



April 30, 2014

Dear University Retiree,

I am writing to share information regarding the recent recommendations made by the University of Missouri Total Rewards Task Force and the impact of these recommendations on retirees. First, I want to assure you that there will be no changes to your pension benefit. The university will maintain our commitment to a financially viable retirement trust fund and not reduce pension benefits for retirees.

One of the eight Task Force recommendations is that the university leverage marketplace opportunities for retiree medical benefits. Higher-value but lower-cost retiree medical plans are now available to our retirees in the marketplace. The university will work closely with retiree groups, consultants and the appropriate committees to review the types of plans available that may better serve both retirees and the university. We will ensure our retirees continue to have access to affordable medical coverage. In addition, we will continue to guide and assist retirees through education and personal support.

### **The Task Force**

In June 2013, University of Missouri President Tim Wolfe appointed a Total Rewards Ad Hoc Task Force. The Task Force was charged with assisting Betsy Rodriguez, Vice President for Human Resources, in developing and communicating recommendations to improve the university's Total Rewards Program offerings.

Task Force members were chosen from nominees to reflect the diverse experiences and perspectives of our university retirees and employees, particularly across generations, length of service, types of employees and location. They reviewed relevant literature, listened to presentations from experts across the campuses and outside the university, and interviewed leaders from each campus and MU Health Care.

The resulting broad recommendations are directional in nature and call for us to collectively reimagine our university experience by identifying action items that make the broad recommendations into more concrete initiatives. I invite you to review the full Task Force report, including findings and recommendations, on the [Reimagining Our University Experience](http://www.umsystem.edu/totalrewards/reimagining) webpage ([www.umsystem.edu/totalrewards/reimagining](http://www.umsystem.edu/totalrewards/reimagining)).

### **University of Missouri System *myTotal Rewards***

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[www.umsystem.edu/totalrewards](http://www.umsystem.edu/totalrewards)

The Reimaging webpage also allows you to email questions, feedback and input. We are just beginning our discussions about each of the eight recommendations, which will be further explored and developed over the next few years. Throughout the process we will provide you with updates on each of the recommendations via our website and through your campus retiree association.

Sincerely,

A handwritten signature in cursive script that reads "Kelley Stuck". The signature is written in black ink and is positioned below the word "Sincerely,".

Kelley Stuck  
Associate Vice President, Total Rewards  
University of Missouri System