The purpose of HR Intercom is to reinforce the partnership of the Office of Human Resources with all University departments by keeping the University community informed of HR policies, programs, issues, and points of interest.

A Message From Tony Kinslow, Human Resources AVP
As he takes the helm of HR, Associate Vice President Tony Kinslow sends a message to the University community regarding the opportunity we all have to work together to serve our University in its initiatives that have not only a local, but global impact. Read Tony's complete message.

Public Service Loan Forgiveness Program (PSLF)
UR/URMC employees may be eligible for the PSLF program that encourages individuals to enter and continue to work full-time in public service jobs. Federal Direct Loan borrowers may qualify for forgiveness of the remaining balance of their loan after they have made 120 qualifying loan payments while employed full time by certain public service employers. Only loan payments made after October 1, 2007, count toward the 120 payment qualification. For specific information, please see the Department of Education’s website. If employment verification is needed when completing the Employment Certification form, please send it to Human Resources—Records at Box 278955.

From Bystander to Ally
On April 17 representatives from across the University will gather to discuss diversity and inclusion at the 2015 Diversity Conference, “From Bystander to Ally.” The keynote speaker is Jose Antonio Vargas, Pulitzer Prize–winning journalist, filmmaker, and immigration activist. Visit the conference website to learn more about the keynote and the 18 workshops planned for the day. Please register by April 10. The conference is free and open to the public.

Travel Time Payment for Nonexempt (Hourly Paid) Staff
On occasion, nonexempt staff must travel for work purposes. When this occurs, be sure to follow applicable labor laws for compensating staff. View details here.

University’s Workplace United Way Campaign Underway
No donation is too small and will help those in need in our community. Pledge now to help make a difference. Questions? Contact the University’s United Way Office at 224-2871.

Employment Verification—The Work Number®
Buying a home or car? Applying for a loan? Leasing an apartment? Chances are you will need proof of employment or income. Obtain secure income and employment verification via the Web or telephone by using our partner, the Work Number® service, where you control the process of authorizing access of others to your employment information. More information, FAQs, and forms are on their website.

HR Staff Announcements
Elizabeth (Beth) Poland (Employment Services) was hired 3/2/15 as a Sr. HR Assistant (Liaison).
Denise Valone (HRMS) will celebrate 15 years of UR service on 4/3/15.
Congratulations!
Benefit Materials Available Electronically
Sign up to receive benefit materials such as open enrollment, summary plan descriptions, and summary annual reports through e-mail. Visit HRMS to enroll and read the disclosure statement before electing eDelivery. No action is required to continue receiving documents by mail. Those who elect eDelivery can unsubscribe at any time by logging into HRMS and unchecking the “I Consent” box. Direct questions to benefitoffice@hr.rochester.edu.

Financial Health Bites Seminar: Tax Planning
Learn how to better understand your tax returns, what affects your taxes, and tax-saving opportunities at a seminar on March 24 conducted by a representative from Canandaigua National Bank & Trust. The session runs from noon to 1 p.m. in the Saunders Research Building, Room 1416. Guests and lunches are welcome. Registration is required at www.rochester.edu/benefits/sessions.

CREF Share Classes
Effective April 24, TIAA-CREF is expanding from one class of each CREF Account to three classes. TIAA-CREF currently has a single-class structure, which means they have the same expense ratios across employer-sponsored and individual plans/products of all sizes. They are creating multiple classes, designated as R1, R2 and R3, for each CREF Account, and the UR Plans will be placed in the R3 Class of CREF Accounts. This change will result in lower expense ratios for participants. Please view the announcement for more information.

University Retirement Contribution Educational Sessions
The Benefits Office hosts monthly informational sessions designed for employees newly eligible to receive the University’s Direct Contribution to the Retirement Program and those new to investing or who want to review their current investment strategy. The sessions include an overview of the University’s Retirement Program and a presentation by a TIAA-CREF representative covering fundamental information about investing, including how to choose an investment allocation. The next session will be held April 8, noon-1:00 p.m., at College Town, 44 Celebration Drive, Room 2007.

University Home Ownership Incentive Program
The University Home Ownership Incentive Program provides new homeowners in Sectors 4 and 6 of the City of Rochester with $3,000 from the University, $3,000 from the City, and $3,000 from a participating bank/credit union. For more information, please visit www.rochester.edu/benefits/housing.

Reminder: More Than a Paycheck
The University provides a comprehensive and competitive benefits program that includes health and wellness options, retirement program, tuition benefits, and more. See the full value of your 2014 wages and benefits together in your Total Compensation Statement—now available on HRMS with your NetID login.

Nutrition Month and Much, Much More
Well-U invites you to take advantage of their events highlighting good nutrition as well as other health and wellness sessions for continued health. In addition to Well-U events, LifeStyle Management Programs and tips are offered to help you attain your lifetime goal of good health. View all here.

Contacting HR Intercom: HR Intercom is distributed through @ Rochester on a ten-month basis: January through July and September through November. If you have comments or questions about HR Intercom, please contact: gina.radlo@rochester.edu.