

From: Goins, Rebecca A
Sent: Thursday, February 04, 2016 4:04 PM
To: HR Newsletter Distribution
Cc: Ask HR
Subject: HR Heads Up - Dependent Audit

We've teased you with "it's coming" for a year. That time is here.

Aon Hewitt will conduct an audit of dependents covered under our medical plan. The audit will begin on or near the 15th of this month.

Employees who are enrolled in our medical plan AND cover family members will receive an introductory letter from Aon Hewitt the week of Feb 15th. This letter is a general announcement of what's to come. Attached is a sample of this letter. Note that the contact phone numbers are marked out – Aon's phone center will not be activated until the audit begins. Employees will receive subsequent notices from Aon that provide more detailed instructions, such as the specific documentation options.

Why is the University doing this?

Health care and other benefits are expensive for our employees and for the University. At UAMS we pay 75% of the total medical premium for spouse and child coverage. Paying for ineligible participants means budget dollars are not available for other uses. And the claims expenses on ineligible participants can add to the overall cost of the plan for everyone. The University wants to extend the opportunity of coverage to all eligible participants, and the audit will confirm that everyone continuing in the plan is eligible to do so.

It's important to note that the audit is conducted solely by Aon Hewitt. **Our office and yours cannot accept audit documentation**, nor answer questions regarding acceptable documentation. Employees are to be directed to Aon Hewitt. Aon Hewitt was selected to perform this service by the U of A System because the firm has extensive experience in conducting dependent reviews for a number of universities, public school systems, municipalities and state entities... and, critically, because they have comprehensive privacy and data security procedures, including the secure shredding of all documents at the end of the process.

Can you assist us in getting the message out to employees?

- Remind/inform your employees that the audit is beginning.
- Reassure them that the mailings they get at their homes are not junk mail, that Aon Hewitt is legitimate and the service is secure.
- Alert them to watch for the first and future mailings from Aon Hewitt.

Thank you. As a quick summary, eligible family participants in the University health plan (also dental and vision) are:

- ✓ Your lawful spouse
- ✓ Your child until the end of the month in which they reach age 26
- ✓ Child includes an adopted child, a step child (meaning you are married to the parent), a child for whom you are the legal guardian, or a disabled dependent child over age 26 (pre-approval required for this).

These are NOT eligible family members:

- ✗ Ex-spouse

- ✘ Fiancé, girlfriend or boyfriend
- ✘ Domestic partner or roommate
- ✘ A niece, nephew or grandchild – unless you are that child’s legal guardian
- ✘ Your parents or siblings

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Benefit or Human Resources questions?

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Our home page: www.hr.uams.edu