2020-2021
EMPLOYEE BENEFITS & OPEN ENROLLMENT INFORMATION

Open Enrollment Dates:
May 1 - May 31, 2020

Please visit hr.usu.edu/open-enrollment for more information.
USU Employees,

The USU Benefits Team is pleased to announce the open enrollment period will begin on Friday, May 1 at 8:00am and continue through Sunday, May 31 until 11:59pm. This is the time each year when employees are encouraged to take the opportunity to re-evaluate current and future benefit needs. Understanding your 2020-2021 benefit plan options is important, so you are encouraged to review this booklet carefully. You may also visit the open enrollment website at hr.usu.edu/open-enrollment to take advantage of the many tools available to assist you in making well-informed decisions.

If you have any questions or would like to better understand the benefits USU offers, we encourage you to attend the Open Enrollment Benefits Fair on Thursday, May 7 from 9:00am to 4:00pm. Due to the COVID-19 pandemic, the Fair will be held virtually this year. Throughout the day on May 7, each of the benefit providers will present a 30-minute overview of their benefits via WebEx, and employees may schedule one-on-one virtual meetings with vendor representatives to discuss specific questions. Please visit hr.usu.edu/open-enrollment for a schedule of presentations and to schedule one-on-one meetings.

A few changes have been made to USU’s benefits for 2020-2021. To view these changes, visit page 2 of this booklet. Also, a modest increase to medical premiums is reflected on pages 8 and 9. If you’d like to keep your current benefits, no action is required except if you’d like to enroll in flex spending, which requires a new enrollment every year. This benefit does not roll-over year to year.

Making changes to your benefits is easy. Refer to page 5 for steps to making enrollment changes. As a reminder, any new elections or changes made during open enrollment will become effective July 1, 2020 and payroll deductions for the new benefit elections will be reflected on your August 1, 2020 paycheck. Please review your August 1 paystub carefully to make sure all benefit deductions are correct.

Please visit hr.usu.edu/open-enrollment for more information and contact the HR Solutions Center at 435-797-0122 if you have any questions.

Your Benefits Team,
Lisa Leishman, Associate Director
Angie Clayson, HR Specialist
Hayden Blauer, HR Representative
Heather Cheatham, HR Representative
Anne-Marie Griffin Wilson, HR Representative
OPEN ENROLLMENT INFORMATION -
ENROLL BETWEEN
MAY 1 - MAY 31, 2020

2 What’s New For 2020
3 Aetna Resources
5 Steps to Making Open Enrollment Changes
6 Family Members Who Are Eligible for USU Benefits
7 Medical Plan Benefits
8 Medical and Dental Premiums
12 Pharmacy Benefit Provider - Regence Blue Cross Blue Shield
14 Consider a High Deductible Health Plan (HDHP) and a Health Savings Account (HSA)
15 Flexible Spending Account
15 Zurich® Supplemental Accidental Death & Dismemberment Insurance
16 The Hartford - Life & Disability Insurances
17 EyeMed Supplemental Vision Insurance
18 MetLaw® Legal Services

ADDITIONAL EMPLOYEE BENEFITS INFORMATION
ENROLL ANYTIME
17 Employee Wellness at USU-Be Well
18 MetLife® Home & Auto Insurance
19 Retirement Savings Plans
21 Utah Educational Savings Plan
21 Retirement Healthcare Savings Plan
23 Where Can I Get More Information?

ENROLLMENT TIMELINE
MAY 1
Open enrollment period begins.

MAY 7
Virtual Open Enrollment Benefits Fair
Visit hr.usu.edu/open-enrollment for a schedule of presentations and to schedule one-on-one meetings.

MAY 31
Open Enrollment ends at 11:59pm (MDT).

JUNE 30
2019-2020 plan year ends.

JULY 1

AUGUST 1
Visit Banner Access at access.usu.edu to verify that benefit deductions are correct.
WHAT’S NEW FOR 2020

Aetna Employee Assistance Program (EAP)

We are pleased to announce an enhanced EAP for our employees and their dependents. Aetna can help with a wide range of issues including emotional well-being and daily life assistance. Employees and their dependents can access up to 6 counseling sessions per issue each year. You can also call Aetna 24 hours a day for in-the-moment emotional well-being support. Counseling sessions are available face to face or online with televideo. Services are free and confidential. See page 3 for more information regarding this benefit.

New Pharmacy Benefit Manager for Blue and White Plans

Regence is our new Pharmacy Benefits Manager for all USU health insurance plans. When it comes to prescription cost and quality, Regence offers members support and tools that empower members in managing their drug costs. Regence also offers customer service lines to assist you with understanding your plans and products. A new Pharmacy Benefits Manager can result in changes in prescription coverage, so please look for communications from Regence regarding any prescription changes that may impact you and/or your family members.

Opt-in Texting Program

One of the current initiatives of the HR Benefits Team is to strengthen benefits communications across the University. To accomplish this goal, we are pleased to announce the Opt-In Texting Program. If you would like to begin receiving benefit-related information via text, please text the word BENEFITS to 833-641-0191. You may stop or unsubscribe at any time.

Utah Educational Savings Plan

Employees may now enroll in a 529 tax-advantaged plan and make contributions via payroll deduction. A 529 plan is an investment for future qualified higher education expenses or up to $10,000 annual K-12 tuition expenses. Additional information can be found on page 21 of this booklet.

ASI Flex Spending

All benefit-eligible employees who enroll in ASI Flex Spending accounts will receive an ASI Flex card at no additional cost. This card can be used at your doctors’ offices and any facility who accepts this card as point-of-sale payment for eligible health expenses. Additional information regarding card usage can be found online at www.asiflex.com/debitcards.

MetLaw Open Enrollment

All benefit-eligible employees interested in enrolling in the MetLaw group legal plan for the 2020-2021 plan year may now enroll by using the Service Now open enrollment process, see page 5 for instructions.
Anytime support

Aetna Resources For Living℠

Employee Assistance Program
To access services:
1-888-238-6232, TTY: 711
resourcesforliving.com
Username: USU
Password: EAP

Utah State University
Aetna Resources For Living is an employer sponsored program, available at no cost to you and all members of your household. That includes dependent children up to age 26, whether or not they live at home.
Services are confidential and available 24 hours a day, 7 days a week.

Emotional well-being support
You can access up to 6 counseling sessions per issue each year. You can also call us 24 hours a day for in-the-moment emotional well-being support.
Counseling sessions are available face to face or online with televideo. Services are free and confidential. We’re always here to help with a wide range of issues including:
• Relationship support
• Stress management
• Work/life balance
• Family issues
• Grief and loss
• Depression
• Anxiety
• Substance misuse and more
• Self-esteem and personal development

Daily life assistance
Competing day-to-day needs can make it tough to know where to start. Call us for personalized guidance. We’ll help you find resources for:
• Child care, parenting and adoption
• Summer programs for kids
• School and financial aid research
• Care for older adults
• Caregiver support
• Special needs
• Pet care
• Home repair and improvement
• Household services and more
We also offer carekits related to growing families, child care, caregiving and more.
Online resources
Your member website offers a full range of tools and resources to help with emotional wellbeing, work/life balance and more. You’ll find:
• Articles and self-assessments
• Adult care and child care provider search tool
• Stress resource center
• Video resources
• Live and recorded webinars
• Mobile app

Discount Center
Find deals on brand name products and services including electronics, entertainment, gifts and flowers, travel, fitness, nutrition and more.

Legal services
You can get a free 30-minute consultation with a participating attorney for each new legal topic related to:
• General
• Family
• Criminal law
• Elder law and estate planning
• Divorce
• Wills and other document preparation
• Real estate transactions
• Mediation services

If you opt for services beyond the initial consultation you can get a 25 percent discount.

Financial services
Simply call for a free 30-minute consultation for each new financial topic related to:
• Budgeting
• Retirement or other financial planning
• Mortgages and refinancing
• Credit and debt issues
• College funding
• Tax and IRS questions and preparation

You can also get a 25 percent discount on tax preparation services.

Other services
Identity theft services — One hour fraud resolution phone consultation or coaching about ID theft prevention and credit restoration. Services include a free emergency kit for victims.

Aetna Resources For Living™ is the brand name used for products and services offered through the Aetna group of subsidiary companies (Aetna). The EAP is administered by Aetna Behavioral Health, LLC and in California for Knox-Keene plans, Aetna Health of California, Inc. and Health and Human Resources Center, Inc.

All calls are confidential, except as required by law. EAP instructors, educators and participating providers are independent contractors and are not agents of Aetna. Provider participation may change without notice. Discount services are provided and managed by Lifecare, an independent third party. Aetna does not oversee or control the services provided by or recommended by Lifecare and does not assume any liability for their services. For more information about Aetna plans, refer to aetna.com.
Steps to Making Open Enrollment Changes

1. Between May 1 - May 31, 2020 login to ServiceNow.usu.edu. To login you will need your A-number and strong password.

2. Click on Service Catalogs and select the Human Resources tile.

3. Click on Annual Benefits Open Enrollment.

4. Read your Welcome letter for instructions. Click Continue then go through each tab to make any necessary changes. Read the questions and pop-up instructions on each tab carefully.

5. The final tab is the USU Enrollment Review. Once you confirm the information is accurate, click Submit. A confirmation email will be sent to your preferred email address. Please retain the confirmation email until after August 1, 2020. Utilize Self Service Banner/Banner Access to verify your deductions reflect your open enrollment elections.
Family Members Who are Eligible for USU Benefits

- Spouse
- Domestic partner
- 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

- Children of your domestic partner who depend on you for support and live with you in a parent/child relationship
- 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
## 2020-2021 Medical Plan Benefits

<table>
<thead>
<tr>
<th>PLAN COMPARISON</th>
<th>HIGH DEDUCTIBLE HEALTH PLAN* 80/20 Coverage</th>
<th>WELLNESS PLAN (White)* 70/30 Coverage</th>
<th>HIGH PREMIUM PLAN (Blue)* 80/20 Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>BENEFITS PER PLAN YEAR</td>
<td>YOU PAY</td>
<td>YOU PAY</td>
<td>YOU PAY</td>
</tr>
<tr>
<td>Preventive Care Cost</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Preventive Care is not subject to deductibles or co-pays</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deductible (Ded)</td>
<td>$1,500</td>
<td>$750</td>
<td>$500</td>
</tr>
<tr>
<td>Single</td>
<td>$3,000</td>
<td>$1,500</td>
<td>$1,000</td>
</tr>
<tr>
<td>Family</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-pays</td>
<td>20% after Ded</td>
<td>$35 co-pay, after Ded</td>
<td>$30 co-pay, after Ded</td>
</tr>
<tr>
<td>Doctor visits (regular office hours)</td>
<td>20% after Ded</td>
<td>$250 co-pay, after Ded</td>
<td>$200 co-pay, after Ded</td>
</tr>
<tr>
<td>Hospitalization</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-insurance Percentage</td>
<td>20% after Ded</td>
<td>30% after Ded</td>
<td>20% after Ded</td>
</tr>
<tr>
<td>Maximum Out-of-Pocket</td>
<td>$5,000</td>
<td>$4,000</td>
<td>$3,250</td>
</tr>
<tr>
<td>Single Coverage</td>
<td>$10,000**</td>
<td>$8,000</td>
<td>$6,500</td>
</tr>
<tr>
<td>Family Coverage</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diagnostic X-ray and Lab</td>
<td>After Ded, you pay $0 up to $1,000, thereafter you pay 20%.</td>
<td>After Ded, you pay $0 up to $1,000, thereafter you pay 30%.</td>
<td>After Ded, you pay $0 up to $1,000, thereafter you pay 20%.</td>
</tr>
<tr>
<td>Prescription Drugs***</td>
<td>All Rx</td>
<td>$10</td>
<td>$10</td>
</tr>
<tr>
<td>Generic 30-Day</td>
<td>20% after Ded</td>
<td>$15</td>
<td>$15</td>
</tr>
<tr>
<td>90-Day</td>
<td>35%</td>
<td>35%</td>
<td></td>
</tr>
<tr>
<td>Formulary</td>
<td>50%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Non-Formulary</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical Premiums</td>
<td>See page 8</td>
<td>See page 8</td>
<td>See page 9</td>
</tr>
<tr>
<td>Rx Co-insurance Maximum</td>
<td>N/A</td>
<td>$1,750</td>
<td>$1,500</td>
</tr>
<tr>
<td>Single</td>
<td></td>
<td>$3,500</td>
<td>$3,000</td>
</tr>
<tr>
<td>Family</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* It is the employees responsibility to understand the plan rules as it applies to them. You can access the Summary Plan Document (SPD) through the following link, hr.usu.edu > benefits > medical

** Per person max on family is $6,850

*** All Prescriptions managed by Regence.
Employee Monthly Medical and Dental Insurance Premiums 2020-2021

### HIGH DEDUCTIBLE HEALTH PLAN (HDHP)

**NETWORK:** Preferred ValueCare Network (PVC)

<table>
<thead>
<tr>
<th>Salary Ranges</th>
<th>Single Coverage</th>
<th>Two-Party Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$24,999 or less</td>
<td>$6.25</td>
<td>$14.06</td>
<td>$20.31</td>
</tr>
<tr>
<td>$25,000 - $37,999</td>
<td>$7.87</td>
<td>$17.72</td>
<td>$25.59</td>
</tr>
<tr>
<td>$38,000 - $57,999</td>
<td>$9.92</td>
<td>$22.32</td>
<td>$32.24</td>
</tr>
<tr>
<td>$58,000 or more</td>
<td>$12.50</td>
<td>$28.12</td>
<td>$40.62</td>
</tr>
</tbody>
</table>

**NETWORK:** Participating Network (PAR)

<table>
<thead>
<tr>
<th>Salary Ranges</th>
<th>Single Coverage</th>
<th>Two-Party Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$24,999 or less</td>
<td>$38.25</td>
<td>$86.06</td>
<td>$124.31</td>
</tr>
<tr>
<td>$25,000 - $37,999</td>
<td>$39.87</td>
<td>$89.72</td>
<td>$129.59</td>
</tr>
<tr>
<td>$38,000 - $57,999</td>
<td>$41.92</td>
<td>$94.32</td>
<td>$136.24</td>
</tr>
<tr>
<td>$58,000 or more</td>
<td>$44.50</td>
<td>$100.12</td>
<td>$144.62</td>
</tr>
</tbody>
</table>

### WELLNESS PLAN (White Plan)

**NETWORK:** Preferred ValueCare Network (PVC)

<table>
<thead>
<tr>
<th>Salary Ranges</th>
<th>Single Coverage</th>
<th>Two-Party Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$24,999 or less</td>
<td>$25.57</td>
<td>$57.52</td>
<td>$83.09</td>
</tr>
<tr>
<td>$25,000 - $37,999</td>
<td>$32.21</td>
<td>$72.48</td>
<td>$104.69</td>
</tr>
<tr>
<td>$38,000 - $57,999</td>
<td>$40.58</td>
<td>$91.32</td>
<td>$131.90</td>
</tr>
<tr>
<td>$58,000 or more</td>
<td>$51.13</td>
<td>$115.05</td>
<td>$166.18</td>
</tr>
</tbody>
</table>

**NETWORK:** Participating Network (PAR)

<table>
<thead>
<tr>
<th>Salary Ranges</th>
<th>Single Coverage</th>
<th>Two-Party Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$24,999 or less</td>
<td>$55.57</td>
<td>$125.02</td>
<td>$180.59</td>
</tr>
<tr>
<td>$25,000 - $37,999</td>
<td>$62.21</td>
<td>$139.98</td>
<td>$202.19</td>
</tr>
<tr>
<td>$38,000 - $57,999</td>
<td>$70.58</td>
<td>$158.82</td>
<td>$229.40</td>
</tr>
<tr>
<td>$58,000 or more</td>
<td>$81.13</td>
<td>$182.55</td>
<td>$263.68</td>
</tr>
</tbody>
</table>
### HIGH PREMIUM PLAN (Blue Plan)

**NETWORK: Preferred ValueCare Network (PVC)**

<table>
<thead>
<tr>
<th>Salary Ranges</th>
<th>Single Coverage</th>
<th>Two-Party Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$24,999 or less</td>
<td>$67.55</td>
<td>$151.98</td>
<td>$219.53</td>
</tr>
<tr>
<td>$25,000 - $37,999</td>
<td>$85.10</td>
<td>$191.48</td>
<td>$276.58</td>
</tr>
<tr>
<td>$38,000 - $57,999</td>
<td>$107.22</td>
<td>$241.25</td>
<td>$348.47</td>
</tr>
<tr>
<td>$58,000 or more</td>
<td>$135.09</td>
<td>$303.96</td>
<td>$439.05</td>
</tr>
</tbody>
</table>

**NETWORK: Participating Network (PAR)**

<table>
<thead>
<tr>
<th>Salary Ranges</th>
<th>Single Coverage</th>
<th>Two-Party Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$24,999 or less</td>
<td>$100.55</td>
<td>$226.23</td>
<td>$326.78</td>
</tr>
<tr>
<td>$25,000 - $37,999</td>
<td>$118.10</td>
<td>$265.73</td>
<td>$383.83</td>
</tr>
<tr>
<td>$38,000 - $57,999</td>
<td>$140.22</td>
<td>$315.50</td>
<td>$455.72</td>
</tr>
<tr>
<td>$58,000 or more</td>
<td>$168.09</td>
<td>$378.21</td>
<td>$546.30</td>
</tr>
</tbody>
</table>

### DENTAL PLAN

**DENTAL COVERAGE LEVELS**

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>Monthly Premiums</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$11.24</td>
</tr>
<tr>
<td>Employee Plus One Dependent</td>
<td>$22.48</td>
</tr>
<tr>
<td>Employee Plus Two or More Dependents</td>
<td>$36.53</td>
</tr>
</tbody>
</table>

**DENTAL BENEFITS**

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Plan Pays</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental</td>
<td>Preventive &amp; Basic Paid at 80%, Major Paid at 50%</td>
</tr>
<tr>
<td>Dental Maximum per year</td>
<td>$1,500 per claimant</td>
</tr>
<tr>
<td>Ortho Lifetime Maximum</td>
<td>$1,500 per claimant</td>
</tr>
</tbody>
</table>

*It is important to remember when you select coverage with a domestic partner, the IRS assesses a domestic partner tax on the Medical and Dental Premiums. For questions about the tax rate, please contact the HR Solutions Center at (435) 797-0122.*
Medical and Dental Plans

Does Your Spouse or Partner Work at USU?

If you and your spouse work at USU, you may elect Dual Coverage benefits. Both employees will pay premiums for the same plan, one at the family or couple rate, the other at the single rate.

### Dual Employed Benefit Plan 2020-2021

<table>
<thead>
<tr>
<th>DUAL OPTION PLAN</th>
<th>WELLNESS PLAN (White Plan)</th>
<th>HIGH PREMIUM PLAN (Blue Plan)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BENEFITS FOR PLAN YEAR</td>
<td>YOU PAY</td>
<td>YOU PAY</td>
</tr>
<tr>
<td><strong>Deductible</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per Employee</td>
<td>$375</td>
<td>$250</td>
</tr>
<tr>
<td>Per Family</td>
<td>$750</td>
<td>$500</td>
</tr>
<tr>
<td><strong>Co-pays</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctor visits (regular office hours)</td>
<td>$15</td>
<td>$15</td>
</tr>
<tr>
<td><strong>Prescription Drugs</strong>*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Generic 30 Day</td>
<td>$5</td>
<td>$5</td>
</tr>
<tr>
<td>90 Day</td>
<td>$5</td>
<td>$5</td>
</tr>
<tr>
<td>Formulary</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>Non-Formulary</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>Out of Pocket Max</td>
<td>$1,750</td>
<td>$1,500</td>
</tr>
<tr>
<td><strong>DENTAL BENEFITS</strong></td>
<td>PLAN PAYS</td>
<td>PLAN PAYS</td>
</tr>
<tr>
<td>Dental</td>
<td>Preventive &amp; Basic Paid at 100%; Major Paid at 80%</td>
<td>Preventive &amp; Basic Paid at 100%; Major Paid at 80%</td>
</tr>
<tr>
<td>Dental Maximum Benefit Per Year</td>
<td>$2,000 per claimant</td>
<td>$2,000 per claimant</td>
</tr>
<tr>
<td>Ortho Lifetime Maximum</td>
<td>$2,000 per claimant</td>
<td>$2,000 per claimant</td>
</tr>
</tbody>
</table>

*Now managed by Regence*
The main difference between the Preferred ValueCare Network (PVC) and Participating Network (PAR) is the hospitals and providers that are considered in-network. See chart below.

### Regence BlueCross BlueShield of Utah

#### Network Comparison

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>PAR</th>
<th>PVC</th>
<th>HOSPITAL</th>
<th>PAR</th>
<th>PVC</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALTA VIEW HOSPITAL</td>
<td>X</td>
<td></td>
<td>LOGAN REGIONAL HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>AMERICAN FORK HOSPITAL</td>
<td>X</td>
<td></td>
<td>LONE PEAK HOSPITAL INC</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>ASHLEY REGIONAL MEDICAL CENTER</td>
<td>X</td>
<td>X</td>
<td>MCKAY DEE HOSPITAL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEAR RIVER VALLEY HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>MILFORD MEMORIAL HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>BEAVER VALLEY HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>MOAB REGIONAL HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>BLUE MOUNTAIN HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>MORAN EYE CENTER</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>BRIGHAM CITY HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>MOUNTAIN POINT MEDICAL CENTER</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>CACHE VALLEY HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>MOUNTAIN VIEW HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>CASTLEVIEW HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>MOUNTAIN WEST MEDICAL CENTER</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>CEDAR CITY MEDICAL CENTER</td>
<td>X</td>
<td>X</td>
<td>OGDEN REGIONAL MEDICAL CENTER</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>CENTRAL VALLEY MEDICAL CENTER</td>
<td>X</td>
<td>X</td>
<td>OREM COMMUNITY HOSPITAL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DAVIS HOSPITAL AND MEDICAL CENTER</td>
<td>X</td>
<td>X</td>
<td>PARK CITY MEDICAL CENTER</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>DELTA COMMUNITY MEDICAL CENTER</td>
<td>X</td>
<td>X</td>
<td>PRIMARY CHILDRENS HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>DIXIE REGIONAL MEDICAL CENTER</td>
<td>X</td>
<td>X</td>
<td>RIVERTON CHILDREN’S UNIT</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>FILLMORE HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>RIVERTON HOSPITAL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GARFIELD MEMORIAL HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>SALT LAKE REGIONAL MEDICAL CENTER</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>GUNNISON VALLEY HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>SAN JUAN COUNTY HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>HEBER VALLEY MEDICAL CENTER</td>
<td>X</td>
<td>X</td>
<td>SANPETE VALLEY HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>HUNTSMAN CANCER HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>SEVIER VALLEY MEDICAL CENTER</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>INTELMOUNTAIN MEDICAL CENTER</td>
<td>X</td>
<td></td>
<td>ST MARKS HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>JORDAN VALLEY MEDICAL CENTER - WEST JORDAN</td>
<td>X</td>
<td>X</td>
<td>THE ORTHOPEDIC SPECIALTY HOSPITAL (TOSH)</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>JORDAN VALLEY MEDICAL CENTER - WEST VALLEY</td>
<td>X</td>
<td>X</td>
<td>TIMPANOGOS REGIONAL HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>KANE COUNTY HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>UINTAH BASIN MEDICAL CENTER</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>LAKEVIEW HOSPITAL</td>
<td>X</td>
<td>X</td>
<td>UNIVERSITY HOSPITAL</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>LAYTON HOSPITAL</td>
<td>X</td>
<td></td>
<td>UNIVERSITY OF UTAH ORTHO CENTER</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>LDS HOSPITAL</td>
<td>X</td>
<td></td>
<td>UTAH VALLEY REGIONAL MEDICAL CENTER</td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

---

**Participating (PAR) and National BlueCard TRADITIONAL Network**
52 Utah Hospitals (100%)
12,885 physicians and other professionals statewide

**Preferred ValueCare (PVC) and National BlueCard PPO/EPO Network**
42 Utah Hospitals
12,709 physicians and other professionals statewide

Both networks include free-standing surgical and imaging centers, urgent care locations, providers and clinics.

Largest Nationwide Network that includes:

**96% of Hospitals and 95% of Providers**

Search for providers at regence.com or bcbs.com

---

2020-2021 EMPLOYEE BENEFITS & OPEN ENROLLMENT 11
Regence Blue Cross Blue Shield

Regence Blue Cross Blue Shield is now the Pharmacy Benefit Manager (PBM) for all USU medical plans (Blue, White, and HDHP). Managing prescriptions can be difficult and Regence is available to assist you with all your prescription needs. Here are five tips for getting the most from your prescription benefits plan:

1. **Check the new drug list.**
   When it comes to choosing medications, it’s important to know how the list of covered drugs—or formulary—works. The covered-drug list divides medications into multiple tiers, each with its own cost share. Before a medication is added to the list, Regence’s team of doctors and pharmacists carefully evaluate how safe and effective it is while assessing whether it will improve health. What does this mean for you? By knowing whether your benefit covers your medication as well as which tier it falls under, you’ll know how much you owe.

   Register and sign in to regence.com to search the list of covered drugs. After July 1 you’ll need your new member ID card to register. Select Pharmacy benefits and Find a drug. If you don’t have your member ID card yet, visit regence.com and select Members > Pharmacy benefits, select your insurance coverage (51+ employees), then select Find a drug. Enter any drug name in the search field to find out if it’s covered. If you don’t see your prescription drug on the list, you could pay more out of pocket the next time you get it filled.

   Generic and brand-name medications have the same strength, quality and purity. But, generics can cost up to 80% less. So, ask your doctor if there is a generic drug that will work for you. To save money, talk to your doctor about switching to a generic equivalent on our list of covered drugs.

2. **Check to see if your pharmacy is in-network.**
   We have participating pharmacies across the U.S. After July 1 follow the instructions above for checking the drug list and select Find a pharmacy. Be sure to show your new member ID card to the pharmacist to make sure your claims get processed accurately.
3. **Use AllianceRx Walgreens Prime for the best home delivery prices.**
AllianceRx Walgreens Prime is our preferred vendor and offers in-network prices. You also get 24/7 support and a personalized website where you can manage your home delivery drugs. Visit alliancerxwp.com, or call 1 (888) 832-5462.

4. **Use AllianceRx Walgreens Prime for specialty drugs.**
The care coordinators at AllianceRx Walgreens Prime are available 24/7 to help you with your specialty drug needs and will work closely with you and your doctor to coordinate treatment. Their pharmacists are highly trained and understand special therapy needs. Visit alliancerxwp.com or call 1 (888) 832-5462.

5. **Check to see if your prescription drug requires pre-authorization.**
Some prescription drugs require pre-authorization before Regence will cover them to make sure you’re getting the most effective, highest value prescription drug available. You can save time and money by checking before you go to the pharmacy. In many cases, brand name drugs can be replaced with equivalent generic alternatives at a much lower cost. Visit regence.com and select Pharmacy benefits > Pharmacy forms to see the list of prescription drugs that require pre-authorization.

**Understanding pre-authorization**
To ensure you’re getting an effective drug at an affordable price, we review prescriptions for some medications before we cover them. Drugs on the pre-authorization list include many for which equal or more effective and lower-cost options exist. If your drug needs pre-authorization, you’ll want to do one of two things:

1. Talk with your doctor to see if there’s an alternative treatment that does not require pre-authorization.

   OR

2. Have your doctor or pharmacist request pre-authorization for your medication. You may need to get that authorization before you can get your prescription filled.

**Phone Numbers:**
- General Questions: (866) 240-9580
- Mail Order: (888) 832-5462
- Specialty Rx: (855) 244-2555
- Prior Authorizations: (866) 240-9580
Keep More Money in Your Pocket
Consider an HDHP and an HSA

The High Deductible Health Plan (HDHP) encourages wellness and prevention, wise spending, and health-related savings. A Health Savings Account (HSA) is available in conjunction with the HDHP.

An HSA is a triple-tax-advantaged account where your contributions, account earnings, and qualified withdrawals are tax-free. It is an individual savings account to be used for qualified health expenses. USU partners with HealthEquity, an industry leader in HSA administration, for this benefit.

You can make tax-free contributions to your HSA up to the HSA contribution limit of $3,550/single or $7,100/family. Unused contributions roll over from year to year.

The amount you pay in pre-tax premiums is significantly less than the other traditional plan premiums.

There is a $3.95 monthly administration fee on HSAs that have balances under $2,500.

NOTE: If you have other coverage such as dependent coverage on your spouse’s or parent’s group policy, or if you are on Medicare or Tri-Care, there are restrictions to opening and contributing to an HSA.

For more information, please contact the HR Solutions Center at (435) 797-0122.

---

**PLAN OVERVIEW**

<table>
<thead>
<tr>
<th>HIGH DEDUCTIBLE HEALTH PLAN 80/20 Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BENEFITS PER PLAN YEAR</strong></td>
</tr>
<tr>
<td>YOU PAY</td>
</tr>
<tr>
<td>Preventive Care Cost</td>
</tr>
<tr>
<td>Preventive Care is not subject to deductibles or co-pays</td>
</tr>
<tr>
<td>Deductible (Ded)</td>
</tr>
<tr>
<td>Single</td>
</tr>
<tr>
<td>Family</td>
</tr>
<tr>
<td>Co-pays</td>
</tr>
<tr>
<td>Doctor visits (regular office hours)</td>
</tr>
<tr>
<td>Hospitalization</td>
</tr>
<tr>
<td>Co-insurance Percentage</td>
</tr>
<tr>
<td>Maximum Out-of-Pocket</td>
</tr>
<tr>
<td>Single Coverage</td>
</tr>
<tr>
<td>Family Coverage</td>
</tr>
<tr>
<td>Diagnostic X-ray and Lab</td>
</tr>
<tr>
<td>After Ded, you pay $0 up to $1,000. Thereafter you pay 20%</td>
</tr>
<tr>
<td>Prescription Drugs</td>
</tr>
<tr>
<td>Generic</td>
</tr>
<tr>
<td>Formulary</td>
</tr>
<tr>
<td>Non-Formulary</td>
</tr>
<tr>
<td>Premiums</td>
</tr>
<tr>
<td>See page 8</td>
</tr>
</tbody>
</table>

*Per person max on family of $6,850

---

HealthEquity
Building Health Savings™
866-346-5800
Flexible Spending Account
Is it Right for You?

*You Must Enroll Every Year*

There are two flexible spending account options. The first is a healthcare flexible spending account (HCFSA), used for healthcare expenses. The second is a dependent care flexible spending account (DCFSA), used for child and elder care.

Employees may contribute pre-taxed earnings to an FSA which can result in substantial tax savings. Enrollment in an FSA is an annual election and must be completed each year during open enrollment. Once the contribution amount is elected, it cannot be changed during the plan year (July 1 - June 30).

The current maximum amount you may set aside for health expenses is $2,750.

The dependent care maximum amount is $5,000. A monthly administrative fee will be charged for a flex spending account in the amount of $3. There is no additional monthly fee for having a debit card, and everyone who enrolls in an FSA will be issued a debit card.

To participate, you must sign up ANNUALLY online during open enrollment. To enroll, follow the instructions on page 5 of this booklet.

Remember that the money you set aside in your FSA must be used within the same plan year. If you are participating in a health savings account (HSA) you may not participate in medical flex spending; however, you may participate in dependent care flex spending.

Due to the recently passed Coronavirus Aid, Relief, and Economic Security (CARES) Act, FSA funds may once again be used for over-the-counter (OTC) drugs and medicines (i.e. TYLENOL, Advil, Claritin, and Tamiflu). Feminine hygiene products are now also included as qualifying expenses.

HEALTH AND DEPENDENT CARE FLEX SPENDING: Expenses may be incurred from July 1, 2020 through September 15, 2021. Medical and dependent care receipts must be submitted for reimbursement by December 15, 2021.

Zurich® Supplemental Accidental Death & Dismemberment Insurance

All benefited employees have an AD&D policy through The Hartford equal to 1x your salary.

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

If you purchase supplemental 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, complete the open enrollment process in Service Now.
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: If you are currently enrolled in this coverage, you may increase your current coverage by one increment of $10,000, up to the guarantee issue amount without providing evidence of insurability. Additional coverage amounts will require evidence of insurability. If you are not currently enrolled, evidence of insurability will be required for any amount.

SHORT-TERM DISABILITY (STD) INSURANCE: If you have not already purchased short-term disability insurance, you can enroll during this enrollment period. You will be required to provide evidence of insurability. This plan can protect your income if you experience a short-term disability.

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

THE HARTFORD BENSELECT PORTAL: During the enrollment period, you can access The Hartford BenSelect portal via Service Now 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 hr.usu.edu/benefits/life-and-disability/life_insurance.

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, 6am to 6pm 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.
EyeMed Supplemental Vision Insurance

Your medical insurance through Regence BCBS covers one preventative eye exam per plan year. If you wear glasses or contacts, you can elect to receive supplemental vision insurance through EyeMed. EyeMed offers five of the top six most admired national retail chains as in-network options including LensCrafters, Sears Optical, Target Optical, JCPenney Optical, and most Pearle Vision locations. Additionally, EyeMed coverage provides discounts on Laser Vision Correction (LASIK or PRK), and discounts on Hearing Care from Amplifon Hearing Network.

Coverage includes:
- $130 allowance per person for lenses or contacts every 12 months.
- $130 allowance per person for frames every 12 months.

Monthly Premium Rates
- Single $6.03
- Two Party $11.46
- Family $16.83

Please visit eyemed.com for more information.

Employee Wellness at USU - Be Well

The goal of the USU Employee Wellness Program, Be Well, 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 support a work/life balance, increase work satisfaction, and reduce health care costs. We are striving to create a wellness culture at USU.

Many services are offered at no charge. For more details, please visit our website wellness.usu.edu, call (435) 797-8391, or email BeWell@usu.edu.

FITNESS PROGRAMS
- Fitness assessments
- Fitness classes
- Personal training
- Tuition free course auditing
- Employee Wellness Center
- Fitness challenges

NUTRITION PROGRAMS
- Nutrition consultations
- Nutritional information/tips

WELLNESS PROGRAMS
- Health risk assessments
- Health screenings, expos & flu shots
- Wellness challenges
- Wellness ambassadors
- Be Well newsletter

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® Legal Services

With MetLaw® you have access to a network of attorneys on retainer for a low monthly premium of $21.25 paid via payroll deduction. 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.

USU’s plan covers the following categories:
- Family Law
- Real Estate
- Wills and Estates
- Traffic and Criminal
- Debt Matters
- Injury and Insurance

For specific services within these categories, please call 1-800-GET-MET8 (1-800-438-6388) or visit hr.usu.edu > benefits > voluntary benefits > MetLaw Legal.

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.

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

Employer-Funded Retirement Plan

Preparing for retirement is one of the biggest financial challenges you will face. USU offers **employer-funded** and **employee-funded** retirement plans. USU’s retirement plans through TIAA, Fidelity, and Utah Retirement Systems (URS) are a great foundation to save for retirement. Which plan you are eligible for depends on prior enrollment.

For new employees or rehired employees who were not previously enrolled in URS while they were working for USU, USU will contribute 14.2% of your base earnings into a retirement account called a 401(a) plan. This is an employer contribution only plan, so all funds contributed come from the University. You may choose to have your account administered by either TIAA or Fidelity, or a combination of both.

If you previously worked for USU and were enrolled in URS while working for the University, you must remain in URS retirement system. If you were enrolled in URS with another employer, you have the option to either enroll with URS, TIAA or Fidelity.

Open enrollment is a good time to check beneficiary information on your retirement plans.
Retirement Savings Plans (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 $19,500, or $26,000 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 $19,500, or $26,000 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.

**457(b)**
- Contributions are made pre-tax (this reduces an employee’s taxable income).
- Current maximum annual contribution limit is $19,500, or $26,000 if age 50 or older.
- Withdrawals can be made upon termination. Withdrawals are subject to taxes.

**Roth 457(b)**
- Contributions are made post-tax.
- Current maximum annual contributions limit is $19,500, or $26,000 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.

**401(k)**
- Contributions are made pre-tax (this reduces an employee’s taxable income).
- Current maximum annual contribution limit is $19,500, or $26,000 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.

Employee retirement contribution forms are available at:
hr.usu.edu > Benefits > Retirement Information.
Utah Educational Savings Plan

Help them achieve their dreams.
A 529 plan is a tax-advantaged vehicle designed to encourage individuals to invest for future qualified higher education expenses. Additionally, 529 funds can be used to pay up to $10,000 of annual K-12 tuition expenses. My529 is the official 529 plan established and sponsored by the State of Utah. It is a direct-sold plan, which means you can set up an account and make contributions by dealing directly with my529.

The 529 plan has many advantages:
- Earnings aren’t subject to federal or state tax when used for qualified higher education expenses.
- Withdrawals are exempt from federal and state income tax if the funds are used to pay for qualified higher education expenses, including K-12 tuition expenses.
- Tax credits on contributions.
- Enrollment is open all year.
- Account owners—not the beneficiary—control their accounts.
- There are no age, income, or residency restrictions.
- My529 fees are among the lowest in the 529 industry.
- Plans typically offer a range of investment options.
- Withdrawals can be used at any eligible higher education institution.
- 529 funds can be used for college, university, post-secondary vocational or technical school, or graduate school.
- Funds can be used for tuition at K-12 schools.
- Saving is less costly than borrowing.

To get started with a My529 account today, go to my529.org and open an account online.
Once an account has been opened, you’ll be able to identify USU as your employer and specify your contributions each pay period.
Phone: 800.418.2551       Fax: 800.214.2956       Email: info@my529.org
Mailing Address: PO Box 145100
Salt Lake City, UT 84114-5100

Retirement Healthcare Savings Plan (RHSP)
The retirement healthcare savings plan allows you to contribute to a trust that can help you pay for qualified healthcare expenses in retirement or when you leave USU. The plan is administered by TIAA. You can put your money into lifecycle or money market funds.
Because of its many tax-advantaged features, a retirement healthcare 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, the funds you use for qualified healthcare expenses can be withdrawn tax-free.

To set up your retirement healthcare savings plan, please complete and return form found at: hr.usu.edu > benefits > voluntary benefits > Retirement Healthcare Savings Plan.
Optimize Your Benefits

Some of our vendors offer additional services at no cost to employees.

HARTFORD
Funeral Planning
Beneficiary Assistance
Estate guidance
Travel assistance and ID Theft Protection
HealthChampion

hr.usu.edu/benefits/voluntary/index

REGENCE
Telehealth
If your provider offers telehealth services with Regence then you can potentially have a doctor’s appointment over the phone or video chat. In addition, telehealth service may be available outside standard clinic hours and the average cost is $40 to $50 a visit.

regence.com/group/regence_individual/telehealth

Regence Advantages
As a Regence member, you can enjoy savings on several health-related products and services. This discount program is offered to all Regence members at no additional cost (although some discount-ed programs offered by vendors may carry separate fees).

hr.usu.edu/files/benefits/Regence-Advantages-Flyer.pdf
Where can I get more information?

MEDICAL
- Regence BCBS: regence.com, (866) 240-9580
- ASI Flex: asiflex.com, (800) 659-3035
- Health Equity (HSA): healthequity.com, (866) 346-5800

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
- MetLife®: metlife.com/mybenefits, (800) 438-6388
- MetLaw®: metlife.com/mybenefits, (800) 821-6400
- Hartford Insurance Co: (855) 396-7655
- Zurich® AD&D: zurichna.com
- Eye Med: eyemed.com (866) 804-0982

OFFICE OF HUMAN RESOURCES:
- (435) 797-0122 or email hr@usu.edu.

Disclaimer Statement:
Information provided in this booklet is a brief summary and should not be relied upon as 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 hr.usu.edu or you may call (435) 797-0122 for more information.

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 equity.usu.edu/non-discrimination.