



# BenefitsBRIEFING

## Spring Your Finances Forward in 2025

There's a lot to be excited about as we jump into spring—longer days, warmer weather, and the newfound energy around our beautiful campus are just a few of our favorites!

Many of us will also likely find ourselves doing some “spring cleaning,” getting refreshed and organized for the year ahead. And, while your mind may jump to clearing out clutter or sprucing up your yard, it's also the perfect opportunity to freshen up your finances. Take some time to review how your current financial situation aligns with your short-term and long-term goals, and how Smith College's array of financial programs and resources can help you achieve them.

This Benefits Briefing is a great place to start!

## Grow Your Wealth for the Future

### Make the Most of Your 403(b) Retirement Plan

Smith College offers a competitive retirement plan, administered by Voya, that includes generous and immediately vested employer contributions.

In addition to Smith's employer contributions, you are eligible to make voluntary pre-tax and/or Roth contributions through payroll deduction *as soon as you begin working* at Smith. You may start, change, or stop your voluntary contributions at any time through Workday.

## REMINDER

We know financial planning can feel overwhelming, and we're here to help!

Visit [smithcollege.beready2retire.com](https://smithcollege.beready2retire.com) for plan information, a Resource Center with calculators and educational material, advising appointments with our local Voya representative, and more.



## SMITH SUGGESTION



Take advantage of our generous contributions to your retirement plan, which begin after you meet these criteria:

21+  
years old

910+  
hours

1+  
years

worked in the  
calendar year

of service with  
Smith College

**Note:** These requirements may be waived for new hires who worked at another college or university within 90 days of their hire date at Smith and met these requirements with their previous institution. If you believe you qualify for the waiver, please complete a service **waiver request form** and return it to HR.

## Plan Ahead for Medicare

If you're approaching retirement age, you may be starting to think about Medicare and what you need to do. [Medicare.gov](https://www.medicare.gov) is an informative website to help you learn more as you begin planning ahead.

If you're a Massachusetts resident, you also have access to the **SHINE (Serving the Health Insurance Needs of Everyone) program** to help you navigate your Medicare options. SHINE provides free health insurance counseling to Medicare eligible residents and their caregivers.

A SHINE counselor can help you:

- ◆ Understand your Medicare and other medical and drug coverage options
- ◆ Find the right coverage for your personal situation
- ◆ Learn ways to save money on your prescription drugs and health insurance
- ◆ Apply for programs that will lower your costs

## CONTACT SHINE

To schedule an appointment with a local SHINE counselor, call MassOptions at 800-243-4636 or email [SHINE@state.ma.us](mailto:SHINE@state.ma.us).



## Know Your Medicare Coverage Options

While you're welcome to secure Medicare coverage through any administrator you choose, we encourage you to consider the options available through two of Smith's preferred partners:

### Blue Cross Blue Shield of Massachusetts (BCBSMA)



BCBSMA, which administers all of Smith College's medical plans, also has several Medicare plan options built for many different needs and budgets. Each plan option includes access to one of the largest doctor networks in Massachusetts.

Learn more about BCBSMA's Medicare options by visiting [medicare.bluecrossma.com](https://www.medicare.bluecrossma.com).

### MountainOne Insurance



Based locally in Western Massachusetts, MountainOne offers two Retiree Supplemental Health Plan options for Smith retirees, as well as Medicare Part D prescription drug coverage and dental and vision products.

Contact Smith's MountainOne representatives:

- Linda Grande: 413-663-2384
- Sharon Coe: 413-449-5314

## Nurture Your Health and Your Loved Ones

### Remember our Healthcare and Dependent Care Subsidy Programs

Smith College offers two subsidy programs to assist with the cost of healthcare and/or dependent care. In 2025, the programs are available to eligible employees with a **total household income of less than \$81,761**. The programs run from April to December and require verification via submission of a signed 2024 federal income tax return(s). Applications can be submitted via Workday.

Visit the [Smith Benefits website](#) and go to the [Health Care Subsidy](#) and/or [Dependent Care Subsidy](#) sections to learn more about the program and how to submit your application.

### Get Reimbursed for Participating in Healthy Activities

Don't let cost get in the way of prioritizing your health. Remember the reimbursement programs available through all of Smith's medical plans:

**Fitness Reimbursement:** Receive up to a **\$150 reimbursement** each year when you participate in a qualified fitness program or purchase qualified home fitness equipment (e.g., stationary bike, weights, treadmill, etc.).

**Weight Loss Reimbursement:** In addition, participate in a qualified weight loss program, such as WW (formerly WeightWatchers) or another non-hospital program, and receive up to a **\$150 reimbursement** annually.

**Mind & Body Benefit:** Receive up to a **\$100 reimbursement** each year when you visit a network provider and participate in qualified alternative medicine programs— like massage therapy, acupuncture, hypnosis, meditation therapy, and tai chi—that help your mind and body.

### Cash in on the Convenience of Virtual Care

Not feeling well? It's as easy as ever for you to get the care you need. BCBSMA's Well Connection allows you to talk with a doctor from the comfort of your own home. All of Smith's medical plans offer virtual phone or video visits for things like allergies, eye infections, flu, rashes, sore throats, stomach aches, flu/COVID-19 symptoms, and more. You may also be able to get a prescription virtually.

For more information, visit [wellconnection.com](http://wellconnection.com).



### PLEASE NOTE

**Please Note:** There are no mid-year adjustments and no retroactive payments, so be sure to apply as soon as possible!

### SMITH SUGGESTION

If you're enrolled in a Smith medical plan, you can take advantage of all of these reimbursement programs during the year. That means getting back up to **\$400** for participating in healthy activities!



## Spring Into Action: Key Reminders and Upcoming Dates

### Don't Lose the FSA Money You've Set Aside!

Spend your 2024 Flexible Spending Account (FSA) dollars by **March 15, 2025**, and submit your reimbursement claims for eligible 2024 FSA expenses by **March 31, 2025**. [Click here](#) to download the form.

Remember, FSA funds are “use it or lose it,” which means you will forfeit any funds remaining in your account after the above deadlines.

### REMINDER

If you're still looking for a way to use up your funds, visit the [FSA Store](#) for a variety of eligible products, from allergy relief medicine, to sunscreen, to wearable technology, skincare products, and so much more.



### Celebrate these March Observances

#### NATIONAL NUTRITION MONTH

Celebrate by recognizing the importance of fueling your body and mind—not only with the foods you eat, but with the lifestyle you live. Nourishing your body goes beyond just eating healthier or exercising more—it's equally important to think about the emotional and mental “nutrition” your brain needs.



#### WOMEN'S HISTORY MONTH

For the last 150 years, Smith has stood on a foundation for knowledge, equality, and progress—educating women to be forces of change. Check out March's special programming in honor of Women's History Month on New England Public Media (NEPM) by clicking [here](#).



#### NATIONAL READING MONTH

March is designated as National Reading Month to promote the benefits of reading at all ages and stages. Think about the benefits reading can bring—from improved critical thinking and creativity to decreased stress. Looking for your next good read? Check out [this list of “Books we Love”](#) from NPR!

