



OPEN ENROLLMENT | OCTOBER 2022

It's Almost Time to Review Your Benefits for 2023!

2023 Benefits Open Enrollment is October 24 – November 11, 2022

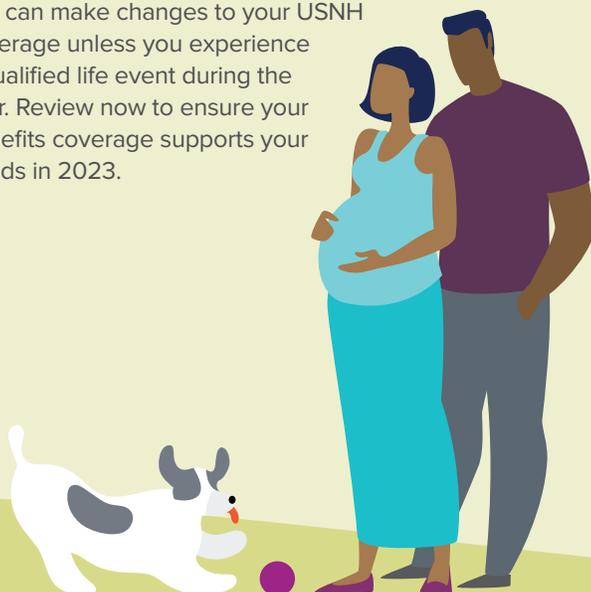
Annual Benefits Open Enrollment is right around the corner, and it's important to review the options available to you and your family. Take time to confirm or change your benefit elections, dependents, and beneficiaries.

Remember—you MUST actively re-elect your Health Savings Account (HSA) or Flexible Spending Account (FSA) contributions for 2023, even if you had them last year. Otherwise, you won't contribute to these accounts next year.

If you do not take action during Open Enrollment, your other coverages from 2022 will roll over. While it might be tempting to stick with the same benefits, it's always a good idea to take this time to consider what's happening in your life:

- Needing a new pair of glasses?
- Planning surgery?
- Preparing for another major life change?

Open Enrollment is the only time each year you can make changes to your USNH coverage unless you experience a qualified life event during the year. Review now to ensure your benefits coverage supports your needs in 2023.



Updates to Your 2023 Coverage

We are excited to share there are **no contribution changes to USNH's 2023 benefits for faculty and staff.*** In addition, we've worked hard to keep changes to a minimum and you will be able to choose from the **same three medical plans*** that you have in years past.

Benefit Enhancements

- We are introducing [Hinge Health](#), a program designed to help you manage musculoskeletal health. See [page 2](#) for additional details and watch for more information from Hinge Health in January 2023.
- You will have the option to purchase voluntary dependent life insurance for your spouse and/or eligible dependent(s). Coverage will be effective 1/1/2023.
- To get help deciding which health care option is best for you and your family, check out [NH HealthCost](#), an online tool to find and compare the estimated costs for various healthcare services in and around New Hampshire. In 2023, USNH will no longer partner with Healthcare Bluebook for this information.

**Medical contributions and plans may differ based on Collective Bargaining Agreements.*

WHAT'S NEW FOR RETIREMENT?

- USNH is keeping the Standard 403(b) Retirement Plan employer match at 10% for all employees hired before January 1, 2021. The Standard employer match will stay at 8% for those hired after December 31, 2020 and continue to apply to all new hires moving forward.
- Effective January 1, 2023, loans and hardship distributions will be available on 403(b) accounts which were previously only available on supplemental contributions. USNH 403(b) retirement accounts will also be eligible for in-service distributions once an employee reaches age 59½. These distributions and loans are made in accordance with USNH policy and retirement plan provisions.



Please Note: Contributions may differ based on Collective Bargaining Agreements.

INTRODUCING HINGE HEALTH

USNH is excited to announce we are partnering with **Hinge Health** to help you conquer back and joint pain, recover from injuries, prepare for surgery, or stay healthy and pain free. Best of all, Hinge Health’s programs are provided at **no cost to you and your eligible dependents enrolled in a USNH medical plan.**

Hinge Health provides all the tools you need to get moving again from the comfort of your home. Here are some of the ways your treatment plan could be tailored to you:

- Get a personal care team, including a physical therapist and health coach
- Schedule personal physical therapy sessions
- Receive wearable sensors that give live feedback on your form in the app
- Get a second opinion on your recommended surgery and treatment plan

If you don’t have pain and are just looking to stay healthy, you can sign up for their free app. Recommended exercises will be tailored to you based on your job and lifestyle.



LISTEN IN!

Listen to our newest edition of *Use Those Benefits!* a USNH HR podcast about your benefits—the October edition is all about Open Enrollment.



Use Those Benefits!
USNH Benefits Podcast

BENEFITS ARE PART OF YOUR TOTAL COMPENSATION

Don’t forget: Your Total Compensation Statement* shows the breadth of pay and benefits you receive as a USNH employee. Find yours at [MyBenefits.usnh.edu](https://mybenefits.usnh.edu) under the “Helpful Links” module on the home page.

**Statements are based on 3/14/2022 information and are not available to employees hired after 3/1/2022.*

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TOGETHER FOR I

PERSONAL AND CONFIDENTIAL
Sample Staff Member
123 Anytown
Anytown, US 12345

USNH Base Compensation and Benefits Statement
2022
Personalized for: Sample Staff Member

YOUR TOTAL COMPENSATION
Your salary is just one part of the Total Compensation you receive as a University System of New Hampshire (USNH) employee. You also have access to health, disability, life, and retirement benefits. Together, your salary and the amount the USNH pays for your benefits make up your Total Compensation as of March 1, 2022. Below is a snapshot of your Total Compensation. You may be surprised by just how valuable your Total Compensation actually is.

YOUR TOTAL COMPENSATION	CASH COMPENSATION*
[\$XXX,XXX] [\$XX,XXX]
USNH BENEFIT CONTRIBUTIONS	
..... [\$XX,XXX]	

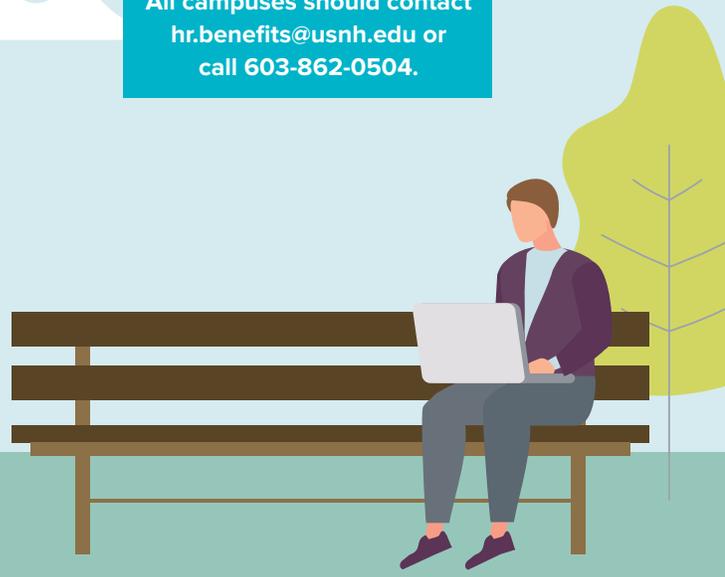
ADDITIONAL BENEFITS AND PROGRAMS

- Benefits/Lab Perks & Discounts
- Dependent Care Flexible Spending Account (you elected) [\$X,XXX for 2022]
- Employee Assistance Program
- Fitness Reimbursement Program
- Healthcare Bluebook
- Healthcare Flexible Spending Account (you elected) [\$X,XXX for 2022]
- Holiday and Leave Benefits
- HSA Contribution (USNH) [\$X,XXX Year (\$X,XXX)]
- Legal Assistance
- MyPro2Wellness medical plan premium credit
- Paid Time Off
- Short Term Disability
- Tuition Benefit Plan
- Voluntary Accident Insurance
- Voluntary Critical Illness Insurance
- Voluntary Hospital Indemnity Insurance
- Voluntary Long Term Care Insurance

HR Benefits Support

New! Please note that while USNH will continue to have on-campus HR support, we now utilize a shared services model for benefits. Employees at all campuses should contact hr.benefits@usnh.edu for benefits questions moving forward.

All campuses should contact hr.benefits@usnh.edu or call 603-862-0504.



Fifty Years of Title IX

This year marks the 50th anniversary of Title IX of the Education Amendments of 1972. If you aren't yet familiar with Title IX, the [National Violence Resource Center](#) summarizes its importance to a college campus environment like ours below:

“ Title IX is a federal civil rights law that says no institution of higher education can discriminate against anybody on the basis of their sex and gender. Title IX applies to all forms of sexual harassment and assault, domestic violence, dating violence, and stalking.” and “... the law requires universities to respond promptly and effectively to address any report of sexual harassment or sexual misconduct and actively take steps to prevent it. ”

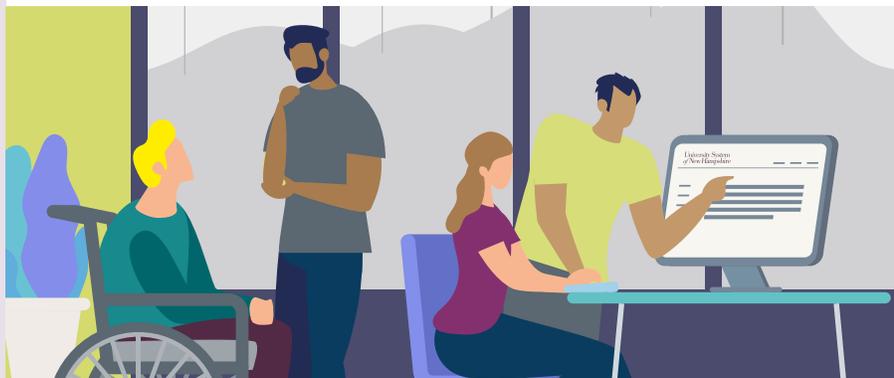
USNH has a commitment to the health and wellness of each and every one of our students, as well as our faculty and staff.



Title IX doesn't just apply to undergraduate students—faculty, graduate students, staff, and visitors are also protected under the law. Learn more about our Title IX policies on safety and equality at each of our campuses [GSC](#), [KSC](#), [PSU](#), and [UNH](#), and get involved in creating a safer community by participating in the upcoming Get Inclusive training.

ACCESS USNH LINKEDIN LEARNING

Looking to brush up on your existing skills or learn something new and don't know where to start? Login to your free USNH LinkedIn Learning account to start right at your desk, or online anywhere on any mobile device! Video courses from experts are available on topics like [Data Analysis](#), [Creating Engaging Presentations](#), [Social Media Strategy for TikTok and Instagram](#), and [Agile Project Management](#). Find out more on the [USNH LinkedIn Learning Site](#).



INTRODUCING GET INCLUSIVE

USNH is launching a new training program through Get Inclusive to educate our faculty, staff, and student populations about harassment prevention. Get Inclusive delivers online prevention training to grow our awareness around workplace discrimination and how to support our fellow employees and students when reporting acts of violence or harassment at USNH, and was chosen by a committee comprised of both faculty and staff. The training will be available later this fall and is designed to meet state and federal compliance requirements including both Title IX and NH RSA 188-H, which require that all faculty, staff, and students participate in annual harassment prevention training.

Professional and Chosen/Preferred Names, Gender Identity, and Personal Pronouns

Since July 2020, USNH employees have been able to designate a professional and/or a chosen name in WISE, allowing faculty and staff to determine the name by which they are identified in USNH applications. Additionally, employees have been able to designate personal pronouns and gender identity. The latest updates utilize professional or chosen names and personal pronouns in more applications. Visit the project [FAQ](#) to learn more about this ongoing project and to see a list of places and programs in which the new information will be available. Applications will continue to be added in future phases, across all USNH institutions.



To update your professional and/or chosen name at any time, complete the following steps.

- 1 Login to [WISE](#).
- 2 Review your current chosen/preferred name using [these instructions](#).
- 3 If your name is how you wish to be listed for directory listings and public sites, no further action is needed.
- 4 If you would like your public profile to reflect a different name, please provide a professional name.