



# News You Can Use!

Important Information for Employees of  
Oklahoma State University

## Human Resources

April 2012

### Update on Air Ambulance Service EagleMed Becomes BlueCross In-Network Provider

EagleMed LLC, an air ambulance service located in Stillwater, and BlueCross BlueShield of Oklahoma, have signed an in-network agreement. OSU employees and their families insured under the OSU policy who require air transport due to medical necessity will have full coverage when transported by EagleMed. There is no balance billing.

This partnership positively affects BlueCross BlueShield of Oklahoma members in many communities in Oklahoma who may receive life-saving critical care air medical transport provided by EagleMed.

President of EagleMed LLC, Larry Bugg stated *“EagleMed’s commitment to our patients and the communities we serve is embodied in our agreement with BCBS of Oklahoma. By working together in the interest of those we serve, our partnership with BCBS of Oklahoma represents significant value to its members at a very stressful time in their lives.”*

EagleMed, headquartered in Wichita, Kansas, is a privately owned and operated Critical Care Air Medical Transport Service. A subsidiary of Air Medical Group Holdings, Inc. (“AMGH”) since August 2009, EagleMed has been in business for over thirty years. EagleMed is accredited by the Commission on Accreditation of Medical Transport Services (CAMTS), which represents the “Gold Standard” for air medical transport providers. EagleMed currently operates an extensive fleet of fixed-wing and rotary wing aircraft at 22 locations throughout Oklahoma, Kansas, Missouri, Texas, Colorado, Kentucky, and South Carolina. The Stillwater community is fortunate to have EagleMed services located at the Stillwater airport.

EagleMed is the primary air transport service utilized by OSU/A&M employees. OSU and employees are grateful to both EagleMed and BlueCross BlueShield for this agreement. BlueCross is continuing to work with other air transport providers to reach similar agreements.

### Introducing Lorinda Schrammel New Training and Development Manager

Human Resources is excited to welcome Lorinda Schrammel as the new Training and Development Manager. Lorinda has been a contract training facilitator for over 10 years and is certified as a facilitator for several training programs, including *Myers-Briggs Type Indicator*, *Seven Habits for Associates*, and *Management You*.

Stop by 106 Whitehurst and say hello or you can e-mail Lorinda at [lorinda.schrammel@okstate.edu](mailto:lorinda.schrammel@okstate.edu), (405) 744-2908.

### Revised Summary Plan Description for Flexible Spending Account

OSU Human Resources has executed a new Summary Plan Description for the Flexible Spending Account Plan. You can review the document online at <http://hr.okstate.edu/benefits/flex.php>.

OSU Human Resources - 106 Whitehurst, Stillwater, Oklahoma 74078 - (405) 744-5373

### Coming Soon! 10-Week Metabolic Syndrome Program

Oklahoma State University and BlueCross BlueShield are teaming up once again to offer up to 50 selected benefits-eligible employees enrolled in the OSU health insurance plan the opportunity to participate in a 10-week Metabolic Syndrome (MetS) program by Naturally Slim®.

Metabolic Syndrome is the name for a group of risk factors linked to being overweight and obese that increases one’s chance for heart disease and other health conditions, such as diabetes and stroke. The term “metabolic” refers to the biochemical processes involved in the body’s normal functioning. There are five (5) main risk factors related to MetS:

1. Waist circumference, 40 inches or more for men and 35 inches or more for women.
2. High triglycerides, 150 mg/dL or more (or taking medication).
3. High glucose, 100 mg/dL or more (or taking medication).
4. High blood pressure, 130/85 or above (or taking medication).
5. Reduced HDL or “good cholesterol, less than 40 mg/dL in men and less than 50 mg/dL in women (or taking medication).

To qualify for the Metabolic Syndrome program, you must have at least three or more of the above conditions and indicate a readiness to improve your health. This program has a value exceeding \$500 per person. Costs will be paid by BlueCross BlueShield as a good health incentive. There is no cost to the individuals selected to participate if they fulfill completion requirements of the program. However, employees who do not fulfill completion requirements will be billed \$200 to their OSU Bursar account.

Participants who have completed this program on average reported a 10 pound weight loss, and a reduction in their medication usage.

If you suffer from three or more of the five symptoms of metabolic syndrome and are interested in better health and lower medical costs, this may be the program for you.

### Lexapro Available as \$4 Generic Prescription

Lexapro, a prescription antidepressant, is now available as a generic prescription, *escitalopram*. Generic prescriptions have a \$4 copayment for each 34-day supply for members enrolled in BlueOptions or BlueChoice. If you receive a 90-day supply from an extended day supplier or mail order, the copayment is \$10.00 (2.5 times the one month supply).

Prescription drugs on the BlueEdge plan are subject to the calendar year deductible, coinsurance, and out of pocket maximum. The participating pharmacy will submit the claim electronically and the member pays the discounted amount at the time of purchase. Once the deductible has been met, the member will pay 20% of the discount amount at the time of purchase.

## Oklahoma College Savings Plan

Saving for college is one of the most pressing financial challenges that a family will face. A college education is an important ingredient for success. Research shows that people with college degrees have more job choices and earn more money.

For most families, saving enough to pay for the costs of higher education for their children can seem overwhelming. The Oklahoma College Savings Plan (OCSP) offers families an easy and affordable way to help prepare for funding future education expenses in the country and abroad. The account owner may designate anyone he or she chooses as the beneficiary, including himself or herself.

The first \$10,000 a year deposited in an account can be deducted from each taxpayer's Oklahoma income. Earnings on the investments are also exempt from state and federal tax, even upon withdrawal, if used for a qualified education expense.

Savings may be applied towards tuition and related expenses such as books, supplies, required fees, and certain room/board costs.

An account may be opened with as little as \$100. You can also contribute as little as \$15 per investment option per month using OSU payroll deduction. You may open separate accounts for several different beneficiaries. There is no annual limit on the amount you may contribute to an account. However, a lifetime limit of \$300,000 per beneficiary applies (total balance for all accounts).

If your child or beneficiary decides not to attend a post-secondary institution, the account owner can transfer funds to another beneficiary. To avoid penalty and income tax, the new beneficiary must be a "family member" of the original beneficiary as defined by law.

Investment choices vary in investment strategy and degree of risk, allowing you to select the option(s) that best fit your needs and investment philosophy. Parents, grandparents, relatives, and friends may open an account and contribute on behalf of a beneficiary.

Need more information? Go to [www.ok4saving.org](http://www.ok4saving.org), or call OCSP, 1-877-654-7284.

## Dell Offers Savings for OSU Employees

Did you know that faculty and staff at Oklahoma State University get special discounts on computers, electronics, and accessories from Dell?



To get more information and check out all the latest products, go to [www.Dell.com/OKState](http://www.Dell.com/OKState) or call 866-914-6083 to take advantage of member exclusive offers. Just make sure to have your member ID handy - US24185382!

## Staff Appreciation Picnic May 17

The annual Staff Appreciation Day Picnic is scheduled for Thursday, May 17, 2012, from 11:30 a.m. - 1:30 p.m., Boone Pickens Stadium - West End. All staff members will receive an admission ticket for the lunch. Service award pins will be presented to staff.

Staff Advisory Council looks forward to seeing you there!

## TIAA-CREF Visits

TIAA-CREF representatives will be on the Stillwater campus for financial planning and retirement advice to meet one-on-one with employees:

- April 10, 11, 12
- May 8, 9, 10.

To make an appointment, call TIAA-CREF at 1-800-732-8353.

## Training Opportunities

### April

- 10 Disability: Issues and Paradigms
- 11 OSU Staff Pay Plan
- 12 Sustainability in the Workplace
- 17 Sexual Harassment Policy Training
- 18 Maximizing Performance: Corrective Action
- 19 Payroll Processing
- 19 Workers' Compensation Administration Training
- 23&24 FOCUS Computer Language (Day 1&2)
- 24 Purchasing Card Training
- 24 Information Security Awareness
- 25 Precision Thinking and Problem Solving Skills
- 25 Conflict Resolution and Confrontation Management Skills
- 26 Assignment Checks
- 26 Sustainable Leadership
- 26 What is Affirmative Action?

### May

- 3 New Employee Orientation
- 3 Bad Debt Assessment
- 3 Bursar Processes
- 8 Sales Tax Points of Interest and UBIT
- 8 Ethics in Purchasing
- 9 Managing the Millennial Momentum
- 9 Managing for Success
- 10 Payroll Accounting
- 10 Safety is Everybody's Business

For a description of classes or to register, go to <http://hr.okstate.edu>, or call Training Services, (405) 744-5374. Also, find us on Facebook, Twitter, and LinkedIn.

## Lower Expenses for TIAA-CREF Mutual and Lifecycle Funds

A primary responsibility of your Human Resources department is to keep your interests top of mind. Therefore, we are pleased to announce an important enhancement about the investments in the OSU Retirement Plans. If you have mutual funds and/or lifecycle funds in your OSU-sponsored TIAA-CREF account, effective May 9, the TIAA-CREF Retirement Share Class on the mutual and lifecycle funds current investment menu will be replaced by the new, lower expense-ratio TIAA-CREF Institutional and Premier Share Classes. You will soon receive a letter from TIAA-CREF, including a listing of the investment options that are affected, with details on the current and new expense ratios associated with these funds..

No action is required on your part to take advantage of the reduced expenses for the mutual fund and lifecycle option. Your future contributions will be automatically directed to the Institutional and Premier Share Classes of the same mutual funds/lifecycle funds you previously selected.

Also on May 9, OSU is introducing four new lifecycle funds as follows:

- LifeCycle 2045 Fund
- LifeCycle 2050 Fund
- LifeCycle 2055 Fund
- LifeCycle Retirement Income Fund

To view your investment choices, learn more about your plan or make changes to your account online, visit [www.tiaa-cref.org/okstate](http://www.tiaa-cref.org/okstate).

You can change your contribution allocations at any time. Please note that the plans' annuity accounts and TIAA traditional accounts are not affected by this share class change.

For questions about your retirement account, call 800-842-2252, Monday to Friday, 7:00 a.m. to 9:00 p.m., and Saturday, 8:00 a.m. to 5:00 p.m.