

TO: Human Resources Directors/Managers
FROM: Tim Dillon
SUBJECT: Distribution of Summary Annual Report
January 1 - December 31, 2015

Attached is the Summary Annual Report which we are required by ERISA to furnish to **all** employees.

The Department of Labor recommends distribution of the Summary Annual Report as follows:

"A summary annual report must be sent to participants and beneficiaries by a method or methods of delivery likely to result in full distribution. For example, it could be delivered by hand to an employee at his or her work site, mailed to the employee or beneficiary, or made a special insert in a periodical distribution to employees.

Where a periodical is issued, the distribution list must be comprehensive and up-to-date, and a prominent notice must be placed on the front page of the periodical advising readers (a) that the issue contains an insert with important information about rights under the Employee Retirement Income Security Act of 1974 (ERISA), and (b) which insert should be read and retained for future reference.

Material distributed through the mail may be sent by first, second, or third-class mail. However, distribution by second or third-class mail is acceptable only if return and forward postage is guaranteed and address correction is requested. Any material sent by second or third-class mail that is returned with an address correction must be sent again by first-class mail or personally delivered to the participant at his or her work site.

It is not acceptable to merely place copies of the summary annual report in a location frequented by participants."

You may elect any of the aforementioned methods of distribution to ensure we are in compliance with ERISA. You may run interoffice labels for your Center to assist you with this distribution.

TO: All Employees

FROM: Timothy P. Dillon
Vice President, Human Resources

SUBJECT: Benefit Programs Summary Report for Plan Years January 1 - December 31, 2015

As required by the Employee Retirement Income Security Act of 1974 (ERISA) and the Department of Labor regulations, the attached Summary Annual Report provides participants and beneficiaries covered under the plan with certain information that was included in the Annual Report for the plan filed with the Internal Revenue Service.

YOUR RIGHT TO ADDITIONAL INFORMATION

Participating employees and beneficiaries may obtain copies of the latest Annual Report for the plan filed with the Department of Labor, or any parts of the report, for a reasonable charge, or inspect them without charge. All of the documents (concerning this Plan) listed may be examined at The Devereux Foundation Human Resources Office in King of Prussia, Pennsylvania from 8:30 a.m.--5:00 p.m., Monday through Friday.

The information is not based on the present year and may in some cases be based on a previous insurance carrier. Please do not be concerned; this information is being distributed after the end of the plan year in accordance with ERISA requirements.

Listing of Summary Annual Reports

- Accidental Death/ Personal Loss
- National Dental
- National Medical
- Health Maintenance Organizations (HMO)
- Prescription Plan
- Employee Assistance Program
- Mental Health Program
- Life Insurance
- Long Term Disability Insurance
- Business Travel Accident
- Pension
- Part-time Benefits – Medical, Dental, and Prescription

<u>BENEFIT</u>	<u>THE PLAN HAS A CONTRACT WITH</u>	<u>PREMIUM CLAIMS AND/OR EXPENSES ENDING</u>	<u>YEAR</u>
DENTAL INSURANCE PLAN	Delta Dental	\$ 1,505,169.11	12/31/15
MEDICAL INSURANCE	Blue Cross/Blue Shield	\$28,478,187.00	12/31/15
HMO MEDICAL INSURANCES	MVP	\$ 2,305,950.51	12/31/15

<u>BENEFIT</u>	<u>THE PLAN HAS A CONTRACT WITH</u>	<u>PREMIUM CLAIMS AND/OR EXPENSES ENDING</u>	<u>YEAR</u>
PRESCRIPTION DRUG PLAN	CVS Caremark	\$ 6,209,309.92	12/31/15
LIFE & LONG TERM DISABILITY & DENTAL & VISION & AD&D INSURANCE PLANS	Aetna US Healthcare	\$ 2,423,434.34	12/31/15
MENTAL HEALTH PROGRAM	Magellan Health Services	\$ 103,046.94	12/31/15
EMPLOYEE ASSISTANCE PROGRAM	Carebridge Corporation	\$ 89,740.35	12/31/15
BUSINESS TRAVEL ACCIDENT PLAN	Federal Ins. Co	\$ 1,350.00	12/31/15
DEPENDENT CARE SPENDING ACCOUNT	125 Cafeteria Plan	N/A	12/31/15
MEDICAL SPENDING ACCOUNT	125 Cafeteria Plan	N/A	12/31/15
TIAA-CREF PENSION PLAN	Teachers Insurance & Annuity Association & College Retirement Equities Fund*	\$ 24,074,599.00	12/31/15