

## Medical Premium Relief for Lower Income Employees - Plan Year 2012 \*

The University established a one-year grant program to help employees who may be struggling financially due to rising medical premiums.

Employees qualify for the grant based on their tier of UPlan medical coverage and total household income from the 2010 federal tax form.

In order to qualify for this program, applicants must be employed by December 31, 2011. To apply, please submit the following documents to Employee Benefits\*\*:

- (1) *Medical Premium Relief for Lower Income Employees* form with signature
- (2) 2010 Federal Tax Form

Line on applicable tax form used to determine premium credit:	<u>Form 1040</u> Line 22	<u>Form 1040A</u> Line 15	<u>Form 1040EZ</u> Line 4
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The dollar amounts below under "Qualifies for" are annual payouts, which will be distributed on paychecks as:  
Biweekly "premium credits" prorated among 26 pay periods

	Qualifies for:	Qualifies for:	Qualifies for:	Qualifies for:	Qualifies for:	Qualifies for:
	\$450	\$400	\$350	\$300	\$250	\$200
Coverage Tier	<b>Gross Income (Household Income)</b>					
Employee Only	N/A	N/A	N/A	N/A	N/A	\$35,000
Employee + Spouse/SSDP	\$42,500	\$45,000	\$47,500	\$50,000	\$52,500	\$55,000
Employee + Child(ren)	\$32,500	\$35,000	\$37,500	\$40,000	\$42,500	\$45,000
Employee + Spouse/SSDP + Child(ren)	\$52,500	\$55,000	\$57,500	\$60,000	\$62,500	\$65,000

\*Effective January 1, 2012, the University will make the following Plan design changes to the UPlan Medical and Dental program: (1) decrease University contribution percentage to Medical program, (2) raise certain Medical and Pharmacy program copays, (3) modify the existing wellness incentive from a cash payment in the year earned to a premium credit under the Medical program for the next following Plan Year, (4) provide a one-year Low Income Relief program for employees, to assist in the transition to higher Medical premiums under the Medical program for employees in 2012.

\*\*If approved, you will be reimbursed starting with the first full pay period in 2012 after you submit your application. Although there is not a due date for submitting your application, the full payout listed on this form will only be received if your application is submitted by December 15, 2011. If you apply after this date, the payouts will start as soon as administratively possible, but the payouts will not be retroactively adjusted back to the 1st pay period in 2012.