prior to the Open Enrollment period, along with some other things you *really* need to know. Because some of the changes require a little more explanation than others, we will be sending you multiple communications over the next few weeks to get you up to speed. Of course, we will also send you *plenty* of reminders during the Open Enrollment period! In the meantime, please be sure to read each Benefits Focus that comes your way, as these will tell you what YOU should know if you are a benefits-eligible employee here. We'll have these posted on our site as they are distributed, so you'll always be able to go back to them if you need to. We're committed to helping you understand your options and make the decisions that are best for you!

## What will these communications cover?

- Changes coming to the health and dental plans
- Rates for next year
- New rules for spousal coverage
- New rules for the medical Flexible Spending Account (FSA)
- New tax reporting rules around medical coverage that will impact YOU
- How/when you can get more information if you have questions

## What do I need to know today?

Open Enrollment is available JUNE 1st through JUNE 15th. ALL benefits-eligible employees should log-in to your Open Enrollment site, review your information, make changes (if you wish), then hit the CONFIRM button to save your visit – even if you are NOT on our health or dental plans or have a Flexible Spending Account (FSA), and even if you don't plan to participate next year. We'll tell you WHY this is so important in the coming weeks.

## What's next?

Rates, plan changes, and spousal eligibility. Stay tuned for the next benefitsFOCUS!

For more information about your employee benefits, our web pages are always available when you are at: <http://www.albemarle.org/departments.asp?department=hr&relpage=3553>