Step Therapy: Frequently Asked Questions

Now that we are a few weeks into the Step Therapy program, the Benefits Advisory Committee has compiled a list of Q&As that may be helpful when members use the program:

Q: What does the pharmacist see when a prescription is rejected because the drug falls under the Step Therapy program?

A: The pharmacist gets a response on his/her pharmacy system stating that this is a step therapy medication and is given a direct number for RESTAT's clinical department for questions. (We should note that pharmacists should all be familiar with this type of program, and should be able to advise customers on options.)

Q: If I have a prescription for Nexium, can the pharmacist substitute Prilosec OTC without further communication with RESTAT or my health care provider?

A: Yes, this is allowed and most pharmacists would feel comfortable making that substitution at point of purchase. If they do so, the OTC drug will be covered, under the Step Therapy program, at the generic co-pay amount. If there is any question about the substitution, a quick phone call to the doctor's office would normally suffice to alleviate any concerns (provider's offices deal with this type of question on a regular basis for both Rx and medical approval issues).

Q: What happens if I want to appeal immediately and not do the trial period for the OTC version of the medication?

A: If there is proof of failure in the doctor's chart (or specific disease state issues or other applicable circumstances) the doctor can submit that evidence for an appeal. An undocumented trial of the medication is not adequate, but proof of failure from the physician chart is accepted and will qualify for approval for the brand name benefit.

Q: What happens if I try the OTC version and it does not work well for me?

A: Generally you will need to try the OTC drug for 30 days. Having done so, you will then need to ask your health care provider to contact RESTAT to provide clinical documentation that OTC alternative was not successful for you. Upon receipt of clinical evidence, RESTAT will approve the coverage for the brand name drug.

---Benefits Advisory Committee

Middlebury's First Annual Spring Student Symposium

On Friday, April 13 from 12:30 p.m.–7:00 p.m., the College will host its first annual Spring Student Symposium in McCordell Bicentennial Hall. The purpose of this event is to celebrate the research experiences of our undergraduate students as individuals, in classes, and in collaboration with faculty and staff members.

More than seventy students from all four classes will be presenting brief synopses of their research in panels and poster sessions throughout the afternoon, followed by a reception for all symposium presenters, advisers, and attendees. Their topics include a solar-powered scooter project, the state of diversity at Middlebury, a philosophical account of contemporary warfare technology, the chemistry of maple syrup, original jazz compositions, and a wide range of additional subjects.

We warmly encourage all members of the Middlebury faculty and staff to visit the Undergraduate Research Office Web site at http://www.middlebury.edu/administration/uro/symposiums to learn more about the schedule for the day and the exciting range of topics our students have been exploring. We hope you will choose to attend some or all of the Symposium’s events and that you will join us in celebrating the academic accomplishments of our students and their advisers.
Know Your Benefits: Floating Holidays

Many departments need to be open on Memorial Day, Independence Day and Labor Day; therefore, these holidays are designated as "Floating Holidays." Subject to the staffing needs of individual departments, a staff member may or may not work on a "Floating Holiday" if it falls on a regularly scheduled day of work.

Q. How do I know if I need to work on one of the Floating Holidays?
A. Your department manager will let you know if your department will be open and, if so, how it will be staffed for the day.

Q. How do I record my time for Floating Holidays?
A. If you worked on the day the holiday is observed, record your time as worked. If you took the day off, record your time as CTO.

Q. Do I have to use CTO if I have some accrued?
A. Yes, if you have accrued CTO you must use it if you did not work on the holiday. Remember: time for Floating Holidays is built into your CTO accrual for just this purpose.

Q. What if I don’t have any accrued CTO?
A. Unless you work, non-exempt employees will need to take the day unpaid.

Q. If I have to work on a Floating Holiday do I get paid holiday premium pay?
A. Unlike "Regular" holidays, "Floating Holidays" do not qualify for holiday premium pay.

If you have any further questions, please contact Human Resources at x5465.

2007 Floating Holidays Observed:

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Memorial Day</td>
<td>Monday, May 28</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Wednesday, July 4</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Monday, September 3</td>
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</tbody>
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MIDDLEBURY COLLEGE HEALTH AND WELFARE BENEFITS PLAN

SUMMARY OF MATERIAL MODIFICATION

April 6, 2007

Dear Participant:

This is to inform you of an important change that has been made to the Middlebury College Health and Welfare Benefits Plan, effective as of July 1, 2005 ("Plan").

Effective as of January 1, 2007, the Plan was amended to add coverage for space maintainers as a Class 2 – Basic Care service under the Plan’s dental covered expenses. There is no age limit for this coverage.

If you have any questions regarding this change to the Plan, please call the Plan Administrator.

Please keep this notice with your Summary Plan Description for future reference.

MIDDLEBURY COLLEGE
Open Forum on the New Campus Master Plan

Please join us for the second campus-wide Open Forum on the new Campus Master Plan on Monday, April 9 from 12–2 p.m. in Dana Auditorium.

Our master planners, Michael Dennis & Associates, have been working since last spring on our new master plan. They will present their analyses on such topics as the Commons, the Arts, Transportation, Landscape and Sustainability. There will be opportunities for questions and feedback.

This is an important opportunity to find out what may be in store for our beloved campus. Please come again and help create Midd’s future!

We will be videotaping the presentation and it will be on the Facilities Services website for those unable to attend.

Due to the impossibility of predicting how many of you will come, we will not be serving lunch. But you are welcome to BYO!

Susan Personette
Associate Vice President for Facilities

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New Employees

Bob Jansen
Bookstore Manager

Alfredo Ramirez
Special Assistant to the Director of Athletics and Dean of Admissions

Lawrence Rooney
Assistant Director of Public Safety

Patrick Bilodeau
Custodian

Rene Marshall
Counter Worker, Barista

Thad Stowe
Facilities Services Inventory & Warehouse Coordinator

Myrlene Pottinger
Custodian

Christina Felion
Kitchen Utility Worker

Sara Marshall
Class Notes Editor

Derek Lafayette
3rd Cook
Faculty Grants

Jason Arndt (Psychology) has been awarded a three-year research grant from the National Institutes of Health through the AREA program (Academic Research Enhancement Award) for a project titled, Associations between perceptual features and information that was never perceived. This research will involve at least 12 undergraduate students. The results of these studies will contribute to the understanding of why people believe they have vivid memories for events they never experienced.

Where on Campus?

Have you seen Smog? If you have, let the editor know where it is on campus by e-mailing Middpoints Editor in Outlook or using Middpoints@middlebury.edu. Let’s see if we can beat last issue’s 13 correct responses.

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: 3 BR raised ranch on one acre at 2115 Case St., Middlebury. $199,000. Call 388-6264.

For Sale: Charming New Haven cape on 10+ acre lot with westerly views and a pond. Quality, frame construction (built in 1992). More than 2,200 sq. ft. of living space: 3 BR, 2 full BA, LR, DR and recently finished basement with 2 playrooms and an office. Nice kitchen with center island and atrium doors to the deck. Six min. drive to center of Midd. $275,000. Possession at closing. Please call Will or Silvia at 453-4902 for a viewing appt.

For Rent: Beautiful Ripton home on Rt. 125 near the Robert Frost Trail. 3-4 BR, fully furnished, wood burning stove, pond, spacious back yard, frequent deer, and occasional moose. 15-20 min. to campus, 3-5 min. to the Snow Bowl. $1,000/month, + util. Available end of August, 2007 until June, 2008 (somewhat flexible with dates). Call Sandy @ x5053.

For Rent: 3 BR house on Lake Champlain, 15 mi. from campus. Swim, boat and bike in Addison, VT. Available graduation weekend and some weeks during the summer. 545-2092.

For Rent: Cornwall, Charming 1800s House, Summer Rental between June 15 and August 31. On a quiet road, 3 BR with great views, wooden floors, screened-in porch, partly furnished, 10 minutes from downtown Middlebury. $1,000/ month + util. Call 388-4828 or e-mail jstearms@middlebury.edu.

For Rent: 1 BR apartment in downtown Middlebury. Cozy, quiet, beautiful view of Otter Creek, fully furnished, kitchen fully equipped. Parking and use of a bike included. Washer and dryer in the building. Quiet neighbors. 4 min. walk to campus. Available June 1-August 31. Rent: $600/month + electricity and basic cable. For more info: cmedeiro@middlebury.edu or 802-388-3082.


Other

For Sale: Canning jars at very reduced prices, used but boxed, no lids. 2 doz. quart jars; 4 doz. 4-oz. quilted jelly jars; 1 doz. 12-oz. quilted jelly jars. $30 takes all. Call Susan x2049 or e-mail s Simmons@middlebury.edu.


For Sale: Futon, full size, excellent quality. LL Bean Frame. Includes very nice blue leaf-patterned futon cover. Asking $400. If interested, please contact Matt at longman@middlebury.edu.

For Sale: White Frigidaire Side by Side Refrigerator with water and ice dispenser, less than 5 years old and in excellent condition. 68” x 36” x 28”. $500 OBO. Contact Mike at x2272.

For Sale: SXPro PaceMaster TreadMill. Good condition. $175. Please e-mail Cheryl at clower@middlebury.edu.

Wanted

Wanted: Summer house rental in or near Middlebury June 1 – Aug 15 (flexible). Responsible academic couple. Need enclosed yard for low-impact dog. Contact mkatz@middlebury.edu.

Wanted: Senior graduating in spring of ’07 and working in Midd. available as a house-sitter for ’07-08 or Fall 2007. Previous jobs include head-tutor and commons chef. I would be happy to cook and/or do childcare as well for those not taking leave. Contact Luke: lstrauss@middlebury.edu, 802-318-3650.