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HEALTH AND WELLNESS BENEFITS FAIR

The Human Resources Department would like to thank the faculty and staff of Meharry Medical College for supporting the 2010 Health and Wellness Benefits Fair held at the Ross Center. Your presence and participation made the event a success! The Benefits Department partnered with nearly 50 premier vendors to expose our employee population to quality goods and services that are readily available.

From Sam's Club to Fifth 3rd Bank, representatives were on-site to present the options that their institutions offer. Our own MMG professional care staff, cellular service providers, numerous banking institutions and those sharing healthy living alternatives enthusiastically educated those in attendance on how their products could improve daily living.

Benefit plan changes were announced in an open forum during the event and more than 75 door prizes were awarded throughout the day to those who registered for the drawing. If you missed the fair, photos of the event are available on-line. Place your cursor on the link below and follow the instructions to get a glimpse of what is in store for you at the next Benefits Fair!

<http://www.mmc.edu/slideshows/oebf2010>

FLEXIBLE SPENDING ACCOUNT

The clock is ticking! Don't miss this opportunity to claim your medical or childcare expenditures through Total Administrative Services Corporations (TASC) the agency responsible for managing the Flexible Spending Accounts for Meharry Medical College.

All employees participating in the Flexible Spending Account(s) for the calendar year of January 1, 2009 through December 31, 2009 will have until April 15, 2010 to submit claims for reimbursement. The deadline to utilize available account funds was March 15, 2010. The Flexible Spending Accounts have a "Use or Lose" provision. If monies were not exhausted by the deadline given, they were forfeited; no exceptions.

Please make all inquires to Total Administrative Services Corporation (TASC) by calling 1.800.422.4661 or visit www.TASConline.com. Account representatives are available to assist you with your needs. Your account number and access code may be required to obtain information.

OUR PURPOSE

The purpose of this publication is to provide the faculty and staff of Meharry with information that will increase their understanding of benefits, to communicate changes and improvements to the health, retirement and investment plans and to share upcoming events that affect the Meharry community.

The Human Resources staff is committed to serving your needs. Below is a listing of the Human Resources team members.

Human Resources Team Member	Contact #
Leslie A. Carroll, AVP Human Resources	ext. 6336
Ayanna Moore, Staffing Coordinator	ext. 6628
Mark Smith, Employee and Labor Relations Manager	ext. 6088
Jessica Gandy, HR Representative	ext. 6994
April Johnston, Sr. Administrative Assistant	ext. 6336
Carmela Douglas-Ezell HRIS Specialist	ext. 6325
Michelle Alford, Benefit Specialist	ext. 3169

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WILLIAMSON MEDICAL CENTER RENEGOTIATED

Meharry Medical College is committed to providing you with the best possible healthcare coverage. Our partner United Healthcare shares our vision. Your well being is our primary concern.

With that in mind, the contractual negotiations between United Healthcare and Williamson Medical Center have been resolved. As of April 1, 2010 services received at Williamson Medical Center will be viewed by United Healthcare as network.

Please direct any inquires concerning these services to United Healthcare at 1.866.633.2446.

2010 BENEFIT PLAN ENHANCEMENTS

The cost of medical services has increased at an alarming rate over the last 5 years. The impact of the rising cost has resulted as a financial burden for many. MMC recognizes the undue stress financial obligations can cause and sincerely desires to minimize the cost of medical care for its employees which will ultimately relieve the pressure that some of our Meharrians may be experiencing.

Effective January 1, 2010 the physician's co-pay for office visits to MMG providers has been eliminated for employees of Meharry.

The inpatient hospitalization deductible for Nashville General Hospital has been eliminated as well. This simply means the cost is \$0 for persons visiting Meharry doctors for regular office visits and \$0 for inpatient stays at Nashville General Hospital. These are significant enhancements for all who utilize them.

Not only were adjustments made to the cost of medical services available to Meharrians, there was also an adjustment made to the cost of generic prescription drugs purchased under the United Healthcare plan. Effective January 1, 2010, the cost of generic medications is now \$8.00 per prescription. This plan change was designed with you in mind.

Meharry Medical College and the benefits unit are committed to providing our employees with the best of the best. You are our priority.

403 (B) 1% EMPLOYER CONTRIBUTION

Meharry Medical College offers a 403(B) Retirement plan to its faculty and non-bargaining unit staff employees. This plan is known as the 403(B) Defined Contribution Plan. This program allows Meharry Medical College to match employee contributions dollar per dollar up to 4% of their annual salary with a match contribution limit of \$11,000.00.

As a bonus, the institution gives a 1% employer paid contribution to its faculty and staff population without any employee obligation. One year of service is required to participate in the 403 (B) Defined Contribution Plan and to receive the 1% employer paid contribution.

TIAA-CREF has been selected as the default vendor to receive the 1% employer paid contribution for those persons who are not currently participating in the retirement plan. As the default vendor, TIAA-CREF will manage funds invested on the behalf of Meharrians.

In the event that one decides that they would rather have their funds managed by VALIC, notification is required and a distribution process will be initiated by TIAA-CREF. To learn plan details, view investment options and to create online access visit the following link: www.TIAA-CREF.org/MMC

2010 SMOKE-FREE ENVIRONMENT POLICY

Effective January 1, 2010 Meharry Medical College implemented a smoke-free policy campus wide. While there has been a ban on smoking inside of the building for years, this new policy prohibits smoking anywhere on the property of Meharry Medical College for employees, students, physicians, patients, visitors and anyone else on the premises.

This decision was made after careful consideration. This choice reflects a long-term vision of Meharry Medical College as an educational leader and a model for addressing difficult issues such as health disparities, cultural sensitivities and evidence-based health services.

The new smoke-free policy is intended to eliminate the potential exposure to second hand smoke and to promote healthy living. Resources are available to support this new initiative. Visit www.myuhc.com or www.chantix.com for smoking cessation information. Thank you for your support as we transition to a Smoke-Free Environment.

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EMPLOYEE ASSISTANCE PROGRAM

Life sometimes has a way of taking a toll on us all; whether it is mentally, physically or emotionally. Finances, stress and personal crisis can become a heavy burden to bear and often we find a need for an avenue of release.

The Human Resources Department recognizes that the world in which we live can be problematic and peaceful resolutions may be difficult for some to imagine. In an effort to provide assistance in times of need, Meharry Medical College has partnered with United Healthcare to make counseling services available to all employees. This benefit is of no cost to you and is totally confidential. The plan is referred to as the Employee Assistance Program or Care 24.

Professional counseling services are available 24 hours a day, every day of the year. Experienced registered nurses and master's level specialist are on call whenever the need arises. Whether your issue is health related, a personal concern or distress, you can call 1.888.887.4114 or visit www.myuhc.com and seek the assistance that you stand in need of.

MEHARRY SPOTLIGHT

Society has become more health conscious. People desire to live healthier and longer lives. Exercise combined with healthy eating habits can help one achieve these goals.

We see you counting calories, watching what you eat and taking an afternoon stroll. Your efforts are not going unnoticed. Benefit News You Can Use would like to hear your life changing stories. Your testimonials can motivate, inspire and start a phenomenon on the campus of Meharry.

Simply email your stories to malford@mmc.edu. The selected submission will be featured in our Meharry Spotlight section of the newsletter. We want to honor you for your marvelous accomplishments.

Don't hesitate to share your life changing, inspiring story. It could be the "little boost" needed to motivate fellow Meharrrians to adapt a new way of living.

WELCOME ABOARD

The Human Resources Department is pleased to introduce to the Meharry community the newest member of our team, Jessica Gandy. Jessica became a part of the Meharry family in March 2010.

Ms. Gandy is new to the city of Nashville. Jessica is a native of Mississippi who arrived in our illustrious city by way of Alabama. She brings with her professionalism, a willingness to serve and a "can-do" attitude.

Jessica is a very enthusiastic, energetic and a valuable addition to "Team Meharry." She will serve as the employee relations liaison to those in need of services from the Human Resources Department. Jessica's personal motto is "keep your eye on the prize. With focus and determination success is inevitable."

She is excited about becoming a part of the "Team Meharry" and is committed to providing "A-1" customer service.

Join us in welcoming Jessica to Meharry Medical College.



Jessica Gandy, Human Resources Representative