

MEMORANDUM

TO: Juniata College Employees

FROM: Gail Leiby Ulrich

DATE: June 1, 2015

RE: *Medical Plan Premium/Section 125 Election*

The rates for June 1, 2015 through May 31, 2016 are as follows:

| | Employee Only | | | Two-Person | | | Family | | |
|------------------------------|----------------------|---------------|-------------------|-------------------|---------------|-------------------|----------------|---------------|-------------------|
| | FY 2016 | FY2015 | Difference | FY 2016 | FY2015 | Difference | FY 2016 | FY2015 | Difference |
| College Cost Monthly | \$428.54 | \$404.28 | \$24.26 | \$946.27 | \$892.70 | \$53.57 | \$1,107.31 | \$1,044.63 | \$88.16 |
| Employee Cost Monthly | \$47.62 | \$44.92 | \$2.70 | \$153.67 | \$144.97 | \$8.70 | \$206.85 | \$195.14 | \$16.47 |

You will recall that Juniata College is phasing in an additional contribution to single coverage to equal the 20% employee contribution for dependent coverage. However, the single contribution will remain at 10% through May 31, 2016.

You are not required to complete a new Section 125 Premium Conversion Election of Benefits Form, unless you are making changes. Your election will remain on file. As you recall, Section 125 of the Internal Revenue Code allows you to pay your portion of the medical premiums with pretax dollars. The savings you recognize are equal to the amount of federal withholding and Social Security tax that is being paid on your share of the insurance premium.

If you have any questions or need information about Section 125, please contact Cady Kyle, Assistant Director of Human Resources, at kylec@juniata.edu or ext. 3197.

GLU/chk