2007 Benefit Elections/Plan Changes

The 2007 plan year for the College's Health & Welfare Benefit Plan, as well as for our retirement plans, has officially begun. Over the last few weeks, Human Resources has made literally thousands of changes to employees’ benefit records in anticipation of the new plan year: in addition to the many, many changes individual employees have elected, new rates for medical and dental coverage will be going into effect, and the new retirement plan design takes effect. With all the changes happening in such a short period, and during a hectic time of the year, we thought a recap of both the changes and the timing might be helpful:

Health & Welfare Benefits Plan

Medical Plan:
If you are enrolled in the medical plan, by now you should have received new medical/Rx plan ID cards for yourself and for any covered dependents. Please confirm that you do have a new card for yourself and each covered family member (but no cards for individuals you did not enroll), and that the names and birthdates on the cards are correct. As of January 1st, the old cards should be destroyed and the new cards should be used. Please do remember that you must show your new ID card to each of your medical plan providers to ensure that your claims are processed.

New premium rates for the medical plan will be reflected in the first full pay period in January, that is, in the paycheck dated January 19th.

Optimal Health Initiative

It’s Tax Time!
2006 W-2 forms will be mailed by January 31st.
Look for them in your home mailboxes the first week of February.

President’s Office Hours
President Liebowitz will hold open office hours on Wednesday, January 17 from 3:30-5:00 p.m. in Old Chapel. No appointment is necessary and meetings are limited to 15 minutes out of courtesy to others.

In This Issue . . .
• 2007 Benefit Elections/Plan Changes
• Say “No” to Space Heaters
• United Way Raffle Winners
• Classifieds

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2007 Benefit Elections/Plan Changes

The eighth session of the Weight Watchers At-Work Program at Middlebury College will begin on Feb. 1st. Meetings are Thursdays at 11:45am in Mitchell Green Lounge. This session will go until April 19. The cost is $144, which can be paid in two $72 payments. Check, cash, or credit card payments accepted. People may join at any time during the series. For more information or to register, call Danica Stein, Meeting Leader, at (802) 287-5704 or e-mail her at danicastein@adelphia.net. Congratulations to our current members, who collectively have lost over 1,000 pounds! Sponsored by:

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New premium rates for the medical plan will be reflected in the first full pay period in January, that is, in the paycheck dated January 19th.

(continued on page 2)
(2007 Benefit Elections / Plan Changes, cont. from page 1)

Dental Plan:
Employees who are enrolled in the Dental Plan only will receive dental coverage cards. Unlike the medical cards, the dental cards are not personalized for each family member. If you are enrolled in the Dental Plan as well as the Medical Plan, you will continue to use the one medical/Rx plan ID card; you will not receive a separate dental card.

New premium rates for the dental plan will also be reflected in the January 19th paycheck.

Supplemental Life Insurance:
If you had supplemental life coverage for yourself or dependents in 2006, and elected to drop the coverage, no further deduction for coverage should be withheld, beginning with the January 5th paycheck.
If you had supplemental life coverage for yourself or dependents in 2006 and elected to modify the coverage amount, and your new election does not exceed the guarantee issue amount ($200,000 for you or $25,000 for a spouse/partner), your new deduction amount should be withheld from your January 5th paycheck.
If you have applied to add coverage for the first time, or requested an increase in coverage beyond the guarantee issue amount your coverage will not be in effect, and you will not be charged, until the request has been approved by our life insurance carrier, UnumProvident.

Supplemental Accidental Death & Dismemberment (AD&D):
If you added, modified, or removed supplemental AD&D coverage, your new deduction amount should be reflected in the January 5th paycheck.

2007 rates for the medical, dental, supplemental life and accidental death & dismemberment insurances were sent out with your open enrollment materials, and can also be found on the College website under: Human Resources>Benefits>2007 Summary of Staff Benefits. Please check your first and second pay stubs carefully to ensure that the correct coverage and rates are in effect.

Flexible Spending Accounts:
If you elected to participate in the health care and/or dependent care flexible spending account(s) for 2007, you should receive a letter in the next few days from Ceridian confirming your election(s). Please review that letter carefully to ensure that your information is correct. New flexible spending account deductions will be reflected in the January 5th paycheck. Please review your pay stub to ensure that the correct deduction is being withheld. (The correct deduction would be your total yearly election divided by 26. For example, if you elected $500, you should see a $19.24 deduction.)

Retirement Plans
As announced in November, a number of changes were made to our retirement programs, effective December 18, 2006. The changes were designed to maintain the generous employer contribution levels already in the plans, while simplifying the design, maximizing the FICA tax advantage and the total allowable employee contributions, as well as to add benefits for new employees who otherwise would have to wait two years for any employer contribution.

Core Plan:
Beginning in the January 5th paycheck employees who have been contributing to the GRA and RA accounts will now see contributions going, instead, to the Core Plan. Employees who are under age 45 will have 3% withheld (which will be matched at the 9% level by the College), and employees who are age 45+ will have 6% withheld (which will be matched at the 15% level by the College).
Also beginning in the January 5th paycheck, employees who had been in the 2 year waiting period for the retirement plan, and who elected to enroll in the Core Plan will see a 3% employee deduction (which will be matched by a 3% employer contribution).

Voluntary Plan:
Employees who have been making optional retirement plan contributions (that is, have had a Group Supplemental Retirement Annuity Plan (GSRA) deduction) will now instead have a Voluntary Plan deduction. If you made no changes to your retirement plan elections, beginning in the January 5th paycheck, you should see your optional contributions coded as Voluntary Plan on your pay stub. If you have signed a new salary reduction agreement your new election should be in effect.
Employees who were in the two year waiting period for retirement benefits under the previous plan design, now have the option of joining the Core Plan at a special 3% employee/3% employer contribution level. If you are in this group and have already elected to join, you should see your first Core Plan deductions in the January 5th paycheck.

Salary Deferral Supplemental Plan (457b):
Certain employees are also eligible for the Salary Deferral Supplemental Plan, which allows additional opportunity to defer salary for retirement savings. Eligible employees were sent enrollment materials in November. If you are an eligible employee and elected to make contributions under this voluntary plan, your first 2007 deductions should be withheld from your January 5th paycheck.

Please confirm that all of your retirement plan contribution amounts are as expected.

Human Resources makes every effort to ensure the accuracy of our data-entry, but with the high volume of changes, varying degrees of handwriting legibility on forms, last minute requests for changes, and the short time-frame in which we must update our systems for 2007, errors are, unfortunately, possible. Please take a few minutes to review your pay stubs, especially in the first and second pay periods of the year - with your help we can attain 100% data accuracy, which will help us all have a Happy New Year!

~~Human Resources
Say “No” to Space Heaters

If your workspace is too cold, contact Facilities Services. Don’t order an electric space heater because a) it’s a waste of energy, b) it’s dangerous, and c) it probably won’t get to you anyway.

That’s what happened recently when some college employees ordered two electric heaters for their offices. George McPhail, Middlebury’s engineering and energy manager, spotted the space heaters on the loading dock and confiscated them before they reached their intended destination. Instead, he monitored temperatures in the chilly offices for a week and together with the HVAC team made the adjustments so folks in the building (which shall go unnamed here) were comfortable again.

“We are probably using a little more energy now to keep people warm,” George said, “but it’s a lot less energy than it would have taken to run the electric heaters. It was really no big mystery to solve. We just fine-tuned the heating system to work the way people needed it to work.”

So the moral of the story is this: contact Facilities Services before taking matters into your own hands. The college is committed to keeping office thermostats at 70 degrees, but if your space still isn’t comfortable (either too hot or too cold), there are people here to fix the problem. From broken windows to smelly carpets to faulty plumbing… Facilities Services can and will solve most problems. Or as George McPhail says, “We take it as a personal challenge every day to make this campus work for our students, faculty, and staff.”

A final note on space heaters: although they provide some temporary comfort, they consume about three times more energy than conventional hot-water or steam-based systems to produce the same amount of heat. They also pose a real fire hazard and the electrical systems in most Middlebury College buildings were not designed to handle appliances like 1,500-watt space heaters.

Robert Keren

Technology Workshops - January 2007

All workshops require advanced registration. To sign up for workshops of interest please send an email request to: helpdesk@middlebury.edu.

<table>
<thead>
<tr>
<th>Date</th>
<th>Workshop</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mon, 1/15</td>
<td>BannerWeb for Budget Viewing</td>
<td>9:00 - 10:30 am</td>
</tr>
<tr>
<td>Mon, 1/15</td>
<td>Picture Manager: Image Editing Basics</td>
<td>3:30 - 4:30 pm</td>
</tr>
<tr>
<td>Wed, 1/17</td>
<td>Network Security &amp; Ethical Hacking II</td>
<td>1:00 - 4:00 pm</td>
</tr>
<tr>
<td>Wed, 1/17</td>
<td>RefWorks for Beginners: Write-N-Cite</td>
<td>4:00 - 5:00 pm</td>
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<tr>
<td>Thu, 1/18</td>
<td>Getting Started with PowerPoint on a Mac</td>
<td>2:00 - 3:30 pm</td>
</tr>
<tr>
<td>Fri, 1/19</td>
<td>PhotoShop &amp; Digital Imaging Primer</td>
<td>3:00 - 4:00 pm</td>
</tr>
<tr>
<td>Mon, 1/22</td>
<td>Creating Effective Documentation</td>
<td>10:00 - 11:00 am</td>
</tr>
<tr>
<td>Mon, 1/22</td>
<td>iMovie: Basic Video Editing</td>
<td>10:30 am - Noon</td>
</tr>
<tr>
<td>Tue, 1/23</td>
<td>Make That Clip</td>
<td>10:30 am - Noon</td>
</tr>
<tr>
<td>Wed, 1/24</td>
<td>Creating Movies with Pictures</td>
<td>10:30 am - Noon</td>
</tr>
<tr>
<td>Wed, 1/24</td>
<td>CMS Work Session</td>
<td>2:30 - 4:00 pm</td>
</tr>
<tr>
<td>Wed, 1/24</td>
<td>RefWorks for Beginners: Write-N-Cite</td>
<td>4:00 - 5:00 pm</td>
</tr>
<tr>
<td>Thu, 1/25</td>
<td>Illustrator: Creating Basic Drawings</td>
<td>10:30 am - Noon</td>
</tr>
<tr>
<td>Thu, 1/25</td>
<td>Long Document Skills &amp; Strategies</td>
<td>3:00 - 5:00 pm</td>
</tr>
<tr>
<td>Tue, 1/30</td>
<td>Long Document Skills &amp; Strategies</td>
<td>9:00 - 11:00 am</td>
</tr>
<tr>
<td>Thurs, 2/1 - 2/22</td>
<td>Introduction to Microsoft Word (4 sessions)</td>
<td>8:30 - 9:30 am</td>
</tr>
</tbody>
</table>

Employees lying down on the job? No, they’re enjoying Morning Stretch, Mondays from 7:30 to 7:45am in Mitchell Green Lounge.
United Way Announces Raffle Winners

Congratulations! Below are the final 2006 United Way Raffle winners.

Patricia McCaffrey won a stay at the Blueberry Hill Inn. David & Marie Horlacher, Cynthia & Ed Peet, Michael Katz, and Elaine Lathrop won course fees and a cart at the Ralph Myhre Golf Course. Individual season passes to the Snow Bowl were won by Jill Mackey, Robert & Marita Schine, and Jason Mittel. Michael & Ingrid Pixley won an individual membership at Rikert Ski Touring Center, and Carolyn Perine won a family season pass to Rikert.

The Center for the Arts donated three pairs of tickets to any event. The lucky winners were Ann & Richard Crumb, Kristen Anderson, and Michael Schoenfeld. There were five winners of $25 gift certificates to the Middlebury College Store: Jeffrey & Nancy Dunham, Brett Millier, David & Ann McLean, Tom Corbin, and Margaret & John Myhre.

Finally, Dining Services donated ten, $10 gift certificates won by Sarah Marshall, Diana & Chris Sinton, Charlotte Chase, Brenda Ellis, Arther Grindon, Michelle McCauley, Bettina Matthias, Edward Dematties, Susan Phillip, and Gary Taylor.

Many, many thanks to ALL of you for your support of United Way—a both those of you who have pledged AND those of you who donated the prizes.

Liane Barrena, Karl Lindholm, and Tiffany Sargent
Middlebury College United Way Campaign Committee

Classifieds

Classified ads are free for members of the staff, faculty, student body, and alumni of Middlebury College. Ads must be submitted seven days prior to the publication date. Please send your ads to: Classifieds, Midd Points, HR, Service Building, or via Outlook to: Middpoints Editor or Middpoints@middlebury.edu (electronic submissions preferred).

Real Estate

For Sale: Lovely, spacious, restored 19th c. farmhouse. 4+ BR, 2 BA, many built-ins, above-ground pool, screened-in porch, bi-level deck, fenced yard, original wide pine floors, gas fireplace, great attention to detail. For more information and pictures email jessie@jessieraymond.com or call Mark or Jessie at 802-388-0742. Appraised at $260,000; motivated sellers will consider any reasonable offer.

Automotive


Other

For Sale: Norge upright freezer. 15.2 cubic feet, Dims: 60” H x 30” W x 27” D. Approx. 10 yrs. old, good condition. $100. Call Karen at x5914 or 247-4905.

For Sale: 2 pairs Tubbscouts snow shoes, in excellent condition, $25/pair. 1 Tough Traveler Stallion child carrier backpack (green) with (blue) rain/snow hood in very good condition $90 (sells new for $230). Please contact Susan at x3405.

For Sale: Brookstone Minimax Lumbar Massager, in box, never opened. List $50, asking $30. Seven “Germgrabber” filter bags (Style C) for Electrolux canister vacuum cleaner, $8 ($15 value). If interested e-mail oconnor@middlebury.edu.

For Sale: 36” RCA Color Television. Purchased at Circuit City 3 years ago. Perfect picture and sound. In excellent condition. Remote, User’s Manual, and setup guide included. We upgraded to a 42” Plasma! Asking $300. If interested please call x5141 or e-mail dstark@middlebury.edu.

For Barter

For Barter: Woodsplitting. Do you have wood in the round you don’t enjoy splitting? Did the splitter you rented last summer cut pieces too large for your stove? I split wood for fun and exercise but would appreciate a small share of the wood. Call Ashley to schedule a wood-chopping appointment in January at x5919 or aesarey@middlebury.edu.

Wanted

Wanted: Boys, size small, lacrosse shoulder pads, arm pads and/or gloves. Please contact Susan at x3405.

College Book Store

Open Monday - Friday
8:30-5:00

Please welcome Bob Jansen, who is the new College Book Store Manager. Stop by and introduce yourself and say hello to Bob.
Staff Book Groups

Organized by Middlebury College Staff Council and the Staff Development Committee

The Staff Book Groups program has successfully completed its second year. The response has been overwhelming – over 150 staff members have participated to date. Now is your chance to join us! With winter underway, it is an especially good time to settle down with a good book. All staff members are invited to participate. For the winter round, five books have been chosen by members of the Staff Development Committee. Participants may choose a book(s) from the options listed below. Books will be provided at no charge. Approximately four to six weeks will be allotted to read the book, followed by a meeting with your fellow book group members for review and discussion. Each book group’s leader will work with participants to determine a convenient date, location and time to meet, as well as help facilitate discussion.

If you are interested in either participating in or leading one of these series, please contact Terri Jackman by emailing tjackman@middlebury.edu, calling extension 2485, or returning the form below to Terri Jackman, Career Services Office, Adirondack House. **Responses must be received by January 22, 2007.**

- **Underwritten by the Office of the President**

Choose from the following:

**Arctic Dreams** by Barry Lopez (lecturing in Spring, 2007)

Based on 15 extended trips to the Canadian far north over a five-year period, *Arctic Dreams* celebrates the mysteries of what documentarians fondly call “last frontiers”. Such places are everywhere in danger of destruction in the interest of ever-elusive economic progress, but Lopez writes no jeremiads. Instead, he aims to foster a kind of learned understanding of wild places, in this case the vast, scarcely knowable northern landscape. Writing of the natural history of the Arctic and its inhabitants--narwhals, polar bears, beluga whales, musk oxen, and caribou among them--Lopez draws powerful lessons from the land and imparts them assuredly and gracefully. *Arctic Dreams* deservedly won a National Book Award in 1986 when it was first published.

**Forty Million Dollar Slaves: The Rise, Fall, and Redemption of the Black Athlete** by William C. Rhoden (lecturing in January, 2007)

Provocative and controversial, Rhoden's *Forty Million Dollar Slaves* weaves a compelling narrative of black athletes in the United States, from the plantation to their beginnings in nineteenth-century boxing rings and at the first Kentucky Derby to the history-making accomplishments of notable figures such as Jesse Owens, Althea Gibson, and Willie Mays. Rhoden makes the cogent argument that black athletes’ “evolution” has merely been a journey from literal plantations--where sports were introduced as diversions to quell revolutionary stirrings--to today’s figurative ones, in the form of collegiate and professional sports programs. Weaving in his own experiences growing up on Chicago’s South Side, playing college football for an all-black university, and his decades as a sportswriter, Rhoden contends that black athletes’ exercise of true power is as limited today as when masters forced their slaves to race and fight. The primary difference is, today's shackles are often of their own making.
Staff Book Groups

Detach and return to Terri Jackman, Career Service Office, Adirondack House.  
Responses must be received by January 22, 2007.

Name: _________________________________________________________________________________

Department: ___________________________________________________________________________

☐ I am interested in participating as a book group member. My book choice is:
   ☐ Artic Dreams by Barry Lopez
   ☐ Forty Million Dollar Slaves: The Rise, Fall and Redemption of the Black Athlete by William C. Rhoden
   ☐ A Story like the Wind by Laurens van der Post
   ☐ Perfume: The Story of a Murderer by Patrick Suskind
   ☐ The Tender Bar by J.R. Moehringer

☐ I am also interested in leading the group. (Leaders will be chosen on a first come-first served basis.)
The best way to reach me is:   ☐ Phone: __________________  ☐ Email: ______________________________

(Book choices continued)

A Story like the Wind by Laurens van der Post

Set in a remote region bordering the great Kalabari Desert, A Story like the Wind is the tale of Francois Joubert, a teenage boy who experiences the wonder of a still primitive land and revels in his secret friendship with Xhabbo, one of the legendary Bushmen. Francois saves Xhabbo’s life and, in return, is schooled in Bushman culture. Most important, Xhabbo teaches his young friend that the living spirit needs a “story in order to survive”. In a stunning climax, Francois’ idyllic world at Hunter’s Drift, his family’s compound, is overwhelmed by political violence of contemporary Africa, and Francois with Xhabbo’s help, must chart his own course.

Perfume: The Story of a Murderer by Patrick Suskind

Upon its publication last year in Germany, Susskind’s first novel Perfume immediately became an international best seller. Set in 18th-century France, Perfume relates the fascinating and horrifying tale of Jean-Baptiste Grenouille, a person as gifted as he was abominable. Born without a smell of his own but endowed with an extraordinary sense of smell, Grenouille becomes obsessed with procuring the perfect scent that will make him fully human. With brilliant narrative skill, Susskind exposes the dark underside of the society through which Grenouille moves and explores the disquieting inner universe of this singularly possessed man.

The Tender Bar: A Memoir by J.R. Moehringer

“Long before it legally served me, the bar saved me,” asserts J.R. Moehringer, and his compelling memoir The Tender Bar is the story of how and why. A Pulitzer-Prize winning writer for the Los Angeles Times, Moehringer grew up fatherless in pub-heavy Manhasset, New York, in a ramshackle house crammed with cousins and ruled by an eccentric, unkind grandfather. Desperate for a paternal figure, he turns first to his father, a DJ whom he can only access via the radio (Moehringer calls him The Voice and pictures him as “talking smoke”). When The Voice suddenly disappears from the airwaves, Moehringer turns to his hairless Uncle Charlie, and subsequently, Uncle Charlie’s place of employment--a bar called Dickens that soon takes center stage. While Moehringer may occasionally resort to an overwrought metaphor (the footsteps of his family sound like “storm troopers on stilts”), his writing moves at a quick clip and his tale of a dysfunctional but tightly knit community is warmly told. “While I fear that we’re drawn to what abandons us, and to what seems most likely to abandon us, in the end I believe we’re defined by what embraces us,” Moehringer says, and his story makes us believe it.