



November 30, 2015

Name  
Address  
City, State Zip

Dear Name,

Retirees are an important part of the University of Missouri System (UM) family. We value your service to the university and want you to be aware of proposed changes to the university's retiree insurance programs.

First, I want to emphasize that we remain committed to maintaining retiree insurance coverage and the current level of percentage subsidy that you receive now. However, as a result of the Retiree Medical Study, we have learned there may be more affordable and/or higher quality retiree medical options available. The same may hold true for the dental, vision, and life options. In October, UM leadership informed the University of Missouri Board of Curators that we would explore these options through a Request for Proposal (RFP) process.

**The proposed changes are focused on UM insurance plans provided to retirees. These recommendations do *not* impact your retirement/pension plan, which is secure and well-funded.**

**Recommendations to the board of curators for current retirees:**

- Continue to offer insurance coverage to currently participating retirees, and their covered spouses and dependents.
- Continue to subsidize insurance premiums at the current percentage level for participating retirees, as well as their covered spouses and dependents.

The RFP process will begin in January 2016, and any changes as a result of the process are expected to be effective January 1, 2017. Included in plan considerations will be the input and feedback provided by retirees during last spring's Listening Tour and retiree meetings. This includes offering a limited number of high quality plan choices and continued education and support to retirees.

Throughout the Retiree Medical Study, UM has continuously communicated with the leadership of the campus retiree associations and various committees. In addition, we regularly update information on the website dedicated to this project (<http://umurl.us/TRTFrec5>). As plan alternatives are explored, we encourage you to send us your questions or concerns through this website. While we will be unable to respond individually to every submission, we will continually post information on the site to address those most frequently asked and communicate regularly with retiree association leadership. Notice of any important changes will be mailed to your home address.

**Why change the retiree medical insurance program?**

The faculty, staff, and retirees comprising the Total Rewards Task Force evaluated UM System benefits to determine how to best maintain a competitive total rewards package while contributing to the university's overall sustainability. Last year, the Task Force recommended that the university leverage opportunities on the open market for the retiree insurance program.

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As an extension of the Task Force's recommendation, the university embarked on the Retiree Medical Study (<http://umurl.us/TRTFrec5>). Over the past several months, the study has included 30 listening sessions around the state; 11 focus groups on all campuses; a survey of over 2,500 employees nearing retirement; research into the retiree insurance plans offered by UM and peer institutions; and ongoing collaboration with campus, employee, and retiree leaders.

The Task Force found and the Retiree Medical Study confirmed that we have an opportunity to move towards long-term sustainability if we modify the retiree insurance program.

Sincerely,

A handwritten signature in black ink that reads "Kelley Stuck". The signature is written in a cursive style with a large, prominent "K" and "S".

Kelley Stuck  
Interim Vice President for Human Resources  
University of Missouri System

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