



Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God.

—COLOSSIANS 3:16 (NRSV)

Intercom deadline

The deadline for each issue of the *Intercom* is 4 P.M. Tuesday. To help us ensure the speed and accuracy of production, please use the *Intercom* e-mail address, intercom@messiah.edu, or the user-friendly submission form on the *Intercom* website at www.messiah.edu/intercom/submit.html to send in information. If you have questions, please call the public relations office at ext. 7342.

Remembering one another

Katie Genevro, adjunct professor of music, and **Brad Genevro**, assistant professor of music and director of bands, announce the arrival of Sophia Ellen Genevro born May 18 at 1:24 a.m. in the Harrisburg Hospital. Baby Sophia weighed 6 lbs., 13 oz., and was 19.5 inches. Congratulations to the Genevro family!

Congratulations to Lynnette and **Joshua Pangborn** ('03) on the birth of their first child. Elijah Cole was born on May 11 weighing 5 lbs., 10 oz. and was 19.75 inches. Joshua is the technical assistant in the financial aid office.

Campus people

Messiah College welcomes the following new employee: **Kent E. Sheaffer**, p.m. dining room supervisor. Welcome to the community!

On April 21, **David Hagenbuch**, assistant professor of marketing, successfully defended his doctoral dissertation titled "The Influence of Behavioral Beliefs on Satisfied and Affectively Committed Clients' Referral Intentions." The study employed a web-based survey that was completed by over 500 public accounting firm clients located in more than a dozen different states. On May 6, David graduated from Anderson University in Anderson, Ind., earning a doctorate in business administration (DBA).

John Stanley, director of Core Course and professor of New Testament, was interviewed regarding "The Da Vinci Code" movie broadcast on Channel 21 on May 18.

I am pleased to announce that following interviews of numerous well-qualified candidates for the position of controller/director of financial operations, **Wendy Starner** will be promoted to that position effective June 1. Wendy joined the Messiah College community last year as accounting manager and quickly distinguished herself as an individual with the valuable combination of excellent interpersonal skills and technical accounting and software systems expertise.

The next twelve months will be an important transitional time in the business office as a number of individuals assume new responsibilities. **Glen Raser**, who was originally scheduled to retire on June 30, has agreed to remain at Messiah in a part-time capacity this next year to assist with the process of "downloading" at least a portion of his personal (and valuable!) database, while we also strive to improve the availability of Banner financial data for directors and administrators across the campus.

John Packer, the current controller, will be assuming most of Glen's duties as director of institutional finance, managing Messiah's cash flow, investments and debt relationships.

— *Lois J. Voigt, vice president for finance*

Congratulations to the **Union Café** who won second place at the National Association of Colleges, Universities and Foodservices Awards for the entry of their "Save the Sea Turtle Event," which took place in January. The award will be given in Toronto in July. The event raised money for the research and protection of sea turtles.

Workshops presented to employees to outline services offered by Library

Did you know that all campus employees can borrow books, DVDs and CDs from Murray Library? Do you know how to locate DVDs in the library catalog? Can you locate magazine or journal articles on your topic of interest? The Library is offering summer workshops to help you take advantage of this useful employee benefit!

"What Murray Library Can Do For You" will be held at noon on Thursday, June 1, in the Library computer lab. The 45-minute session will give attendees experience in: using the Library catalog to find books, DVDs, CDs, etc. and requesting to borrow books that Murray Library doesn't own (a free service for employees.) The computer lab is on the lower level of the Library between the Archives and media services. Attendance will be limited to ten. Contact Beth Mark bmark@messiah.edu or ext. 3590 to reserve a spot.

Future summer topics will include: "How to Find Magazine or Journal Articles on Your Topic of Interest;" "How to Effectively Use Google;" and others topics upon request.

The Falcon Express posts hours for week of May 29

Monday, May 29 – Closed

Tuesday, May 30 through Friday, June 2 – 9 a.m. to 1 p.m., Grab N' Go menu only

Extended hours and a larger menu selection will be offered during weeks the larger conferences are here.

Employee discount offered at area businesses

Don't forget to use your employee discount at these two wonderful businesses: Davis' Ice Cream offers 10 percent off total purchases and is located at 39 North York Road in Dillsburg (Siddonsburg), and Bagel Lovers Café offers a 15 percent discount off total purchases and is located at 327 Walnut Street in Harrisburg.

Employees asked to participate in discount program survey

This is a reminder to click on the following link to participate in the survey for the employee discount program at www2.messiah.edu/adeptiv/survey/object.asp?ID=7Ud3R3TH9OZRHFgXgeTP. Amy Tweten, a junior political science major, will be assisting the purchasing department this summer to renew old contracts and make new contacts in our business community. Your participation in this survey is very helpful.

Reminder from the office of residence life about early arrivals

If you plan to sponsor students for early arrival and have not received the proper documentation, please contact the office of residence life at ext. 5239 or e-mail earlyarrivals@messiah.edu by Tuesday, May 30. We will then forward the appropriate forms.

The Bookstore changes to on line film developing service

The Bookstore has changed its photo developing service to a postage paid, mail-in service provided by Clark Colorlabs. The pre-paid mailer gives you a set of 4 × 6 prints, a picture CD, an index print, and pictures on line for the price of \$4.99. You can order additional prints and enlargements on line as well. Stop by the Bookstore and check it out.



HUMAN RESOURCES NEWS

- ▶ Open enrollment for benefits available to employees
- ▶ **Position available**
Admissions Counselor
- ▶ **Birthdays**

Open enrollment for benefits available to employees

Open enrollment is your opportunity to evaluate and change your benefits package. This year we required new provider bids for all of our benefit plan insurances in order to make sure we are still offering the best plans available while still making them affordable. This caused open enrollment to be held later than usual. Please review the open enrollment memo attached at the end of this Intercom for more information regarding your choices for the upcoming plan year.

Position available

Admissions Counselor — The department of admissions currently has an opening for the position of admissions counselor. This is a full-time, 12-month, administrative position. This position is responsible for the recruitment of prospective students to Messiah College. Must have a bachelor's degree and effective interpersonal skills in order to relate well to both prospective students and their families; excellent communication skills both verbally and in writing; and excellent organizational and time management skills. Also must be a self-starter and have the ability to work independently. The ability to work under pressure and meet deadlines as well the ability to work effectively with both on-and off-campus publics is critical. This position involves travel. Experience with computer systems is preferred. To apply, please submit a résumé and cover letter to Messiah College, Human Resources, Box 3015, Grantham, PA 17027 or e-mail humanres@messiah.edu (Applications are preferred via e-mail.) Job-related questions should be directed to Tim Dawson, assistant dean of admissions, at ext. 3700. A job description is available in human resources or on the College website at www.messiah.edu/offices/hr/job_opportunities/admin.html. Application deadline is Thursday, June 1.

Happy birthday!



- 06/01: Debbie Rutter, Julie Witman
- 06/02: Dana Britton
- 06/03: Gene VanDyke
- 06/04: Sean Paddock, Art Palese, Jill Poole, Janice Trapp
- 06/05: Christine Forsythe, Leisa McAlicher, Pauline Stevick
- 06/06: Ellie Addleman, Bob Felix, Mike Strayer
- 06/07: Audrey Boisvert, Norm Shank
- 06/08: Eric Henry
- 06/09: Diane Hunsinger, Brian Nejme, Greg Smith, Barb Syvertson
- 06/10: David Eichelberger, Randy Ness, Denise Patrick, Buonlio Viraya, Jon Wheat

Announcements

Wanted:

Summer work — College student looking for opportunities to do work such as grass cutting, landscaping, gardening, digging, any miscellaneous things, etc. to make some extra money during the summer from now until Thursday, June 22. Weekends work very well. Call Chad at 609-432-0755 or e-mail col1175@messiah.edu.

For rent:

Furnished one-bedroom efficiency — Includes garage and all utilities, located just south of Dillsburg, ideal for a short-term lease. Asking \$600/month. Call Gail at 439-2213 or Jack at 319-8352.

For sale:

SanDisk ImageMate MultiMediaCard External Drive — USB version for Windows 95 and higher or iMac. Simple to install and easy to use for fast transfers of music, images, data and voice, asking \$15; **Scanner** — Canon CanoScan N656U flatbed USB scanner; simple to install/use; works with Windows or Mac; 600 × 1200 dpi resolution; 42-bit color; asking \$15; **Sofa and loveseat** — Dark gray matching sofa and loveseat, good condition, asking \$20 each or \$30 for both; **Entertainment center** — Contemporary design, metropolitan cherry entertainment center, good condition; 48 in. tall × 49 in. wide × 17in. Deep; asking \$30. **Crib mattress** — Like new; asking \$15. Moving, must sell by Wednesday, May 31, all prices negotiable. Contact Kevin at ext. 6077.

Townhome — This delightful three-bedroom, 2.5 bath townhome offers: privacy in a small cul-de-sac; two-car garage; second floor laundry; finished lower level; neutral, bright and airy décor; balcony; and brand new dishwasher and hot water heater. Asking \$176,900 for this beautifully cared for end unit, minutes to Yellow Breeches and Messiah College as well as highway. This is a meticulously maintained home. Call Olivia Carpenter of Keller Williams of Central PA for more details at 265-3277.

Water skis — Connelly “Quantum” water skis, slightly used, asking \$35. Call ext. 3170.

2003 Nissan Maxima SE — Silver, auto, meticulously maintained, records available, 67k miles, always hand washed, hand waxed, garaged, new Pirellis, one owner, one-of-a-kind. Asking \$16,900. Contact Dave Lesko at 215-872-4255 (cell) or ext. 7049.

1994 Ford Explorer — Eddie Bauer edition, must sell, leather interior, tow package, 128,000 miles. Asking \$2,800 obo. Call 319-0516.

Reflection

*The more you lose yourself in something bigger than yourself,
the more energy you have.*

NORMAN VINCENT PEALE

American Protestant clergyman and writer

Scroll down for attachments



BENEFITS

2006/2007 OPEN ENROLLMENT

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**ALL FORMS MUST BE SUBMITTED TO THE BENEFITS OFFICE
VIA CAMPUS MAIL 3015
OR BROUGHT TO OLD MAIN RM 203
NO LATER THAN**

FRIDAY, JUNE 9, 2006

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OPEN ENROLLMENT is your opportunity to evaluate and change your benefits package. This year we required new provider bids for all of our benefit plan insurances in order to make sure we are still offering the best plans available while still making them affordable. This caused Open Enrollment to be held later than usual.

The initial prices we received from Highmark for our medical insurance plans were approximately 15% higher than the current prices. After negotiations with Highmark, we were able to limit that cost increase to 8.9%.

Our life insurance, accidental death & dismemberment and long term disability are being moved to The Guardian for the upcoming plan year. This provides continuity in the administration of life, AD&D, and long term disability when an individual needs to go on long term disability. The enrollment process is automatic, and you will not need to complete any paperwork to go on the new plans. Voluntary Life Insurance is not affected by this change.

The life insurance plan through The Guardian provides additional benefits that are not offered under our current plan:

- **Repatriation benefit** of up to \$5,000 to assist survivors in making arrangements if an employee were to die while traveling out of the country.
- **Children care benefit** provides your beneficiary with up to \$5,000 for child care assistance after your death.
- **Education benefit** provides a maximum of \$20,000 in tuition assistance to your dependents after your death.

In addition to these three plans, The Guardian will also provide administrative services for our short term disability plan which will replace our temporary medical disability. There will be no changes to the coverage offered; only to the administration of the plan. The Guardian has trained medical personnel who will work with you and your doctor to determine the appropriate amount of time you will need to be away from work to recuperate. You will continue to notify your supervisor/manager of the need for disability leave and human resources will coordinate the submission of your short term disability application to The Guardian. Once you have met the ten (10) day waiting period, disability payments will be sent directly to you by The Guardian rather than by Messiah College.

The Guardian also offers an employee assistance program (EAP) which provides confidential support services to eligible employees and their spouse/dependents. A brochure is attached to this message, or you may access the website at www.ibhworklife.com.

If you choose to make changes to your benefits effective July 1, 2006, **a new form is required for the following:**

1. You wish to change your benefits options.
2. You wish to add/drop a dependent or spouse to your benefits plan.
3. You wish to add or continue a flexible spending account.
4. You wish to waive health insurance.

FLEXIBLE SPENDING ACCOUNTS

If you are currently enrolled in or wish to enroll in either of the Flexible Spending Accounts (Health Care Account or Dependent Care Account), your elections do not carry over from year to year. You must enroll annually.

WAIVER OF HEALTH INSURANCE

If you currently receive the Waiver of Health Insurance Bonus, your election does not carry over from year to year. You must enroll annually.

If you do not wish to make any changes to your medical, dental, vision, long term care or voluntary life plans, you do not wish to have a flexible spending account and you do not plan to waive health insurance, then you do not need to submit any paperwork. Your current elections will carry over into the 2007 plan year.

All forms referred to in this memo may be:

1. Picked up in the Benefits Office, Old Main 203;
2. Requested via phone (ext 7085) and sent to you via email or campus mail; or
3. Requested via email (spottiger@Messiah.edu) and sent to you via email or campus mail.

PLEASE NOTE: *An e-mail message cannot be accepted in place of the appropriate signed forms to make changes to your benefit plans.*

MEDICAL/PRESCRIPTION INSURANCE

Messiah College will continue to offer the Highmark PPO Blue Base and Buy-Up Plans for the 2007 plan year. No changes have been made to the coverage provided under those plans.

The cost of the PPO Blue plans has risen approximately 9% for the coming year. In an effort to continue to make affordable medical coverage available to all eligible employees, Messiah College will continue to absorb the majority of the premium. However, there is a slight increase in family and employee/spouse buy-up coverage. The cost of family buy-up coverage will go back to the 2004/2005 cost of 3.5%. The cost of employee/spouse buy up coverage will increase to 2.5% which is only .10% over the 2004/2005 cost.

The premium co-pays are listed below.

PPO Blue - Base Plan

Single	0.00%
Employee/Child(ren)	1.25%
Employee/Spouse	1.50%
Family	2.25%
Family (2 spouses employed at Messiah)	0.63%

PPO Blue – Buy Up Plan

Single	0.50%
Employee/Child(ren)	1.90%
Employee/Spouse	2.50%
Family	3.50%
Family (2 spouses employed at Messiah)	0.95%

You may change plans (move from Base to Buy-Up or from Buy-Up to Base or you may add or remove dependents) at this time. To make changes to your medical coverage you must complete the forms listed below and return them to Su Pottiger.

1. Messiah College 2007 Open Enrollment Change Form
2. Highmark Blue Shield Change Form

WAIVER OF MEDICAL/PRESCRIPTION INSURANCE

If you choose to waive the medical/drug benefit, **you must complete the WAIVER OF HEALTH INSURANCE form each year with proof of other insurance in order to receive the Waiver Bonus.** If you choose to waive medical/drug insurance but do not submit a WAIVER OF HEALTH INSURANCE form during open enrollment, you will not be eligible to receive the waiver bonus for the 2006/2007 plan year and will be required to wait until the following plan year to elect the waiver bonus.

If you are currently on the Wavier of Health Insurance and wish to continue, you must submit the Waiver of Health Insurance form.

If you are currently covered under the Highmark Blue Shield medical plan and wish to drop that coverage, you must submit:

1. Messiah College 2007 Open Enrollment Change Form
2. Highmark Blue Shield Change form to drop your coverage
3. Waiver of Health Insurance

DENTAL INSURANCE

Messiah College will continue to offer the Delta Dental Premier Plan for coming year. There are no changes to the premium co-pays for the dental plan (see below). To make changes to your dental coverage you must complete the forms listed below and return them to Su Pottiger.

1. Messiah College 2007 Open Enrollment Change Form
2. Delta Dental Enrollment Change form

Delta Dental

Single	0.00%
Employee/Child(ren)	0.30%
Employee/Spouse	0.30%
Family	0.40%
Family (2 spouses employed at Messiah)	0.15%

VISION INSURANCE

Messiah College will continue to offer vision coverage for the coming year. As we announced previously, Clarity Vision was bought by Davis Vision effective 7/1/06. There are no changes to the coverage provided or the cost to you as a result of this sale. However, there may be a few changes to the providers who participate in the Davis plan. To make changes to your vision coverage or enroll in vision coverage, you must complete the forms listed below and return them to Su Pottiger.

1. Highmark Blue Shield Change Form
2. Messiah College 2007 Open Enrollment Change Form

Single	\$ 7.11/month
Two Party	\$14.21/month
Family	\$19.90/month

FLEXIBLE SPENDING ACCOUNTS

If you choose to participate in the Healthcare Flexible Spending Account and/or the Dependent Care Flexible Spending Account for the 2006/2007 plan year, a Flex Plan enrollment form must be completed and returned.

FLEXIBLE SPENDING ACCOUNT ELECTIONS DO NOT CARRY OVER FROM YEAR TO YEAR. A NEW FORM MUST BE COMPLETED ANNUALLY.

The Flexible Spending Accounts run from July 1, 2006 through June 30, 2006. There is a 2 ½ month grace period to incur expenses eligible under the Healthcare Account; however this grace period does **NOT** apply to the Dependent Care Account. You have ninety (90) days after the end of the plan year to submit receipts for the plan year.

A new optional benefit is being offered with the Health Care Account this year. It is called the Benny Card – a preloaded MasterCard debit card which will allow you to pay for certain eligible healthcare account expenses upfront if the provider accepts MasterCard rather than paying them out of pocket and submitting a claim. The cost to voluntarily participate in this benefit is \$18.00 a year which can be taken directly from your contributions. You will still need to save all your receipts. If Flex-Plan Services has a question about the eligibility of a claim, they will send you a pre-populated claim form for you to sign and return to them with your receipt.

VOLUNTARY LIFE INSURANCE

If you would like to enroll in voluntary life insurance, you may do this by completing the enrollment form which can be emailed to you upon request. *Please remember: There is no guarantee of coverage under this plan. You will be notified directly by We-Enroll of the status of your application.*

If you are enrolled in voluntary life and choose to change the amount of your current insurance, you may do this by completing the appropriate form. *Please remember: There is no guarantee that increases to current voluntary life coverage will be approved. You will be notified directly by We-Enroll of the status of your request.*

LONG TERM CARE INSURANCE

1. If you wish to enroll in long term care coverage, please contact the Su Pottiger at extension 7085. An enrollment packet will be forwarded to you. *Please remember: There is no guarantee of coverage under this plan. You will be notified directly by CNA of the status of your application.*
2. If you are enrolled and wish to make a change to your coverage, you may do this by completing the appropriate form. *Please remember: There is no guarantee that increases to current Supplemental Life Insurance will be approved. You will be notified directly by CNA of the status of your request.*

Please feel free to contact
Su Pottiger at
Extension 7085
if you have any questions.

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FRIDAY, JUNE 9, 2006

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If forms are not received by **June 9, 2006**, you will not be able to make changes to your benefits until the next open enrollment period in 2007 unless you experience a qualified family status change.

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If you are making no changes to your medical, dental, vision, long term care or voluntary life insurance, **you do not wish to have a flexible spending account** and you do not plan to waive health insurance, then you do not need to submit any paperwork. Your current elections will carry over into the new plan year.

Additional Services Provided

When you need help with non-acute emotional, mental or behavioral problems such as depression, anxiety, relationships or alcohol and drug problems...

A Work-LifeMattersSM consultant will help assess the situation and will provide telephone problem resolution consultations or may authorize up to three office visits with a counselor in your area. The consultant may also assist you in obtaining behavioral health treatment, if needed, through your health plan.

When you receive a disability benefit...

You are eligible for one telephone consultation to assist you with financial services while on disability. This consultation can include options for protecting your assets, and making the most of your disability payments.*

When your beneficiary receives a death benefit payment of \$50,000 or more and wants to know what options are available to protect the asset...

Your beneficiary is eligible for one telephone financial consultation to review options for protection of this asset. This benefit falls under Guardian's Beneficiary Services, which also includes bereavement counseling.**

When you require legal advice...

You are entitled to receive unlimited legal advice by telephone including, but not limited to, such topics as real estate, living wills, and estate and probate law. You are also eligible for a referral to a local attorney for a free 30-minute session, and additional services and consultations at a 25% discount.

* This service provided to employees with Guardian group disability.

** This service provided to beneficiaries of Guardian group life insurance policies.



GUARDIAN®

Work-LifeMattersSM

*Providing Assistance With
What Matters Most*



Work-LifeMattersSM is administered by Integrated Behavioral Health, an independent national employee assistance firm. To be eligible for the free visits with an EAP professional, an employee must be participating in one or more of Guardian's group coverages and must receive a referral and prior authorization from IBH.

Work-LifeMattersSM Program services are provided by Integrated Behavior Health, Inc., and its contractors. Guardian does not provide any part of Work-LifeMattersSM Program services. Guardian is not responsible or liable for care or advice given by any provider or resource under the program. This information is for illustrative purposes only. It is not a contract. Only the Administration Agreement can provide the actual terms, services, limitations and exclusions. Guardian and IBH reserve the right to discontinue the WorkLifeMattersSM Program at any time without notice.

Legal services will not be provided in connection with or preparation for any action against Guardian, IBH, or your employer.



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www.GuardianLife.com

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2004-2656

Introducing Work-LifeMattersSM

What Is Work-LifeMattersSM?

Guardian recognizes that personal and family problems can impact your life both at home and at work. When you face these challenges in life, it's nice to know there's a place to turn. To assist you and your family in getting the help you need, Guardian has established the Work-LifeMattersSM Program. Work-LifeMattersSM is a confidential support service designed especially to help you with the issues that affect your life the most.

How Does It Work?

When you call the Work-LifeMattersSM toll free number, you will be connected to a counselor who will help you. In order to provide this support in a confidential setting, Guardian has teamed up with Integrated Behavioral Health (IBH), an independent national employee assistance firm. IBH is staffed by professional counselors who are experienced in aiding people with a wide range of issues.

How Do I Access These Services?

You can call toll-free during standard operating hours, or 24/7 in an emergency situation, and speak to a consultant. You can also log-on to www.ibhworklife.com to find basic information on a number of valuable services.

What Types of Issues Can Work-LifeMattersSM Assist Me With?

Counseling

When you call, you will be connected to a counselor who will help you address your specific needs.

- Offer Support & Professional Guidance
- Unlimited Telephone Consultation
- Offer In-person Appointments
- Develop An Action Plan

Parenting

There are many new and exciting challenges that go along with becoming a parent. It can be both a rewarding and stressful experience.

- Prenatal Planning
- Becoming a Parent
- Adoption
- Child Development
- Parenting Skills
- Child Care

Care Giving

Every person, young or old, is different and many will have needs that will require special attention.

- Sickness and Care Giving
- Special Needs
- Adult Dependent Care
- Elder Care

Besides providing assistance with everyday issues, Work-LifeMattersSM can also help you with other unexpected situations, such as those outlined on the back panel. Support services for these are also accessible to you either by telephone or on the website.

College

Decisions on higher education will probably have a greater impact on a young person's life than any other you will make.

- Pre-college Planning
- Junior and Community College
- Colleges & Universities
- Admissions Testing & Procedures (PSAT/SAT)
- Financial Services, Aid & Scholarship
- Adult Re-entry Programs

Relocation

When moving, details can become overwhelming. We can help with information about the moving process and about your new location.

- Relocation Information
- Parenting Tips On Moving
- Community Resources
- Schools
- Short & Long Distance Moves

Save this convenient card for Work-LifeMattersSM


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