



SHRM-AAW-FY17-002
October 5, 2016

Dear LLNS Employee:

It's time for our annual Open Enrollment period. Benefits open enrollment information will continue to be available online and can be found at <https://benefits.llnl.gov/>. The guide can be accessed externally for your family members to review with you. Be sure to read this material carefully. The benefits and costs for your plan may have changed.

We are introducing a new look and brand for Benefits – Designed for Life. This brand communicates LLNS's commitment to offering comprehensive benefits and services to help employees achieve their best physical, emotional and financial health. The new logo's goal is to connect work to life and to guide and protect what's important: health, family, and finances - LLNL wants to make it as easy as possible for employees to get the information they need so they can enroll quickly and with confidence.

This year's Open Enrollment will begin on Monday, October 24, 2016 at 8:00 a.m. Pacific time and will end Friday, November 11, 2016 at 5:00 p.m. Pacific time. Changes can be made in LAPIS during Open Enrollment and will be effective January 1, 2017.

Some key points you should be aware of include:

- Anthem Plans
 - The 2017 HSA employee contribution limit has increased for employee only coverage to \$2,650 and the limit for family coverage remains at \$5,250 for the following plans:
 - Anthem Blue Cross Core Value
 - Anthem Blue Cross High Deductible Health Plan
 - No other plan design changes for Anthem plans
- Kaiser will not have any plan design changes
- Vision Service Plan
 - A new employee paid buy-up option is being offered for enhanced options; LLNS continues to pay 100% of the base plan
- The ARAG Legal Insurance is open for new enrollments, with added tax services and credit records correction benefit
- A Benefits Vendor Fair is scheduled for October 19, from noon – 4:00 p.m. in the B543 Atrium
- Open Enrollment presentations are scheduled for October 19 at 11:00 a.m. and 2:00 p.m. in the B543 Auditorium; spouses and domestic partners are welcome

If you are enrolled in the Health Care and/or Dependent Care Reimbursement Accounts, you must re-enroll during Open Enrollment if you wish to continue participation in these tax-saving programs in 2017. Open Enrollment is also a good time to verify that your enrolled dependents are still eligible for coverage and to review your beneficiary designations.

Please take a few minutes to go to <https://benefits.llnl.gov/> and carefully review the Open Enrollment Guide to learn what is being offered in 2017. You will need a computer and access to the internet to view the Open Enrollment Guide online. You will also find other required communications including Summary Plan Descriptions for each benefit, the Summary of Benefits and Coverages, the Children's Health Insurance Program notice, and the Summary Annual Report. It is very important for you to read these documents, as they describe all the participation rules, plan benefits, and claims information.

If preferred, a paper version of the Open Enrollment Guide and other documents posted online are available on request at no charge by calling the Benefits Office at (925) 422-9955. By accessing these documents online, you are consenting to electronic delivery of these and future plan communications. Your consent may be withdrawn at any time by sending a written notice to the Benefits Office.

I encourage you to consider any changes in your life that may affect your insurance and benefits needs, and make the best possible enrollment choices for you and your eligible family members for 2017.

Sincerely,

A handwritten signature in black ink, appearing to read 'Art Wong', is written over a light gray rectangular background.

Art Wong
Associate Director
Strategic Human Resources Management