



**Benefits Summary for
Health and Welfare Plans
For Plan Year
October 2008 – September 2009**



Medical

Dental

Vision

**Flexible Spending
Accounts (FSA)**

**Health Savings
Accounts (HSA)**

Life/AD&D

Long Term Disability

Long Term Care

**Employee
Assistance
Program (EAP)**

Table of Contents

Important Contacts.....	1
Overview.....	2
Changes for 2008.....	2
Medical Benefits.....	3
Medical Plan Summaries.....	4
High Deductible Health Plans.....	10
Dental Benefits.....	12
Vision Benefits.....	13
Flexible Spending Account (FSA).....	14
List of Qualified Health Expenses for FSA or HSAs.....	15
Life/ AD&D Insurance.....	17
Long Term Disability.....	19
Long Term Care.....	19
Additional Benefits.....	20
COBRA Information.....	21

The following summary is intended to give you an overview of the benefits provided by South Texas College of Law, in effect as of October 1, 2008, and does not include all requirements or qualifications of each benefit. Please consult individual policies (which control over this summary) contained in your benefit information packet supplied by the Human Resources Department, or call a Human Resource representative for further information.

Medical Plan

The College will offer two medical plan options through Humana. For both the PPO as well as the High Deductible Health Plan, you are able to choose providers in and out of the Humana National Point of Service Plus Network. Please note that if you receive services through Non-network providers, the deductibles and coinsurance are higher than using Network providers. Also, if you utilize Non-network providers, only amounts at or below usual and customary expenses will be eligible expenses. Amounts above the usual and customary will be your responsibility. Please note that domestic partner eligibility is subject to employer policy. Please contact Human Resources to complete paperwork for eligibility determination. Please note that anesthesiologists, radiologists, and pathologists fees at in-network facilities will be paid at the in-network rate, even if the provider is not in the Humana network. If you have concerns on how a specific claim was paid for one of these providers, please contact Humana.

For provider directories, ID card requests, covered medications, explanation of benefits (EOBs), and access to your HSA account information, please visit www.myhumana.com.

Below is a summary of each of the plan options. For a more detail summary of benefits, please see the following pages.

Plan Provision	PPO Plan		High Deductible Health Plan (HDHP)	
	Network	Non-Network	Network	Non-Network
Humana Network	Humana National Point of Service Plus		Humana National Point of Service Plus	
Calendar Year Deductible (CYD)	\$400 Individual \$800 Family	\$800 Individual \$1,600 Family	\$1,500 EE \$3,000 Family *	\$3,000 EE \$6,000 Family
Employee Coinsurance %	90%	60%	100%	70%
Calendar Year Out-of-Pocket Limit	\$2,000 Individual \$4,000 Family (Not including co-pays or deductibles)	\$4,000 Individual \$8,000 Family (Not including co-pays or deductibles)	\$1,500 EE \$3,000 Family (Includes deductible)	\$10,000 EE \$20,000 Family
Wellness/ Preventive Care	\$20	60% after CYD	100%; No Deductible **	70%
PCP Office Visit Co-pay	\$20	N/A	Coinsurance and Deductible	
Specialist Office Visit Co-Pay	\$35	N/A	Coinsurance and Deductible	
Emergency Room Facility Co-Pay	\$100 co-pay per visit; then 100% after deduct.		Coinsurance and Deductible	
Mental Health Benefit	30 Days Inpatient/ 20 Visits Outpatient		30 Days Inpatient/ 20 Visits Outpatient	
Retail Prescription Drugs (30 Day Supply)	\$10 Level One \$25 Level Two \$45 Level Three 25% Level Four		Coinsurance and Deductible	
Home-Delivery Prescription Drugs (90 Day Supply)	\$30 Level One \$75 Level Two \$135 Level Three 25% Level Four		Coinsurance and Deductible	
Semi-Monthly Cost				
EE Only	\$18.00		\$6.00	
EE + Spouse/ Partner	\$140.00		\$110.00	
EE + Child(ren)	\$93.00		\$72.50	
EE + Family	\$215.00		\$176.50	

* If you cover dependents, you will be subject to the family deductible and family out-of-pocket maximum. **The family must satisfy the \$3,000 deductible before Humana pays on any individual family member- one member or a combination of family members can satisfy it.**

** Preventive endoscopy, which includes colonoscopy, proctosigmoidoscopy, and sigmoidoscopy are covered at 100% in-network and 70% after deductible out of network.

High Deductible Health Plans and HSAs

What is a Health Savings Account (HSA)?

An HSA is a savings account that allows you to save and pay for qualified health expenses for you and your dependents on a tax-free basis. South Texas College of Law will withhold payroll deductions and deposit the pre-tax money into your United Missouri Bank (UMB) account, which is Humana's HSA preferred trustee.

Who is eligible for an HSA?

1. You must be enrolled in an IRS "qualified" High Deductible Health Plan (HDHP).
2. You must not be covered by another medical plan, unless the other medical plan is a "qualified" HDHP.
3. You must not be enrolled in Medicare coverage.

Can I participate in both the Healthcare Flexible Spending Account and the HSA?

Yes, but you may only be reimbursed from the Flexible Spending Account for dental and vision expenses. Enrollment in the Dependent Care Spending Account is not effected by enrollment in an HSA.

Can I participate in a High Deductible Health Plan and another health plan and still be eligible for the HSA? As long as both health plans are HDHPs, you are eligible for an HSA.

What is my contribution limit to the HSA?

The 2008 contribution limits for Health Savings Accounts are listed below. As in the past, the College is continuing to partially fund the HSA account. Please see the below table for the 2008 contribution limits. For 2009, the contribution limits will increase to \$3,000 for individuals and \$5,950 for families.

	Total Contribution	STCL Contribution	Employee Contribution
Individual	\$2,900	\$900	\$2,000
Family	\$5,800	\$1,800	\$4,000

If you are age 55 and older, you may contribute a "catch up" contribution in addition to your limit. The catch up contribution in 2008 is \$900 and will be increased to \$1,000 in 2009.

Does my HSA earn interest? If so, is the interest taxable?

Yes your HSA account does earn interest, and the interest is non-taxable.

What expenses may I pay for from my HSA?

Unreimbursed health care expenses as listed in IRS Code Section 213(d). Please see the abbreviated list on pages 15-16. In addition to the listed expenses, you may use the money for Long Term Care premiums and COBRA premiums in the event you lose your coverage.

How do I pay for claims through my HSA?

You will receive your HumanaAccess HSA card under a separate mailing from UMB. You can use this card for HSA-eligible expenses at certain qualified locations that accept Visa cards. Save your receipts every time you withdraw money from your HSA - the IRS may ask you to verify an expense.

Is there a penalty for paying for non-qualified health expenses from my HSA?

Yes, you will be subject to your regular income tax rate and a 10% penalty.

Do I have to prove my expenses are qualified health expenses?

You are responsible for keeping receipts in the event the IRS audits your tax return.

If I do not spend all of the money in my HSA, do I lose it?

No, you own your HSA. Any unused funds are yours and remain in your HSA.

If I leave South Texas College of Law, do I lose the money in my HSA?

No, you own your HSA and the money in it is yours.

Dental Plan

Guardian Life Insurance Company is the college's dental insurance carrier. The dental plan contains a lifetime deductible for each covered member, as well as orthodontia benefits for dependents under the age of 19.

Type of Service	Benefit
One-Time Deductible	\$100/ Individual
Preventative and Basic Services	70% first year, and increase by 10% annual until 100% at the beginning of your fourth year of employment.
Major Services	60%
Calendar Year Maximum Benefit	\$2,000
Orthodontia Services	50%
Orthodontia Life Time Maximum	\$1,500

- If you utilize non-network providers, only amounts at or below usual and customary expenses will be eligible. Amounts above usual and customary will be your responsibility.

Your contribution is based on the level of coverage you select. Below are the **semi-monthly** employee contributions.

Coverage Level	Semi-Monthly Contribution
Employee Only	\$0.00
Employee + Spouse/ Partner	\$17.50
Employee+ Child(ren)	\$16.50
Employee + Family	\$34.00

Vision Plan

The vision plan will continue to be through United Healthcare Vision, formerly known as Spectera. If you choose a network provider, you pay the co-pay plus the cost of any non-covered options. If you choose a non-network provider, you pay the full fee to the provider, and submit itemized receipts to United Healthcare Vision to receive reimbursement for non-network allowances. The following chart is an overview of the network and non-network benefits.

Type of Service	Network	Non-Network
Exams – Every 12 months	\$10 Co-pay	\$40 Reimbursement
Lenses – Every 12 months	\$25 Co-pay	\$40 to \$80 Reimbursement based on lens type
Frame – Every 24 months	Selected frames covered in full. Other frames - \$50 wholesale frame allowance	Up to a \$45 Reimbursement
Contact Lenses (in lieu of eyeglasses) – Every 12 months	Selected lenses covered in full after \$25 Co-pay. Other lenses - \$105 Reimbursement ¹	\$105 Reimbursement ¹
Refractive Eye Surgery	Discounted refractive eye surgery is available from numerous providers in Houston. To find a participating laser eye surgeon, visit www.myuhcspecialtybenefits.com .	

To locate a network provider, call United Healthcare Vision at 1-800-839-3242 or visit their website at www.myuhcspecialtybenefits.com. Always identify yourself as a United Healthcare Vision member when making an appointment with a provider so that claim authorization can be obtained prior to your visit.

Your **semi-monthly** employee contribution is as follows:

Coverage Level	Semi-Monthly Contribution
Employee Only	\$3.54
Employee + Spouse/ Partner	\$6.73
Employee + Child(ren)	\$7.05
Employee + Family	\$10.85

¹You must include all claims in a single claim filing to receive the full \$105 reimbursement. If you file a claim for less than \$105, you will exhaust your entire contact lens benefit for the year.

Flexible Spending Accounts

Flexible Spending Accounts (FSAs) provide you with an important tax advantage that allows you to pay health care and dependent care expenses on a pre-tax basis and lower your taxable income. With an FSA, money is taken out of your paycheck on a pre-tax basis to pay for eligible expenses. Flex Corp will continue to be the FSA provider for South Texas College of Law.

Health Care Reimbursement Account (HCRA)

You can pay for, with pre-tax dollars, certain IRS-approved medical care expenses not covered by an insurance plan. **You may contribute up to \$5,000 per plan year** (10/1 – 9/30). Please note that if you are actively participating in the HCRA at the end of the plan year, 9/30/08, then you are eligible to continue incurring claims through 12/15/08, and reimbursing yourself from your 2007 plan year HCRA account. You have until 1/31/09 to file your claims for reimbursement. This plan feature allows you the additional opportunity to use up the previous year's account balance. Some examples of eligible expenses under the HCRA include:

- Your deductibles and copayments under the medical plan. **Please note if you enroll in the High Deductible Health Plan (HDHP), you will not be able to use the HCRA to reimburse yourself (or your dependents) for medical expenses. You will only be able to use this account for dental and vision expenses.**
- Hearing services, including hearing aids and batteries
- Vision services, including contact lenses, contact lens solution, eye examinations, eyeglasses and LASIK eye surgery
- Dental services and orthodontia
- Acupuncture
- Prescription contraceptives
- Certain over-the-counter medications

Dependent Care Reimbursement Account (DCRA)

You can pay, with pre-tax dollars, qualified dependent care such as caring for children under the age of 13 or caring for elders. **The maximum amount you may contribute to the DCRA is \$5,000** (or \$2,500 if married and filing separately) per plan year (10/1-9/30). Examples include:

- The cost of child or adult dependent care
- The cost for an individual to provide care either in or out of your house
- Nursery schools and preschools (excluding kindergarten and above)

Note: All expenses for both the health care and dependent care reimbursement accounts must be used for expenses incurred during the plan year. You will forfeit any unused funds. Be sure to plan carefully.

IMPORTANT FOR YOU TO KNOW: Medical, Dental, Vision and FSA contributions are taken on a pre-tax basis and, therefore, cannot be changed until the next open enrollment, unless you have an IRS qualified family status change such as marriage, divorce, death, birth, change in child's dependent or student status, change in your or your spouse's employment status, or loss of spouse's health coverage.

On the following pages are eligible expenses for FSAs.

Group Life and Accidental Death & Dismemberment

Prudential Financial will continue to be the College's life insurance carrier. **South Texas College of Law will continue to pay 100% of the cost** for both your Group Life Insurance and Accidental Death & Dismemberment (AD&D) Insurance provided through Prudential Financial, and employees will continue to be covered at two times their annual salary.

Optional Life and Accidental Death & Dismemberment

STCL recognizes that deciding to purchase life insurance is one of the most important decisions you can make for your family's future. Therefore, we provide you with the opportunity to obtain additional coverage through Prudential Financial.

Employee Optional Life

You may elect coverage in increments of \$10,000. The maximum you may elect is limited to the lesser of 5 times your salary or \$500,000. This coverage is available to you with a guaranteed issue of \$100,000 benefit, provided enrollment takes place within 30 days of your initial eligibility date. Amounts over \$100,000 are subject to Evidence of Insurability.

Dependent Optional Life

You have an option of purchasing a basic dependent life benefit. Under this option, your spouse/ partner has a \$10,000 life benefit, and your child(ren) have a \$5,000 benefit. This benefit is \$0.81 per semi-monthly payroll.

Spouse/ Partner Optional Life

In addition to the basic dependent life benefit, you may purchase additional coverage on your spouse/ partner in increments of \$10,000 up to \$250,000 or 100% of the amount you purchase on yourself. Elected amounts greater than \$20,000 are subject to Evidence of Insurability. The cost of the additional spouse/ partner coverage is based on the age of the employee.

Rates for employee optional life as well as the spouse optional life are listed on the following page. **Note: Rates include reductions for age. The life insurance benefits for all life insurance (basic and optional) options reduces to 65% at age 70 and 50% at age 75. These rates are marked with an asterisk on the following page.**

Long Term Disability

South Texas College of Law values your service and wants to ensure you are taken care of in the event of a life changing accident or disability, and will continue to provide a **LTD benefit level of 66 2/3% of pay for all faculty and staff**. The long term disability carrier will continue to be Prudential Financial.

Elimination Period:	90 Days
Monthly Benefit:	66 2/3% of Monthly Earnings
Maximum Benefit:	\$12,500 Per Month
Minimum Benefit:	\$100 Per Month
Own Occupation Period:	24 Months, After 24 Months Any Occupation
Benefit Duration:	Prior to Age 65, to Normal Retirement Age

Long Term Care

The Long Term Care (LTC) benefit provides you with assistance or long-term care after your loss of ability to perform certain activities of daily living or you suffer a cognitive impairment. This benefit is provided through UNUM.

The College provides all employees with a base benefit of \$1,000 per month for three years of care in a nursing facility. All employees can elect to upgrade their LTC coverage at any time during the year. Please contact Human Resources for a UNUM information packet if interested in additional information for any increase in coverage availability.

You may purchase additional LTC benefits to accompany the base benefit by:

- Electing coverage for your spouse/ domestic partner or respective parents or grandparents.
- Enrolling in a combination of home care and nursing facility care (Indicated as Plan 2 on the Long-Term Care enrollment form).
- By increasing the amount of the monthly benefit. Additional monthly benefit amounts are \$2,000, \$3,000, \$4,000, \$5,000, and \$6,000.
- Increasing the duration of the benefit from three years to an unlimited time.

All late entrants will be required to go through medical underwriting, prior to being approved for any elected benefit. Enrollment is available year round for buy-up options dependent on Evidence of Insurability.

Additional Benefits

401(a) Defined Contribution Retirement Plan

Full time and part time staff members become eligible after one year of employment, after having worked 1,000 hours in a 12 consecutive month period, and the attainment of age 25. The college contributes an amount equal to 10% of your salary, up to a maximum defined by the IRS, into a retirement fund managed by TIAA-CREF. You have the right to direct your own investment amounts in a variety of investment vehicles. Vesting of the college contributions on your behalf is immediate upon becoming eligible for the plan. You may not borrow against the amount you have in this plan.

403(b) Deferred Annuities

These supplemental retirement annuities may be purchased through TIAA-CREF at an amount not to exceed IRS laws and regulations. For most employees, this maximum amount will be 20% of earned salary but not exceeding the IRS annual maximums depending on age and length of service.

Employee Assistance Plan (EAP)

The EAP is provided through MHNet to you and members of your immediate household at no cost. This plan is designed to assist employees and family members in dealing with a variety of personal problems such as depression, marital difficulties, concerns with children, substance abuse, legal questions, or financial crisis. The details of any personal problems are confidential and remain between the user and the professional EAP counselor. A 24-hour toll free number is provided to receive further information or to receive immediate assistance in a time of crisis.

Credit Union

STCL employees are eligible to join Smart Financial Credit Union, which offers a full line of banking services such as savings programs and checking accounts, a variety of loans at competitive or lower rates, and credit cards available at a lower cost than most other credit cards.

Direct Deposit

We encourage utilization of our direct deposit program. Paychecks can be automatically deposited each payday into a qualifying bank, savings, or credit union account assigned to your name and you can have up to three individual direct deposit accounts at the same or separate institutions.

Texas Lawyers Assistance Program (TLAP)

A confidential 24-hour service made up of lawyers and judges throughout the state, as well as a network of volunteers, all of whom are committed to helping troubled lawyers get assistance and support. This program offers help to lawyers suffering from chemical dependence, stress, depression and similar problems. Referrals may be made by the impaired attorney, or by anyone concerned about the attorney by calling 1-800-343-TLAP at any time of the day. By law, all information is kept strictly confidential.

Parking

Parking in our designated lot is currently provided on a space available basis for employees of the College at no cost.

