



October 2008
Hawaii

Open Enrollment 2009

October 20 – November 7

The *FlexSolutions* 2009 Open Enrollment takes place from **October 20 through November 7, 2008**. Open Enrollment is your annual opportunity to review your benefit plan options and make changes to your benefits and/or dependent coverage under *FlexSolutions*.

There will be no benefit changes except for those being made to the HMSA medical plans as described below. In mid- to late-October your Open Enrollment packet will be sent to you. We encourage you to spend time thinking about your current enrollment choices and how your benefit needs might change next year.

Employee Contributions

Like other employers, A&B's medical and prescription drug coverage costs continue to increase at higher rates than all other benefit plans. Since A&B pays an average of approximately 80% of the medical plan cost, the Company will absorb the majority of the increase. Your 20% contribution share will also be affected. Contribution amounts depend on what plan you elect, your salary level, and the number of dependents you cover. As a reminder, your contributions for medical, dental, and vision coverage are made on a pre-tax basis, which reduces your taxable income – and your taxes.

For Employee and Dependent Life Insurance and Long Term Disability Insurance, A&B is pleased to announce that we are consolidating these plans with MetLife. As a result, the age-based premiums for these plans will decrease (although if you move to a higher rate tier, your cost will likely increase because your cost will be based on a higher age-based rate).

HMSA HealthLink No Longer Offered in 2009

Earlier this year, HMSA has announced that it will no longer offer its HealthLink Plan in 2009.

If you are currently enrolled in the HealthLink Plan, your coverage will continue through 2008, but you will need to make a new medical plan election for 2009. If you don't make a new medical plan election at www.flexab.com during this year's Open Enrollment, you will automatically be enrolled in the HMSA Health Plan Hawaii Plus (HPH Plus) Plan at your current coverage level for 2009. You may obtain a 2009 HMSA PPO Plan and/or the HPH Plus Plan brochure from your Human Resources Representative.

Employees enrolled in the HMSA PPO Plan, HMSA HPH Plus Plan, or Kaiser HMO Plan will continue in those plans unless a new medical election is made.

Did You Know?

In general, health plans with lower employee contributions tend to have higher employee out-of-pocket costs when care is needed. Consider your personal health care situation when evaluating the choice between paying lower employee contributions or paying less when you actually receive medical care.

This bulletin is an employee publication of Alexander & Baldwin, Inc., produced by the A&B Benefits Department in conjunction with the Human Resources Departments of various A&B subsidiaries. It contains brief highlights only. A&B reserves the right to amend or terminate all or any part of its benefits program at any time. In case of any conflict between the information in this bulletin and the official plan documents, the official plan documents will govern.