

February 7, 2022

Subject: Health & Wellbeing Plan: Update on Open Enrollment



One UMMS Benefits

Dear Colleagues,

We first announced that UM Upper Chesapeake would be moving to standard UMMS health and wellbeing benefits in October 2021. Since that time, our organization has thrived in the face of significant change: we welcomed Elizabeth Wise as our new CEO; we responded to our most difficult COVID-19 surge to date; and we delayed the implementation of our Kronos and Infor systems due to an unprecedented global Kronos outage. The past few months have been challenging, but we got through it, together. Thank you for your continued commitment to our organization and your persistence in the face of adversity and change. We will continue to provide you with regular communications on all these changes and how they will affect you.

Today, we want to share an update on our move to standard UMMS benefits that will begin July 1, 2022. Please review the updates below and check OneUMMS.org/upperchesapeake for more information.

Your current health and wellness benefits will remain in place through June 30, 2022.

The benefits you selected during October 2021 enrollment—including wellness incentives—will remain active until June 30, 2022. UM UCH Wellness Works Challenge Program will no longer be offered after June 30, 2022. You will receive information about new wellbeing initiatives with the upcoming open enrollment information.

Open Enrollment for UMMS benefits begins May 1, 2022.

This will be an active open enrollment, which means you will be required to make an election during the open enrollment period May 1-18, 2022. Because all team members will be moving to UMMS benefits, including the wellbeing program, all team members must make selections during this enrollment period.

Information about your new health and wellbeing benefits will be shared by mail, online and in virtual meetings.

We want to make sure you have all the information you need to understand your new benefit options and make the decisions that will be best for you and your family. Look for a postcard to be delivered to your home address soon (picture below). Additional educational opportunities will be shared in the coming weeks.



UM Upper Chesapeake benefits postcard.

Benefit details will be available by mid-April.

UMMS is finalizing the benefit package details and will make them available for all team members across the System to review by mid-April. Among the many new benefits available to our team members is the UMMS Team Member Co-Pay Waiver Program, a free and confidential program for team members and spouses who have been diagnosed with diabetes, hypertension, asthma and/or hyperlipidemia that allows you to save money on most formulary medications by having copays waived. You'll learn much more about the advantages of the new benefit package in the coming weeks.

Thank you.

Thank you for your dedication, patience and support during this exciting time in our journey toward One UMMS. Our leadership team stands ready to support you as we make these transformations together.

Sincerely,
Toni Shivery
Vice President, Human Resources