

October 7, 2021

Dear Colleague,

Richmond Public Schools (RPS) is pleased to offer comprehensive and competitive benefit options to support the health and wellness of employees and their families. Each year, employees who are eligible for benefits have the opportunity to enroll in or make changes to their benefit elections through Open Enrollment. This year, Open Enrollment will take place from Monday, October 11th through Friday, October 29th. All benefit elections made during Open Enrollment will be effective January 1, 2022.

We are pleased to announce RPS' 2022 benefit rates will remain the same as the 2021 rates, and there is no cost increase for employees. This is the fifth year that RPS has absorbed 100% of the increase and held employee rates flat. Medical, vision, and voluntary plans will remain unchanged.

RPS benefits include three (3) Cigna medical plan options for primary coverage which includes comprehensive health care, vision, and prescription drugs. Voluntary benefits include dental, accident, hospital indemnity, critical illness, universal life, short and long-term disability, and prepaid legal.

If you do not make an active election during Open Enrollment, your current benefits will rollover to 2022. However, we strongly encourage you to review your benefits to make sure your current coverage still meets your needs and the needs of your family.

All Open Enrollment activities will be virtual. There are three ways to enroll in your benefits for 2022:

1. Online
<https://trustmark.benselect.com/enroll/login.aspx?ReturnUrl=%2fenroll>
Your pin is a six digit number, consisting of the last four of your SSN, followed by the last two digits of your birth year.
2. Phone
Richmond Public Schools Benefit Service Center - (844) 379-0069
Available Monday through Friday, 7:00 am to 7:00 pm
3. Appointment
Schedule an appointment at www.efpnow.com/RPS. Co-browse with a Benefit Counselor during your session to see all your enrollment details in real time.

The Benefits and Compensation Department will also hold virtual question and answer sessions Monday through Friday during Open Enrollment (October 11th through October 29th) - 8:00 a.m. - 9:00 a.m., 12:00 p.m. - 1:00 p.m., and 5:00 p.m. - 6:00 p.m. Drop in to ask your questions, drop out when all of your questions have been answered, and continue with your day. Links to the virtual question and answer sessions will be emailed to your RPS email.

Please read the enclosed materials to learn more about the benefits available to you and your family. Details about your benefits including the 2022 Benefits Guide and an Open Enrollment presentation can be found at www.hrconnection.com. The Username is RPSbenefits (no password required).

Again, we look forward to your participation in this year's virtual Open Enrollment process, to be held October 11th through October 29th. As always, feel free to contact the Benefits and Compensation Department at benefits@rvaschools.net or (804) 780-1880. Wishing you a safe and healthy year!

Sincerely,

Benefits and Compensation Department