



June 2, 2014

Dear [REDACTED],

I am writing to share information regarding the recent recommendations made by the University of Missouri Total Rewards Task Force and comment on areas that may be of particular interest to you as a retiree. For information on the Task Force please see the back of this page.

First, I want to assure you that there will be no changes to your pension benefit. The university will maintain our commitment to a financially viable retirement trust fund and not reduce pension benefits for retirees.

In addition for 2015:

- There will be no plan design changes for the myRetiree Health and myRetiree Health no RX plans.
- There will be no plan design changes for the myOptions Health Plan.
- Any changes to the myChoice Health Plan will mirror the changes that are made to this plan for active employees.

One of the eight Task Force recommendations is that the university leverage marketplace opportunities for retiree medical benefits. Comparable-value but lower-cost retiree medical plans are now available to retirees in the marketplace. The university will work closely with retiree groups, consultants and the appropriate committees to review the types of plans available that may better serve both retirees and the university. We will ensure our retirees continue to have access to affordable medical coverage. In addition, we will continue to guide and assist retirees through education and individual support.

The process of evaluating possible alternative approaches to retiree medical coverage will take place over the next two years and retirees will be provided opportunities to provide input and feedback. In the interim, to help retirees understand what is currently available in the open market, we are working with an external resource to host meetings

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to provide unbiased information regarding other plans that are currently available. We will publicize the dates of these meetings well in advance.

I want to reinforce that no decisions have been made at this point and a significant amount of information must be gathered, which will take time.

We have developed a website, Reimagining Our University Experience (www.umsystem.edu/totalrewards/reimagining) which has the Task Force's full report, an email address that you can use to provide comments and feedback, as well as other points of information. I encourage you to check the site from time to time, which will provide updates on our work regarding the Task Force recommendations.

Sincerely,



Kelley Stuck
Associate Vice President, Total Rewards
University of Missouri System

The Task Force

In June 2013, University of Missouri President Tim Wolfe appointed a Total Rewards Ad Hoc Task Force. The Task Force was charged with assisting Betsy Rodriguez, Vice President for Human Resources, in developing and communicating recommendations to improve the university's Total Rewards Program offerings.

Task Force members were chosen from nominees to reflect the diverse experiences and perspectives of our university retirees and employees, particularly across generations, length of service, types of employees and location. They reviewed relevant literature, listened to presentations from experts across the campuses and outside the university, and interviewed leaders from each campus and MU Health Care.

The resulting broad recommendations are directional in nature and call for us to collectively reimagine our university experience by identifying action items that make the broad recommendations into more concrete initiatives. I invite you to review the full Task Force report, including findings and recommendations, on the [Reimagining Our University Experience](http://www.umsystem.edu/totalrewards/reimagining) webpage (www.umsystem.edu/totalrewards/reimagining).

The Reimagining webpage also allows you to email questions, feedback and input. We are just beginning our discussions about each of the eight recommendations, which will be further explored and developed over the next few years. Throughout the process we will provide you with updates on each of the recommendations via our website and through your campus retiree association.