

# Summary of Material Modifications to the Bethany College Welfare Benefit Plan

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**This Summary of Material Modifications ("SMM") summarizes important changes to the Bethany College Welfare Benefit Plan and describes the Plan as of July 1, 2015**

- Effective July 1, 2015 the Deductible Year will be changing from calendar year (January 1-December 31) to the plan year dated July 1 – June 30.
- The Group Life/AD&D Plans administered by Dearborn National have been replaced. Effective July 1, 2015, the new Life/AD&D Plan Administrator is Aetna. The benefits remain fully-insured.
- The Group Long Term Disability Plan and Employee Assistance Program administered by Guardian have been replaced. Effective July 1, 2015, the new Long Term Disability and Employee Assistance Program Plan Administrator is Aetna.
- Effective July 1, 2015, the voluntary benefits will be administered by Colonial Life Insurance Company. The Voluntary benefits that were previously offered through AFLAC will continue for employees who are currently enrolled in the plan.
- Effective July 1, 2015, the Medical Plan administered by Highmark is no longer considered a 'Grandfathered Health Plan'.
- For information regarding the Plans, please see the attached Outline of Benefits and Certificates of Coverage that have been provided by the Insurance Company(s)