



Office of the President

December 12, 2016

Daemen College
Faculty and Staff

Dear Colleagues,

I hope you have found your semester to be productive and rewarding and that you are looking forward to a much-deserved winter break with family and friends.

It has come to my attention over the last few days that there is a certain amount of anxiety over and a considerable amount of misunderstanding about the ongoing review of healthcare benefit programs. I want to make clear to you that there has always been and only one objective of the review to ensure that we all continue to enjoy the same or perhaps even better benefits at the same or even less cost.

Period. That's it. .x..3 TJ 0 Tc 0 Tw 0 -1.141 TD [(r)-4(e)-1.6(c)-1.7(e)9.2(i)-4.6(v)10.9(i)-4.6(ng)10.9(t)-4.6(h) developments in the field.

Doing one of those periodic reviews does not necessarily mean that our costs will change; it simply means that we are being good consumers by making sure we are getting the best value. This is a healthy process because it gives our own healthcare provider an opportunity to reduce our costs. For example, my personal intervention last year with Cross Blue Shield resulted in a substantial discount in the College's cost.

This review process. We have not yet heard from all of the providers, so we are in the process of gathering a sense of what is available and how these various options compare. Once we have this information, it will be available to everyone.

ODLQ 6WUHHW € \$PKH €V3KRQH
€)D[€ KWWS ZZZ GDHPHQ HGX

Faculty and Staff
December 12, 2016
Page Two

Let me make clear that I have no intention of approving a proposal that results in diminished benefits for us all. The intention is to preserve our