

## What You Need to Know

**Deadline for 2024 Flexible Spending Account (FSA) Contributions**

March 15, 2025, is the last day to experience claims for your 2024 [Flexible Spending Account \(FSA\)](#). Make sure all claims are submitted to ASIFlex by March 31, 2025 as unused balances will be forfeited. You may use the convenient [ASIFlex app](#) or upload claims through [ASIFlex.com](#). Don't forget you may also use your remaining 2024 balance by visiting [FSAStore.com](#) to purchase eligible items, which include [over-the-counter items](#).

**1095-C Form Now Available in UNI Works**

The 2024 electronic 1095-C form is now available in [UNI Works](#) for all employees who were offered and/or are enrolled in employer health insurance in 2024. Follow the [1095-C Form Job Aid](#) to locate your form. For those who elected to receive their form by mail, you will receive it prior to the March 3, 2025 deadline.

As part of the Affordable Care Act (ACA), employers are required to provide the IRS 1095-C form to employees who were offered and/or are enrolled in employer health insurance in 2024. While you DO NOT need the IRS 1095-C form to file your 2024 tax return, you do need to keep it with your important tax documents. To show proof of health insurance coverage in 2024, UNI provides this information to the IRS on your behalf. For more information about the IRS 1095-C form, please visit the [HRS supporting webpage](#).

## Upcoming Sessions

- 5
Mar

**Supporting Someone Who is Grieving**

Wednesday • noon

[Register now](#)
- 5
Mar

**Welcome to Medicare Seminar**

Wednesday • 5 p.m.

[Register now](#)
- 26
Mar

**TIAA Investing Session**

Wednesday • noon

[Register now](#)
- 27
Mar

**Bridging the Gap**

Thursday • 11 a.m.

[Register now](#)
- 28
Mar

**Confidential Biometric Screening**

Friday • 7 a.m.

[Register now](#)
- 1
Apr

**Foolproof Nutrition: Simple & Smart Eating for a Healthier You**

Tuesday • 1 p.m.

[Register now](#)
- 2
Apr

**Retire from UNI**

Wednesday • 10 a.m.

[Register now](#)

[All HRS Events](#)


## Retirement Webinars

- 12
Mar

**TIAA: Take Control of Your Financial Life: 5 Steps to Save Money and Manage Debt**

Wednesday • 11 a.m.

[Register now](#)
- 18
Mar

**IPERS: Creating a Secure Retirement**

Tuesday • 9 a.m. - 3:30 p.m.

[Register now](#)
- 27
Mar

**TIAA: Tax Planning Opportunities**

Thursday • 2 p.m.

[Register now](#)

## Did You Know?

**Tax-Deferred Annuity (TDA) Increased Maximums for Those Aged 60-63**

The Secure Act 2.0 increased the catch-up contribution limit for those participating in the tax-deferred annuity (TDA) plans for those who are turning 60 – 63 in 2025. The catch-up amount is referred to as a 'super catch-up.' This catch-up limit is \$3,750 in addition to the contribution limit of \$31,000 to make the total contribution limit for those ages 60-63 \$34,750.

If you'd like to enroll in, or change, your TDA amount, you can do so through [UNI Works](#). Please see the following [Job Aid](#) for instructions on how to change your benefits.

**Delta Dental – New Benefit for Those with Special Needs**

Delta Dental just announced a new benefit that is covered under the [UNI Dental Plan](#). Effectively immediately our plan offers a Special Health Care Needs benefit. Covered members with a qualifying special health care need are eligible for this benefit. There is no age limit. View the following [flyer](#) for more information on what is defined as a special health care need.

**World Obesity Day**

March 4 is World Obesity Day. More than [100 million adults](#) (ages 20 and over) are obese, and more than 22 million adults have severe obesity. Being obese is a health risk and can lead to cardiovascular and kidney disease, type 2 diabetes and other health issues. According to the [Cleveland Clinic](#), changing what you eat, building activity into your day, and supporting your mental health are a few ways to combat obesity. Improving your obesity risks doesn't happen overnight. It takes time and lifestyle changes to see improvement. Weight Watchers is a great resource to turn to for support, food and recipe ideas, and to track your physical activity. As a benefits eligible employee, you can enroll into Weight Watchers for **FREE!** What are you waiting for? Do something for yourself and [enroll into Weight Watchers today](#).

**Is Life Coaching for You?**

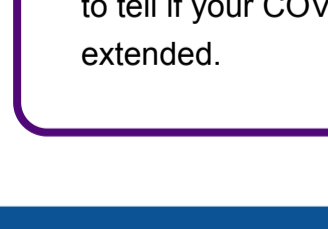
Some may think life coaching is about learning more about yourself and setting goals for both your personal and professional self. Life coaching through [Employee & Family Resources \(EFR\)](#) can also help with:

- Communication
- Time Management
- Work-Life Integration
- Self-Discovery
- Career Goals
- Personal Growth

Your EAP offers free life coaching to you and members of your household.

**Free COVID-19 Test Kits**

U.S. households can order four rapid COVID-19 test kits for free. We ask that when possible, you use the free options for test kits as the kits are not charged to our self-insured health plans (which impacts employee premiums). Please visit [covidtests.gov](#) for more information on ordering, as well as how to tell if your COVID-19 tests expiration dates have been extended.

**Monthly Motivator**

The March [Monthly Motivator](#) from Employee & Family Resources (EFR) is encouraging you to do a gut check. This motivator is filled with great tips on how to better your gut and overall health. This is a great reminder on healthy habits we should be doing for ourselves everyday.

## Recognizing Our Retirees

**Kellie Evers**  
Groundskeeper II, Facilities Management  
11 Years of Service, Retiring in March

**Carolina Wilson**  
Secretary III, Online Education and Individual Studies  
28 Years of Service, Retiring in March  
[carolina.wilson@alumni.uni.edu](mailto:carolina.wilson@alumni.uni.edu)

## Retirement Readiness

The Human Resource Services Benefits Team is here to help employees with retirement benefit questions. If you plan to retire please email [hrr-benefits@uni.edu](mailto:hrr-benefits@uni.edu) or call 319-273-2423. For additional information on retirement, visit [Retire from UNI: Next Steps](#).