



NORTHWESTERN  
UNIVERSITY

## **Summary Annual Report For Certain Benefit Plans of Northwestern University**

This is a summary of the annual reports of certain employee welfare and retirement benefit plans maintained for employees of Northwestern University, EIN 36-2167817. The plans with the plan year beginning September 1, 2007 and ending August 31, 2008 included in this summary are: the Northwestern University Group Life Insurance Plan (Plan No. 501), the Northwestern University PPO Health Plan (Plan No. 506), the Northwestern University Long Term Disability Plan (Plan No. 508), the Northwestern University PPO Dental Plan (Plan No. 509), the Northwestern University Contributory Retirement Plan A (Plan No. 001), the Northwestern University Contributory Retirement Plan B (Plan No. 004) and the Northwestern University Supplemental Contributions Plan (Plan No. 003).

The plans with the plan year beginning January 1, 2008 and ending December 31, 2008 included in this summary are: the Northwestern University Accidental Death and Disbursement Plan (Plan No. 504), the Northwestern University Unicare Health Plan (Plan No. 511), the Northwestern University HMO Illinois Health Plan (Plan No. 514), the Northwestern University Guardian Dental Plan (Plan No. 517), the Northwestern University Vision Plan (Plan No. 521), the Northwestern University Short Term Disability Plan (Plan No. 510) and the Northwestern University Long Term Care Plan (Plan No. 519), the Northwestern University Flexible Benefit Reimbursement Account (Plan No. 512) and the Northwestern University Health Savings Reimbursement Account (Plan No. 522). The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### **PPO Health Plan**

Northwestern University has committed itself to pay all PPO health and prescription claims incurred under the terms of the plan.

The value of plan assets, after subtracting liabilities of the plan, was \$20,648,695 as of August 31, 2008, compared to \$16,402,043 as of September 1, 2007. During the plan year the plan experienced an increase in its net assets of \$4,246,652. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$37,414,228 including employer contributions of \$23,620,190, employee contributions of \$11,544,203, pharmacy rebates and stop loss refunds of \$1,573,217 and earnings from investments of \$676,618. Plan expenses were \$33,167,576. These expenses included \$2,602,564 in administrative expenses and \$30,565,012 benefits paid to participants and beneficiaries.

### PPO Dental Plan

Northwestern University has committed itself to pay all dental claims incurred under the terms of the plan.

The value of plan assets, after subtracting liabilities of the plan, was \$1,259,181 as of August 31, 2008, compared to \$1,328,068 as of September 1, 2007. During the plan year the plan experienced a decrease in its net assets of \$68,887. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$3,811,326 including employer contributions of \$1,867,710, employee contributions of \$1,887,615, and earnings from investments of \$56,001. Plan expenses were \$3,880,213. These expenses included \$231,196 in administrative expenses and \$3,649,017 benefits paid to participants.

### Long Term Disability Plan

Northwestern University has committed itself to pay all long term disability claims under the terms of the plan.

The value of plan assets, after subtracting liabilities of the plan, was \$5,583,645 as of August 31, 2008, compared to \$5,156,676 as of September 1, 2007. During the plan year the plan experienced an increase in its net assets of \$426,969. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the

year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$2,131,864 including employer contributions of \$1,030,725, employee contributions of \$1,030,913, and earnings from investments of \$70,226. Plan expenses were \$1,704,895. These expenses included \$41,533 in administrative expenses and \$1,663,362 benefits paid to participants.

### Short Term Disability Plan

Northwestern University has committed itself to pay all short term disability claims under the terms of the plan.

The value of plan assets, after subtracting liabilities of the plan, was \$218,450 as of December 31, 2008, compared to \$141,660 as of January 1, 2007. During the plan year the plan experienced an increase in its net assets of \$76,790. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$290,096 including employee contributions of \$284,891 and earnings from investments of \$5205. Plan expenses were \$213,306. These expenses included \$7,239 in administrative expenses and \$206,067 benefits paid to participants.

### Faculty Retirement Plan

Benefits under the Northwestern University defined contribution Retirement Plan for Faculty are provided by individual and group insured contracts issued to each participant by Teacher Insurance Annuity Association and the College Retirement Equities Fund and Fidelity Investment Tax-Exempt Services Company. The plan had employee contributions of \$11,367,908 and employer contributions of \$22,743,477 for this plan ending August 31, 2008. A total of 1,792 persons were participants in the plan year.

### Staff Retirement Plan

Benefits under the Northwestern University defined contribution Retirement Plan for Faculty are provided by individual and group insured contracts issued to each participant by Teacher Insurance Annuity Association and the College Retirement Equities Fund and Fidelity Investment Tax-Exempt Services Company. The plan had employee contributions of \$7,800,971 and employer contributions of

\$18,535,335 for this plan ending August 31, 2008. A total of 4,879 persons were participants in the plan year.

### Supplemental Contributions Plan

Benefits under the Northwestern University defined contribution Retirement Plan for Faculty are provided by individual and group insured contracts issued to each participant by Teacher Insurance Annuity Association and the College Retirement Equities Fund and Fidelity Investment Tax-Exempt Services Company. The plan had employee contributions of \$ 22,944,347 for this plan ending August 31, 2008. A total of 3,394 persons were participants in the plan year.

### Insurance Plans

#### Accidental Death and Dismemberment Plan

The plan has a contract with Reliance Standard to pay all accidental death and dismemberment claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2008 were \$147,474.

#### Vision Plan

The plan has a contract with United HealthCare to pay all vision claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2008 were \$375,329.

#### Group Life Insurance Plan

The plan has a contract with Standard Life Insurance to pay all group life insurance claims incurred under the terms of the plan. The total premiums paid for the plan year ending August 31, 2008 were \$1,731,002.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending August 31, 2008, the premiums paid under such "experience-rated" contracts were \$1,731,002.00 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$2,148,859.

### HMO-Illinois Plan

The plan has a contract with BCBS of Illinois to pay all HMO-IL health claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2008 were \$12,136,085.

### Unicare Plan

The plan has a contract with United HealthCare to pay all health claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2008 were \$6,589,638.

### Group Long Term Care Plan

The plan has a contract with United HealthCare to pay all long term care claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2008 were \$370,962.

### DMO Dental Plan

The plan has a contract with Guardian to pay all dental claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2008 were \$630,425.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

Insurance information including sales commissions paid by insurance carrier

To obtain a copy of the full annual report, or any part thereof, write or call Northwestern University 720 University Place, Evanston, Illinois 60208, 847-491-7513.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan Northwestern University, 720 University Place, Evanston, Illinois 60208 and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.