

OPEN ENROLLMENT AHEAD

November 7-27, 2005

Enroll Now for 2006 Health Benefits!

The 2006 Health Benefits Open Enrollment Begins November 7 and ends Midnight Nov. 27.

By Lindsay Graham

You've seen the bright orange posters, you've received the triangular mail piece and you've read the 2006 Health Benefits Enrollment Guide – now all you have to do is enroll!

From November 7-27, all eligible Hughes employees will have the opportunity to enroll in medical, dental and vision benefits for the 2006 Plan Year as well as Flexible Spending Accounts. But remember – you must log on to the Web Enrollment Site or call the IVR system to enroll in or confirm your benefit elections to have health benefits on January 1st. Health benefits will not automatically roll over to 2006 as in previous years. If you do not want health benefits for the 2006 Plan Year you must decline coverage.

We've made numerous exciting changes to the health benefits for 2006. During the first week in November, you should have received the 2006 Health Benefit Enrollment Package at your home. This package includes important information such as the Enrollment Guide, your personalized Enrollment Worksheet and information on the additional medical plan option and vision benefit plan. Read the guide thoroughly, talk it over with your family, weigh the pros and cons of each plan and make an educated decision.

If you have not received your 2006 Health Benefit Enrollment Package at your home by November 10th, or if you have any questions on the health benefits, please contact the

Employee Benefits, Human Resources department at 407.822.2003. It is imperative that you have this information for a successful enrollment.

What are you waiting for? Log on to the Web Enrollment Site or call the Interactive Voice Response (IVR) system and confirm or change your health benefits elections for 2006. This is your only opportunity to enroll in health benefits for 2006, so don't miss out!



There are a few key changes to the health benefits for 2006:

- ➔ **You Have to Take Action:** Your current 2005 health benefits will not automatically continue for the upcoming year. Even if you do not wish to make changes to your medical or dental elections, you still must confirm your elections for the 2006 Plan Year.
- ➔ **Additional Medical Plan:** We have added an additional medical plan – the Consumer Driven Health Plan (CDHP) with a Health Reimbursement Account (HRA). More information can be found in the 2006 Health Benefits Enrollment Guide.
- ➔ **Dental:** We've increased the annual maximum benefits per participant from \$1,000 to \$2,000 and we increased the lifetime orthodontic maximum benefit per participant from \$1,000 to \$2,000.
- ➔ **Vision:** We have added a comprehensive vision benefit for 2006. This is your only opportunity to enroll for next year.
- ➔ **Web Enrollment:** You now have the option to enroll via the Internet! Log on to <http://hughes.aliquantSERVICE.net> to confirm or change your elections for 2006.