Date:    February 25, 2011
To:       UA Employees
From:   Beth E. Behner, Chief Human Resources Officer
Re:       Dependent Audit - Extension of Response Time

Many of you have expressed concerns about what you feel is too short of a timeline for responding to the dependent audit. There have been numerous phone calls, emails and meetings to voice your objections and concerns to the university. The Chair of Faculty Alliance has also written to address this issue and has asked the university to delay the response date to allow employees more time to comply with the audit process.

The university wants employees to be able to successfully participate in the dependent audit, without undue stress and complications. Because some of you are experiencing difficulty in responding to ConSova by the February 28 deadline, I contacted ConSova this morning and informed them that UA will give all employees an extension until March 31 to postmark or submit documents pertaining to the verification of dependents.

I would like to emphasize that the university and ConSova will accommodate individual employees to grant additional extensions if employees are participating in the audit in good faith but are having difficulties in locating and producing documents. For example, some employees who are in the process of complying have already been given extensions until April 7, 2011. The importance of the March 31 date is that any dependents who ultimately are found ineligible will be removed from the health care plan retroactive to March 31. To address another question that has come up, I want to let you know that the university will individually review the circumstances before any enrolled dependent is removed from health coverage. This is the university’s decision and will not be made by ConSova.

Thank you to those who have already responded to ConSova and have completed the process or are actively working to provide needed documents.

Please let me know if you have any questions.