

To: EBEST Trustees

Fr: Randi Seaberg

Dt: December 10, 2013

RE: 2014 Open Enrollment summary

Open Enrollment for 2014 benefits has closed and preliminary payroll has been run, beginning the initial confirmation of the changes employees elected.

Final numbers will not be available until final payroll is run later this month. This summary will highlight trends and summarize preliminary numbers.

Trends during the open enrollment period showed employees moving to lower cost plans, dropping dependents, and switches from Delta (Washington) Dental to Willamette Dental.

556 employees made close to 1,000 changes.

- 418 employees made some type of change to their medical and/or dental program
 - Change of plan
 - Add/drop dependents
 - Change of dental
- 148 employees made some type of change to their optional life insurance and/or short term disability insurance. This number also included employees reenrolling in flexible spending or health savings plans.

Employees who made medical benefit changes should receive new cards no later than December 31, 2013.

AonHewitt, the broker for our WEA plans has had significant problems with our (and every other WEA plan district) data for new employees or employees who had changes due to 'major life events' (birth, death, marriage...) We are holding our breath that all the changes made during open enrollment will pass through AonHewitt smoothly.