

Campaign MEMO

To: All Benefits-Eligible Dana-Farber Employees
 From: The Vote Benefits '09 Campaign Team
 Date: October 2008
 Re: Our "More Choice, More Value, Must-Vote" Benefits Election Season



Issue: Your upcoming 2009 benefits election season will be unlike any other benefits election you've had in recent years.

For 2009, more choices, more value: This year, we're presenting a number of benefits "change" that we think you'll be glad to see. They're summarized below, with details in the Voter Guide.

A "must-vote" call to action – YOU MUST ENROLL OR RE-ENROLL TO HAVE HEALTH COVERAGE AND/OR PARTICIPATE IN THE FLEXIBLE SPENDING ACCOUNTS (FSA) BY JANUARY 1: So, we're asking you to go to *DFCI Online** by November 18 and choose the coverage you want. Your health care coverage and FSA participation (if applicable) will not be in effect until December 31, 2008 unless you enroll by November 18. So please...Vote Benefits '09!

* Go to the *Open Enrollment Quick Link* on the *DFCI Online* home page. Click the *PeopleSoft (hh)* link, select *Human Resources*, then *Employee ID* and *password*. On the left side, select *Self Service*, then *Benefits*, then *Benefits Enrollment*.

Candidates for change: Below is a summary of what's new for your 2009 Dana-Farber benefits and what it means to you.

Benefit Plan	What's New	What It Means to You
Medical—all plans	Four levels of coverage: Employee; Employee + Spouse/Condomit Farber; Employee + Children; or Family. All levels apply to all three medical options.	You can now choose a coverage level that more closely reflects your family's composition. The amount you pay is reflected accordingly.
Harvard Pilgrim Health Care ChoicePlus PPO with Health Reimbursement Account (HRA)	<ul style="list-style-type: none"> Preventive care covered at 100% Up to \$150 reimbursement for a health club membership from Harvard Pilgrim, if you join a club for at least six months No increase in your coverage cost for 2009 	<ul style="list-style-type: none"> Save money on routine medical care such as and associated lab tests. There's no need to use HRA to pay for preventive care Save even more money on the cost of a health club membership Save money on the cost of coverage if you enroll if you re-enroll
Health Care Flexible Spending Account	<ul style="list-style-type: none"> New debit card for instant reimbursement of eligible health-related expenses 2-1/2-month Plan year extension 	<ul style="list-style-type: none"> If you contribute to a Dana-Farber Health Care Flexible Spending Account, you'll have a debit card automatically. When you're paying eligible expenses, just swipe your debit card and go for reimbursement Starting with the 2009 Plan year, if you have a Health Care FSA at the end of any calendar year, you'll have 2-1/2 months of the following calendar year to contribute to your FSA
NEW! Vision Care Plan	Offered for the first time, through EyeMed	Save money on covered vision expenses, such as exams, glasses, frames and contact lenses, for family members
NEW! Adoption Assistance	Offered for the first time: \$5,000 per child each year (up to a lifetime per-employee benefit of \$10,000)	Help you meet the substantial cost of adopting a child



VOTE Benefits '09

Voter Guide
 Open Enrollment: November 3 - 18

Vote Benefits '09: Dana-Farber's Benefits Platform

To attract the most talented and dedicated researchers, clinicians and support staff, Dana-Farber offers a substantial and competitive benefits program that reflects our standing as a world-class organization. You and your eligible dependents can participate in our program if you are an eligible full-time or part-time employee:

- **Full-time employee** means you work a 30- to 40-hour-per-week schedule
- **Part-time employee** means you work a 20- to 29-hour-per-week schedule.

Our benefits program offers financial value to you in three important ways:

- First, through the large portion of the cost of providing health care coverage that the Institute pays;
- Second, by making available to you at lower-cost, group insurance rates, many plans that can provide financial peace of mind to you and your family, now and in the future; and
- Third, by offering plans and support programs that are paid 100% by the Institute.

Remember to **Vote Benefits '09!** by November 18!

For 2009, our program will offer you more value—and more choice—than ever. You'll have more levels of coverage available under each of our medical plans, a new adoption assistance benefit, and a first-time opportunity to purchase vision care coverage, long-term care insurance and pet insurance, to name but a few program improvements. Of course, we continue offering a strong slate of other benefits programs, such as a Retirement Plan (paid 100% by Dana-Farber), tuition reimbursement, a retirement savings plan, and much more.

This is the Dana-Farber benefits program we believe in. And, this is the Dana-Farber benefits program we know that our dedicated, hard-working staff members earn and deserve for their devotion to our mission.



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