

# Lebanon Valley College Welfare Fringe Benefits Cafeteria Plan Summary Annual Report

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This is a summary of the annual report which has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA) for:

**Plan Name:** Lebanon Valley College Welfare Fringe Benefits Cafeteria Plan  
**Plan Number:** 507  
**EIN:** 23-1352354  
**Type of Plan:** Health, Life Insurance, Prescription Drug, Long-Term Disability and Death Benefits  
**Plan Year:** January 1, 2008 to December 31, 2008

## Insurance Information

The Plan has contracts with Keystone Health Plan Central, Capital Advantage Insurance Company, and Unum Life Insurance Company of America to pay certain medical, life insurance, prescription drug, long-term disability and accidental death and dismemberment claims incurred under the terms of the Plan. The total premiums paid for the plan year ending December 31, 2008 were \$1,599,983.

Because some of the insurance policies are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2008, the premiums paid under such "experience-rated" contracts were \$1,489,022 and the total of all benefit claims paid under these "experience-rated" contracts during the plan year was \$1,179,640.

## Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The information listed below is included in that report:

- Insurance information including sales commission paid by insurance carriers

To obtain a copy of the full annual report or any part thereof, write or call the office of the Plan Administrator:

Lebanon Valley College  
101 North College Avenue  
Anville, PA 17003-0501  
(717) 867-6100

The charge to cover copying costs will be \$2.00 for the full annual report or \$.25 per page for any part thereof.

You also have the legally protected right to examine the annual report at the main office of the Plan shown above and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

## Additional Explanation

Lebanon Valley College has a Health Care and Dependent Care Reimbursement Account to help employees pay "out-of-pocket" health care and dependent care expenses on a pre-tax basis. The total claims paid for the plan year ending December 31, 2008 were \$141,722.