

Dear Faculty and Staff,

Furman University is announcing important updates to our benefits plans for the 2025 calendar year.

OPEN ENROLLMENT DATES:

The open enrollment period for all employees begins on Sunday, November 10, 2024, and concludes on Saturday, November 23, 2024. During this period, employees should review and modify their benefit selections through the Workday system.

OVERVIEW OF THE 2025 BENEFITS PLAN:

Medical Plan

Blue Cross Blue Shield (BCBS) of South Carolina will remain as our medical plan provider. Employees will continue to have access to various BCBS resources and tools including: [MyHealth Toolkit](#), [Blue Care on Demand](#), the newly added [SmartShopper](#) benefit and various other resources.

Employees will have access to three plan options: a \$2,000 PPO, a \$6,000 PPO, and a \$4,000 High Deductible Health Plan (HDHP). These three plans have higher deductibles compared to our current plans. Please see the [Benefits at a Glance \(BAAG\) brochure](#) with plan design information along with premium rates. Additional information will be shared during departmental meetings and general open enrollment sessions. **IMPORTANT: All benefit eligible faculty and staff must make an active medical plan election within the Workday system for the 2025 calendar year. None of the current medical plan elections will roll over for 2025.**

Dental & Vision Plan

The dental benefit will transition to BCBS, while the [vision plan](#) will continue under Unum.

Health Savings Account (H.S.A)

For employees who enroll in the HDHP option, the HSA will still be managed by [Accrue Health](#). The IRS limits for 2025 are \$4,300 for individuals and \$8,550 for families. Furman will continue contributing \$500 for individual coverage and \$1,000 for dependent coverage.

Employees interested in these tax-saving options for the 2025 year must re-enroll or enroll initially during the open enrollment period.

Health Care and Dependent Care Flexible Spending Accounts (F.S.A)

Flexible Spending Accounts (FSA), including medical and dependent care, will continue to be managed by [Flores](#). IRS limits for 2025 are \$3,300 for the health care FSA, and \$5,000 for the dependent care FSA.

Employees interested in these tax-saving options for the 2025 year must re-enroll or enroll initially during the open enrollment period.

Concierge, Employee Assistance Program (EAP), Client Advocate

Furman will continue to provide both the [health concierge](#) and [EAP](#) program provided by Health Advocate. Faculty and staff also have access to the newly added [Client Advocate](#) benefit provided at no cost by our benefit broker, One Digital.

Basic and Supplemental Life Insurance and Accidental Death & Dismemberment (AD&D)

Basic and Supplemental Life and AD&D coverage remains with Unum. Furman will continue paying for Basic employee life and AD&D insurance for eligible employees. Employees can opt for 1.5 times their salary (up to \$400,000) or a flat amount of \$50,000. Coverage exceeding \$50,000 may incur an imputed tax, as per IRS guidelines. Supplemental Life and AD&D coverage remains available. For any new or increased supplemental coverage beyond the guaranteed issue, employees must complete an evidence of insurability (EOI) which will be reviewed by Unum to determine approval.

Disability

The Disability Insurance plans will continue with Unum as the provider. Short-Term Disability (STD) premiums remain the same, offering options of a 7-day or 30-day waiting period. Long-Term Disability (LTD) premiums will increase 30% increase. Participation in LTD is mandatory for all eligible employees.

Accident, Critical Illness, Hospital Indemnity, Whole Life, Legal & Identity Theft

Additional voluntary benefits such as Accident, Critical Illness, Hospital Indemnity, Whole Life and Legal and Identity Theft coverage will remain under the current providers, Unum and MetLife, with no changes to premiums or plan designs.

IMPORTANT REMINDERS FOR OPEN ENROLLMENT:

- Ensure that your enrolled dependents are still eligible.
- Review and update your beneficiary designations and personal information, including your home address and contact details.
- Complete the Health Risk Assessment (HRA), Biometric Screening, and Health Coach Provider visit by December 1, 2024 to qualify for the 2025 medical premium discount. Access [Offsite Biometric Screening forms](#) and [Health Coach Provider \(HCP\) forms](#) via the HR website.
- For a comprehensive list of open enrollment resources, visit the [Furman University Human Resources website](#).

We hope this information helps you make the best choices for your 2025 benefits. If you need assistance, please contact us via email at humanresources@furman.edu.

Kristin Austin
Assistant Director of HR Operations