2019-2020
EMPLOYEE BENEFITS &
OPEN ENROLLMENT
INFORMATION

Open Enrollment Dates:
May 1 - May 31, 2019
All benefit Open Enrollment elections must be submitted by 5 p.m. (MDT) on May 31, 2019.

If you have questions, please call Human Resources at (435) 797-0122 or visit usueastern.edu/hr/open-enrollment.
Dear USU Eastern Employees,

Open enrollment begins May 1, 2019 at 8 a.m. and ends May 31, 2019 at 5 p.m. (MDT). Open enrollment is your opportunity to make changes, enroll or cancel several of the University’s benefits such as medical, dental, vision, life and disability insurance, and flex spending accounts. For enrollment information please review this booklet or visit usueastern.edu/hr/open-enrollment.

- Medical plan changes can be made by visiting pehp.org.
- Dental plan changes can be made by visiting usueastern.edu/hr, selecting Health Benefits and printing the EMI Health Enrollment Application change form. Return the form to USU Eastern, Attn: Lisa Sherman, 451 East 400 North, Price, UT 84501.
- Life Insurance and Short Term Disability Insurance changes can be made by visiting The Hartford BenSelect portal at enroll.thehartfordatwork.com/enroll. See additional instructions on page 11.
- To elect medical and or dependent care flex spending visit pehp.org.

Except for flex spending, no action is required unless you would like to change your existing benefit elections. If you wish to participate in PEHP flex spending, you must re-enroll EVERY YEAR during open enrollment. This benefit does not automatically roll over to the new fiscal year.

Any changes you make during open enrollment will become effective July 1, 2019. Payroll deductions for the new benefit elections will be reflected on your August 1, 2019 paystub. Please check your August 1 paystub to make sure everything looks correct. Contact Human Resources at (435) 797-0122 if you have any questions or concerns.

Please visit usueastern.edu/hr/open-enrollment for more information.

USU Eastern Open Enrollment will close at 5:00 p.m. (MDT) on May 31, 2019.
OPEN ENROLLMENT INFORMATION

ENROLL BETWEEN
MAY 1 - MAY 31, 2019

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ENROLLMENT TIMELINE

MAY 1
Open enrollment period begins.

MAY 31
Deadline to enroll or make changes to your benefits.

JUNE 30
2018-2019 plan year ends.

JULY 1

AUGUST 1
Go to Banner Access access.usu.edu to verify that the deductions reflect your changes.
Which Family Members are Eligible for USU Eastern Benefits?

Eligible Family Members are:

- Spouse
- Married or Unmarried Children under age 26
  - Natural children
  - Step children
  - Legally adopted children
  - Children for whom you have legal guardianship
  - Foster children
  - Children placed with you for adoption

- Unmarried children to whom you are legally responsible to provide health coverage under the terms of a Qualified Medical Child Support Order
- Unmarried children over the age limit who depend on you for primary financial support and maintenance due to physical or mental disability

Waiving Medical Coverage

If you have medical coverage elsewhere, you may choose to waive coverage through USU Eastern by completing the Medical Opt-out form. To receive a form, please contact the Office of Human Resources at (435) 797-0122.
PEHP Medical Plans

Six Medical Plans (For full plan details, please review the PEHP enrollment book that was mailed to you on May 1, 2019 from PEHP)

- Preventive services* are covered at 100%
- no deductible, no co-pay, no out-of-pocket expense regardless of which plan you choose!

- In-network providers offer the most savings to employees.

- Prescription Plan
  - Generic: $10 or less after deductible
  - Formulary: 25%
  - Non-Formulary: 50%

To Make Changes:
- Choose one of the six medical plans listed on this page.
- Go to pehp.org during open enrollment

To Make Changes:
• Choose one of the six medical plans listed on this page.
• Go to pehp.org during open enrollment
# Health Plans

<table>
<thead>
<tr>
<th>Medical Plan</th>
<th>STAR HSA Plan (HSA-qualified)</th>
<th>Traditional (non-HSA)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your Annual Rates Amount you pay</td>
<td>See Page 9</td>
<td>See Page 9</td>
</tr>
<tr>
<td>Medical Deductible</td>
<td>$1,500 single plan $3,000 double or family plan</td>
<td>$350 per individual $700 per family plan</td>
</tr>
<tr>
<td>Out-of-Pocket Maximum</td>
<td>Medical and Pharmacy: $2,500 single plan $5,000 double plan $7,500 family plan</td>
<td>Medical and Pharmacy: $3,000 per individual $6,000 per double plan $9,000 per family plan Deductible does not apply to out-of-pocket maximum</td>
</tr>
<tr>
<td>Benefits</td>
<td>Pays covered benefits generally at 80% (Using in-network providers, after deductible). Most preventive care (Using in-network providers) is covered at 100%. Includes expanded list of preventive services.</td>
<td>Pays covered benefits generally at 80% (Using in-network providers, after deductible). Most preventive care (Using in-network providers) is covered at 100%.</td>
</tr>
<tr>
<td>Eligibility</td>
<td>No special eligibility requirements for the plan. However, you must meet certain requirements to open an HSA and to contribute or receive contributions to it.</td>
<td>No special eligibility requirements.</td>
</tr>
</tbody>
</table>
Medical Networks

Summit

Steward Health*, MountainStar, and University of Utah Health Care providers and facilities. You can also see Advantage providers on the Summit network, but your benefits will pay less.

Participating Hospitals

Beaver County
- Beaver Valley Hospital
- Milford Valley Memorial Hospital

Box Elder County
- Bear River Valley Hospital
- Brigham City Community Hospital

Cache County
- Cache Valley Hospital

Carbon County
- Castleview Hospital

Davis County
- Lakeview Hospital
- Davis Hospital

Duchesne County
- Uintah Basin Medical Center

Garfield County
- Garfield Memorial Hospital

Grand County
- Moab Regional Hospital

Iron County
- Cedar City Hospital

Juab County
- Central Valley Medical Center

Kane County
- Kane County Hospital

Millard County
- Delta Community Hospital
- Fillmore Community Hospital

Salt Lake County
- Huntsman Cancer Hospital
- Jordan Valley Hospital
- Jordan Valley Hospital - West
- Lone Peak Hospital

Salt Lake County (cont.)
- Primary Children’s Medical Center
- Riverton Children’s Unit
- St. Mark’s Hospital
- Salt Lake Regional Medical Center
- University of Utah Hospital
- University Orthopaedic Center

San Juan County
- Blue Mountain Hospital
- San Juan Hospital

Sanpete County
- Gunnison Valley Hospital
- Sanpete Valley Hospital

Sevier County
- Sevier Valley Hospital

Summit County
- Park City Medical Center

Tooele County
- Mountain West Medical Center

Utah County
- American Fork Hospital
- Orem Community Hospital
- Utah Valley Hospital

Wasatch County
- Heber Valley Medical Center

Washington County
- Dixie Regional Medical Center

Weber County
- McKay-Dee Hospital

Out-of-State - Colorado
- St. Mary’s Hospital-Grand Junction
- Southwest Memorial Hospital-Cortez

No-Pay Providers

PEHP doesn’t pay for any services from certain providers, even if you have an out-of-network benefit. Find participating providers and see a list of No-pay Providers at www.pehp.org.

Advantage

Intermountain Healthcare (IHC) providers and facilities. You can also see Summit providers on the Advantage network, but your benefits will pay less.

Participating Hospitals

Beaver County
- Beaver Valley Hospital
- Milford Valley Memorial Hospital

Box Elder County
- Bear River Valley Hospital

Cache County
- Bear River Valley Hospital

Carbon County
- Castleview Hospital

Davis County
- Intermountain Layton Hospital
- Davis Hospital

Duchesne County
- Uintah Basin Medical Center

Garfield County
- Garfield Memorial Hospital

Grand County
- Moab Regional Hospital

Iron County
- Cedar City Hospital

Juab County
- Central Valley Medical Center

Kane County
- Kane County Hospital

Millard County
- Delta Community Hospital
- Fillmore Community Hospital

Salt Lake County
- Alta View Hospital
- Intermountain Medical Center
- The Orthopedic Specialty Hospital (TOSH)
- LDS Hospital

Preferred

Consists of all providers and facilities in both the Summit and Advantage networks.

*Formerly IASIS
Using Your Out-of-Network Benefit:
Some PEHP plans pay benefits for out-of-network providers. Keep in mind you’ll usually pay a greater portion of the cost for out-of-network providers. You may also be subject to balance billing. Balance billing happens when a provider not contracted in your network bills more than the allowed amount. For example, if the provider’s charge is $100 and the allowed amount is $70, the provider may bill you for the remaining $30.

To be covered, all out-of-network services must meet the same standard as if they were in-network. This means you must get preauthorization for certain services (members/using-your-benefits/preauthorization). All services must be medically necessary to be covered.

Seeking Reimbursement for Cash Payments:
You may elect to pay cash for covered medical services. For reimbursement, just submit your receipt to PEHP for reimbursement or credit towards your deductible. PEHP will follow the same process and rules in paying for the claim as if submitted by a provider.

EMI Health Dental
(Maximum benefit for all dental services is $1,500 per person per year)

Preventive Services
(i.e. cleanings, exams, and x-rays)
Plan pays 100% of the cost of covered services

Other Services
(i.e. bridges, crowns, and implants)
Plan pays 50% of the cost of covered services

To Make Changes:
- Go to usueastern.edu/hr/open-enrollment and select Health Benefits and print the EMI Health Enrollment Application change form, then return the completed form to the USU Eastern HR Office, Attn: Lisa Sherman, 451 East 400 North, Price, Utah 84501 before the close of open enrollment, May 31st 5:00 p.m. (MDT).

To verify your current medical and dental coverage levels, please contact the Office of Human Resources at (435) 797-0122.
Considering Vision Coverage?

Several Ways to Address Your Vision Needs: Some members get vision exams through PEHP and shop for frames and lenses using pre-tax dollars. Others buy a vision plan to cover the bulk of vision costs. Do the math to see what’s best for you. Here’s a summary.

The STAR Health Plan
Did you know that members on The STAR health plan get one annual vision exam covered at 100%, before deductible? If you’re on The STAR plan, take advantage of this great benefit to get a prescription from your doctor for lenses. Then shop around and use HSA dollars to pay for the lenses and frames, tax-free.

The Traditional Health Plan
A vision exam costs only a $35 co-pay for most specialists. Once you get your prescription, shop for the best deal on frames and lenses. Use FLEX$ money to pay for the eyewear with pre-tax dollars.

Funding Through Opticare
You get your choice of two plans. One covers eyewear only while the other includes an eye exam. You may get a discount on frames from the sticker price. If you choose the eye-exam plan you would run the cost through Opticare and pay only $10 for the visit compared to the $35 or no charge on PEHP.

Funding Through EyeMed
You get your choice of two plans. One covers eyewear only while the other includes eye exam. You may get a discount on frames from the sticker price. If you choose the eye-exam plan you would run the cost through EyeMed and pay only $10 for the visit compared to the $35 or no charge on PEHP.

PEHPplus
PEHP’s discount program provides special offers on eyewear.

Below are the monthly insurance premiums for Benefited employees working at least 30 hours per week. If you are a benefited employee and work less than 30 hours per week, please contact HR for premium amounts.

### PEHP MEDICAL HEALTH INSURANCE

**MONTHLY PREMIUMS**

<table>
<thead>
<tr>
<th>STAR HSA</th>
<th>SUMMIT / ADVANTAGE</th>
<th>TRADITIONAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee</strong></td>
<td><strong>SUMMIT / ADVANTAGE</strong></td>
<td><strong>Employee</strong></td>
</tr>
<tr>
<td>SINGLE</td>
<td>$0</td>
<td>$78.41</td>
</tr>
<tr>
<td>DOUBLE</td>
<td>$0</td>
<td>$161.72</td>
</tr>
<tr>
<td>FAMILY</td>
<td>$0</td>
<td>$215.86</td>
</tr>
<tr>
<td>PREFERRED CARE</td>
<td>SINGLE</td>
<td>$169.76</td>
</tr>
<tr>
<td></td>
<td>DOUBLE</td>
<td>$350.03</td>
</tr>
<tr>
<td></td>
<td>FAMILY</td>
<td>$467.28</td>
</tr>
</tbody>
</table>

### EMI HEALTH DENTAL DENTAL INSURANCE

**MONTHLY PREMIUMS**

<table>
<thead>
<tr>
<th>Dental</th>
<th>Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>SINGLE</td>
<td>$6.92</td>
</tr>
<tr>
<td>DOUBLE</td>
<td>$13.12</td>
</tr>
<tr>
<td>FAMILY</td>
<td>$22.60</td>
</tr>
</tbody>
</table>

### PEHP VISION VISION INSURANCE

**MONTHLY PREMIUMS**

<table>
<thead>
<tr>
<th>Vision</th>
<th>Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>EyeMed Full</td>
<td>SINGLE</td>
</tr>
<tr>
<td></td>
<td>DOUBLE</td>
</tr>
<tr>
<td></td>
<td>FAMILY</td>
</tr>
<tr>
<td>EyeMed Eyewear Only</td>
<td>SINGLE</td>
</tr>
<tr>
<td></td>
<td>DOUBLE</td>
</tr>
<tr>
<td></td>
<td>FAMILY</td>
</tr>
<tr>
<td>OptiCare Full</td>
<td>SINGLE</td>
</tr>
<tr>
<td></td>
<td>DOUBLE</td>
</tr>
<tr>
<td></td>
<td>FAMILY</td>
</tr>
<tr>
<td>OptiCare Eyewear Only</td>
<td>SINGLE</td>
</tr>
<tr>
<td></td>
<td>DOUBLE</td>
</tr>
<tr>
<td></td>
<td>FAMILY</td>
</tr>
</tbody>
</table>
Flexible Spending Account
Is it Right for You?

*You Must Re-Enroll Every Year*

Utah State University Eastern offers employees a Flexible Spending Account (FSA) for both health expenses and dependent care expenses incurred during the plan year. Employees allocate a portion of monthly earnings, pre-tax, that can be used for health or dependent care expenses, which can result in substantial tax savings to employees who participate in the FSA.

The current maximum amount you may set aside for health expenses is $2,700. The dependent care maximum amount is $5,000.

A monthly administrative fee will be charged for a flex spending account in the amount of $2.50. If you elect to have a Benefits Debit Card you may do so at no additional charge.

To participate, you must sign up ANNUALLY online during open enrollment. To enroll, go to pehp.org and click “Member Login” and then “Online Enrollment” then “Flex.” Remember that the money you set aside in your flexible spending account must be used within the same plan year.

MEDICAL AND DEPENDENT CARE FLEX SPENDING: Expenses may be incurred from July 1, 2019 through September 15, 2020. Medical and dependent care receipts must be submitted for reimbursement by December 15, 2020.

Zurich® Supplemental Accidental Death & Dismemberment Insurance

During open enrollment, you may purchase Supplemental Accidental Death and Dismemberment (AD&D) Insurance from The Zurich® Company.

If you purchase AD&D insurance from The Zurich® Company, you will also have access to travel assistance insurance that offers medical, legal, and personal assistance when you are 10 or more miles from home. To sign up, go to hr.usu.edu, click on the open enrollment link, and select Form under Zurich®. Print the form, fill it out, scan and email it to the Office of Human Resources, during the open enrollment period, May 1 - May 31, 2019.
The Hartford - Life & Disability Insurances

NOTE: No action is required unless you would like to make changes.

During open enrollment USU will email you a link to login to review or change your current elections and add or change beneficiaries.

SUPPLEMENTAL LIFE INSURANCE: During open enrollment you may add additional supplemental life insurance for yourself or your dependents. The benefit is elected in increments of $10,000, to the maximum of the lesser of 5 times your annual earnings or $1,500,000.

If you are currently participating in this coverage, you may increase your current coverage by one increment of $10,000 up to the guarantee issue amount of $400,000 without providing evidence of insurability. Additional coverage amounts will require evidence of insurability.

SHORT-TERM DISABILITY (STD) INSURANCE: If you have not already purchased short-term disability insurance, you have the opportunity to enroll in it during open enrollment. This is an inexpensive way to protect your income if you experience a short-term disability.

BENEFICIARY INFORMATION: Open enrollment is a good time to check beneficiary information on your life insurance policies and other benefits.

THE HARTFORD BENSELECT PORTAL: During open enrollment, you can access The Hartford BenSelect portal to review life and STD insurance elections for you and your covered dependents; add supplemental life insurances for you, your spouse, and/or children; add short-term disability insurance if you do not already have it; and, confirm, add, or update your beneficiary information.

PREMIUMS: Can be found at usueastern.edu/hr/life_disability/group-life.

TO ACCESS BENSELECT, VISIT: THEHARTFORD.COM/BENEFITS/ENROLL. Your user ID and password are detailed below. If you need assistance, a representative from The Hartford is available to help with any questions:

(855) 396-7655
(Monday through Friday, 6 a.m. to 6 p.m. MDT)

User ID
Your Utah State University user ID is your Employee A number.

For example: John Smith’s Employee ID number is A00123456. His login ID is A00123456.

Password
Your password is the first letter of your first name and the first letter of your last name followed by your date of birth (MMDDYYYY).

For example: John Smith’s birth date is February 25, 1963. His password is js02251963.

Your password is case sensitive. Therefore you will need to use lowercase initials. You will be required to reset your password during your initial login.

The Hartford® is The Hartford Financial Services Group, Inc. and its subsidiaries, including issuing companies Hartford Life Insurance Company and Hartford Life and Accident Insurance Company. Home office is One Hartford Plaza, Hartford, CT 06155. All benefits are subject to the terms and conditions of the policy. Policies underwritten by the issuing companies listed above detail exclusions, limitations, reduction of benefits and terms under which the policies may be continued in force or discontinued.

Life Form Series includes GBD-1000, GBD-1100, or state equivalent. Policy Number: 395198
Employee Wellness at USU Eastern - Be Well

The goal of the USU Eastern Wellness Program is to support and enhance the health and wellness of employees and their families by building partnerships and programs. We encourage employees to adopt healthy lifestyle behaviors that increase work satisfaction, support a work-life balance, and reduce health care costs. We are striving to create a wellness culture at USU Eastern. Many services are offered at no charge. Please visit our website for more details: wellness.usu.edu, call (435) 797-8391, or email BeWell@usu.edu.

Programs Currently Offered at USU Eastern

Wellness Programs
- Health Screenings, Expos & Flu Shots
- Wellness Challenges
- Wellness Ambassadors
- Be Well Newsletter
- Health Risk Assessments

Fitness Programs
- Fitness Assessments
- Fitness Classes
- Personal Training
- Employee Wellness Center
- Weight Loss Challenges
- Employee Challenges

Nutrition Programs
- Nutrition Consultations
- Nutritional Information/Tips
- Weight Watchers @ Work
- Be Well Library
- Healthy Tips & Tidbits

Educational Benefits
- Tuition-free Course Auditing

USU’s Be Well Rewards Program
USU’s Be Well Rewards is an exciting incentive program that rewards employees of Utah State University for taking an active role in their personal well-being. Through USU’s Be Well Rewards program, all benefit eligible employees can earn cash rewards each semester. For more information and to register, please visit the USU Be Well Rewards website at wellness.usu.edu/rewards/index.
MetLaw® Hyatt Legal Services

With MetLaw® (the group legal plan made available by Hyatt Legal Plans, Inc., a MetLife® company) you have access to a network of attorneys on retainer for a low monthly premium paid via payroll deduction. The monthly premium is $21.25. You will have access to legal services and representation from local attorneys on a wide range of matters including wills and estate planning, financial matters, real estate, traffic offenses (DUI not included), and more.

There are no co-pays or deductibles. For example, you can have a local attorney prepare full estate planning documents for you and your spouse for just $21.25 per month.

You may apply for MetLaw® during the open enrollment period, May 1 – May 31, 2019. Once enrolled, you will be required to remain in the plan for the full benefit plan year. If you are already enrolled in the plan, your coverage will automatically renew unless you call during open enrollment to cancel. To enroll please call (800) 821-6400.

NOTE: By participating in the MetLaw® group legal plan, you are eligible for an additional discount on MetLife® auto insurance of up to 10%. If you are currently enrolled, you will need to call MetLife® to have this additional discount applied. For more information call (800) GET-MET8 ((800) 438-6388).

If you have any questions, please call the Office of Human Resources (435) 797-0122.

MetLife® Auto and Home Insurance

With one call, you can receive quotes from two leading insurance companies, MetLife® and Safeco, for top quality auto and home insurance with special discounts.

In addition to special discounts and flexible payment options, find out how you can:

- Save more when you insure multiple cars or purchase both home and auto policies.
- Choose from convenient and affordable payment options, including payroll deduction for employees.
- Receive discounts for having a good driving record and driving a safe car.

Since everyone’s insurance policies renew at different times during the year, you may apply for auto and home insurance through this group program at any time by calling (877) 638-7515.

For more information please call (800) GET-MET8 ((800) 438-6388).
Retirement Savings Plans & Providers

Employer-Funded Retirement Plan

USU contributes to defined contribution and defined benefit plans from the following providers:

- TIAA
- Fidelity
- Utah Retirement System (URS)

For employees who have been rehired by USU, if you were enrolled in the URS retirement plan during your previous employment period with the university, you must remain in URS as a rehire. If you had prior URS membership with another organization, you may choose URS or either TIAA or Fidelity, or a combination of both.

For employees enrolled in URS prior to July 2011, you are considered Tier 1. For employees enrolled after July 2011, you are considered Tier 2.

For employees not previously enrolled in URS while working for USU, the university will contribute 14.2% of your annual gross earning into a retirement account called a 401(a) plan. You may choose either TIAA or Fidelity, or a combination of both as your 401(a) plan administrator.

Open enrollment is a good time to check beneficiary information on your retirement plans.
Retirement Savings Plans & Providers (continued)

Employee-Funded Retirement Plan

Employees may contribute to a supplemental retirement plan via payroll deduction. The following five supplemental plans are available:

403(b)
- Contributions are made pre-tax (this reduces an employee’s taxable income).
- Current maximum annual contribution limit is $19,000, or $25,000 if age 50 or older.
- Withdrawals can be made without penalty at age 59 ½. Withdrawals are subject to taxes.
- Withdrawals prior to age 59 ½ are subject to a 10% penalty and taxes.

457(b)
- Contributions are made pre-tax (this reduces an employee’s taxable income).
- Current maximum annual contribution limit is $19,000, or $25,000 if age 50 or older.
- Withdrawals can be made upon termination. Withdrawals are subject to taxes.

401(k)
- Contributions are made pre-tax (this reduces an employee’s taxable income).
- Current maximum annual contribution limit is $19,000, or $25,000 if age 50 or older.
- Withdrawals can be made without penalty at age 59 ½. Withdrawals are subject to taxes.
- Withdrawals prior to age 59 ½ are subject to a 10% penalty and taxes.

Roth 403(b)
- Contributions are made post-tax.
- Current maximum annual contribution limit is $19,000, or $25,000 if age 50 or older.
- Withdrawals can be made without penalty at age 59 ½ and after the 5th year of your 1st contribution.
- Some withdrawals prior to age 59 ½ are subject to a 10% penalty.

Roth 457(b)
- Contributions are made post-tax.
- Current maximum annual contributions limit is $19,000, or $25,000 if age 50 or older.
- Withdrawals can be made without penalty at age 59 ½ and after the 5th year of your 1st contribution.
- Some withdrawals prior to age 59 ½ are subject to a 10% penalty.

Employee retirement contribution forms are available at: usueastern.edu/hr/retirement-benefits/index.
**Retirement Healthcare Savings Plan (RHSP)**

The retirement health care savings plan allows you to contribute to a trust that can help you pay for qualified health care expenses in retirement or when you leave USU Eastern. The plan is administered by TIAA. You can choose to put your money into lifecycle or money market funds.

Because of its many tax-advantaged features, a retirement health care savings plan is valuable to anyone concerned about health care costs in retirement. You can contribute as much as you like to the RHSP using post-tax money, and your contributions grow tax-free. Then, when you leave USU Eastern, the funds you use for qualified health care expenses can be withdrawn tax-free.

To set up your retirement health care savings plan, please contact the Office of Human Resources at (435) 797-0122.

**Blomquist Hale Employee Assistance Program (EAP)**

Blomquist Hale Employee Assistance Program (EAP) is counseling services offered by PEHP available to employees and dependents with personal challenges. For more information, call (800) 926-9619.

**Assistance With Life’s Challenges**

The Blomquist Hale Employee Assistance Program provides direct, face-to-face guidance to address virtually any type of problem or stressful life situation.

**Brief, Solution-Focused Therapy**

Our licensed clinicians use a brief, solution-focused therapy model to resolve problems quickly. Using this approach, you learn to identify core issues and how to create and participate in a long-term solution.

**Guaranteed Confidentiality**

Blomquist Hale practices strict adherence to all professional, state, and federal privacy guidelines. Confidentiality is guaranteed to all participants.

**Direct Care - No Set Session Limits**

There is no set limit on the number of sessions provided through our counselors. However, cases which require care beyond the scope of the EAP are referred to appropriate community providers.

**Simple 24/7 Accessibility**

EAP Counselors are available during regular and extended hours, and Crisis Line support is available 24/7. Simply call the office nearest you to set up an appointment. No paperwork or approval needed.
Where can I get more information?

Medical
• PEHP: pehp.org, (801) 366-7555
• PEHP Flex: pehp.org, (801) 366-7555

Dental
• EMI Health: (801) 262-7475

Retirement
• TIAA: tiaa.org/public/tcm/utahstate, (866) 842-2907
• Fidelity Investments: fidelity.com, (800) 343-0860
• Utah Retirement Systems: urs.org, (800) 695-4877

Voluntary
• Zurich AD&D: zurichna.com
• The Hartford Insurance Co: (855) 396-7655
• Hyatt Legal/MetLaw: metlife.com/mybenefits, (800) 821-6400
• MetLife: metlife.com/mybenefits (800) 438-6388
• Blomquist Hale Employee Assistance Program: (800) 926-9619

Office of Human Resources
(435) 797-0122 or visit hr.usu.edu

USU is an affirmative action / equal opportunity institution. USU is committed to a learning and working environment free from discrimination. For USU's non-discrimination notice, see aaeo.usu.edu/non-discrimination.
Disclaimer Statement:
Information provided in this booklet is a brief summary and should not be relied upon for complete information. Please refer to the master plan documents for detailed information on eligibility, covered benefits, exclusions and limitations, and other important information. These documents are available on the Office of Human Resources website at usueastern.edu/hr or you may call (435) 613-5373 for more information.