



October 15, 2026 Meeting

Agenda



01

Annual Benefits Enrollment

Jan Myers, WFU
Human Resources

Shannon Araya,
WFU Human
Resources

Jeff Ries, Gallagher
Benefit Services

02

Fidelity Transition

Roger Melton,
Fidelity

03

Cybersecurity Awareness Month

Jeff Teague,
WFU Information
Systems

04

SAC Committee Reports

Open Enrollment

October 15, 2026

Industry View | State of Health Care Landscape

Highest medical and Rx trends in many years:

Market Dynamics

- **Industry consolidation** resulting in less competition
- **Negotiated contracts** with providers demanding higher rates
- **Labor cost surges** and significant supply chain pressures
- **Tariffs** increasing the costs of equipment and medical supplies
- **Reimbursement pressure** from stagnant Medicare/Medicaid rates impacting employer plans
- **Added administrative costs** across the landscape

Clinical & Pharmacy Trends

- **Expanded GLP-1 indications** including weight management, CV risk, and sleep apnea
- **Gene therapy pipeline** creating new high-cost treatment paths
- **Increased Rx development costs** passed through to payers
- **Ending ACA subsidies** leading to increased premium structures
- **Rise in High-Cost Claimants** impacting overall plan stability
- **Specialty drugs** expanded indications continues to drive higher utilization

WFU View | Key Factors in Rising Costs

TOTAL PMPM* INCREASE

22.8%

Since July 2025

EMPLOYER COST-SHARE

87.1%

vs. BoB** 84.8%

SPECIALTY RX

62.1%

of Rx costs vs BOB** 52.8%

Financial & Utilization Drivers - 2026 (Jul) vs 2025 (Jul)

- **Medical PMPM:** Increased 24.4%
- **Pharmacy PMPM:** Increased 16.8%
- **High Cost Claimants:** Spend (>\$100k) up 92.2% in 2026 (Jul)
- **Benchmark Variance:** Primary Care, Outpatient, Behavioral Health, and Medical Rx costs above benchmarks

Diagnostic & Clinical Focus

Top Diagnostic Category:

Musculoskeletal (MSK)

Followed by:

- Behavioral Health
- Nonspecific Disorders
- Cancer

Specialty Rx costs (62.1%) significantly exceed BoB average (52.8%)

In Summary

- Wake Forest is experiencing the highest cost claim activity in recent history, consistent across the majority of our peers.
- This trend is expected to continue, with most projecting 8-11% cost increases in 2027 (Aon, Gallagher, Mercer, WTW, PwC).
- Considering these projections, a **10% increase in employee contributions and medical plan changes including deductibles, copays, and out of pocket maximums to encourage utilization of Tier I/Atrium Network*** is recommended for calendar year 2027. Tier I drives employee and WFU savings.

**For members enrolled in the Aetna Whole Health network.*

The Value of Utilizing an Tier I Provider

How to find a Tier I provider

FINDING A TIER I PROVIDER:

- Step 1 - Sign in to your member account at Aetna.com
- Step 2 - Select find care & pricing
- Step 3 - Search for a Provider
- Step 4 - Confirm provider tier is maximum savings

COMPARING COST OF CARE:

- Step 1 - Sign in to your member account at Aetna.com
- Step 2 - Select find care & pricing
- Step 3 - Enter same visit, procedure, specialty or facility type using same ZIP code
- Step 4 - Confirm provider tier is maximum savings
- Step 5 - Compare member estimates

2027 Summary of Changes



1. Plan Design

Plan Design Changes

Adjustments are aimed at optimizing coverage structures and steering utilization:

- Increase copays, deductibles, and out-of-pocket maximums.
- Adjust Tier II cost-share and co-insurance.
- Prioritize and focus on increasing Tier I/Atrium provider utilization for those enrolled in the Aetna Whole Health network.
- Fed Logic implementation.



2. Premium Adjustment

Employee Premium Adjustment

Employee premiums increasing by 10% to partially offset increased costs.

2027 Medical & Rx Plan Design Changes:

Plan Changes	Current - Low	2027 - Low	Current - High	2027 - High
Increase all Tier I deductibles by \$150 / \$375 Increase Tier II deductibles by: - \$1,150 / \$2,875 (AWH Low Plan) - \$2,400 / \$6,000 (AWH High Plan)	\$850 / \$2,125 (I) \$1,500 / \$3,750 (II)	\$1,000 / \$2,500 (I) \$2,650 / \$6,625 (II)	\$500 / \$1,250 (I) \$1,000 / \$2,500 (II)	\$650 / \$1,625 (I) \$3,400 / \$8,500 (II)
Increase Tier II coinsurance for High Plan	10% (I) / 20% (II)	10% (I) / 20% (II)	5% (I) / 10% (II)	5% (I) / 15% (II)
Increase all Tier I OOP maxs \$150 / \$375 Increase Tier II OOP maxs by: - \$1,400 / \$3,500 (AWH Low Plan) - \$2,400 / \$6,000 (AWH High Plan)	\$2,750 / \$6,875 (I) \$4,250 / \$10,625 (II)	\$2,900 / \$7,250 (I) \$5,650 / \$14,125 (II)	\$1,450 / \$3,625 (I) \$3,250 / \$8,125 (II)	\$1,600 / \$4,000 (I) \$5,650 / \$14,125 (II)
Increase all Tier I copays by \$10 (PCP / SCP / BH) Increase Tier II copays by: - \$40 / \$60 / \$25 (AWH Low Plan) - \$20 / \$20 / \$20 (AWH High Plan)	\$15 / \$35 / \$15 (I) \$30 / \$50 / \$15 (II)	\$25 / \$45 / \$25 (I) \$70 / \$110 / \$25 (II)	\$15 / \$20 / \$15 (I) \$30 / \$50 / \$15 (II)	\$25 / \$30 / \$25 (I) \$50 / \$70 / \$25 (II)
Increase ER Copays \$100 in all plans	\$300 copay	\$400 copay	\$300 copay	\$400 copay
Increase Rx copays: - Generics - \$5 - Preferred Brand - \$10 - Non-Preferred Brand - \$20 - Specialty - \$50 min / \$100 max	G - \$15 PB - \$30 NPB - \$60 S - 10% (\$50 / \$100)	G - \$20 PB - \$40 NPB - \$80 S - 10% (\$100/\$200)	G - \$15 PB - \$30 NPB - \$60 S - 10% (\$50 / \$100)	G - \$20 PB - \$40 NPB - \$80 S - 10% (\$100/\$200)

2027 Dental & Flexible Spending

Dental Plan:

No dental plan design or cost-sharing changes. For 2027, MetLife's premium increase will be 5%. Gallagher performed a claims analysis and found that the analysis supported the increase.

- Premium Increases (per month)
 - High Plan: 5% (\$2.20/employee - \$7.01/family)
 - Low Plan: 5% (\$1.22/employee - \$3.95/family)

Flexible Spending Accounts:

- Health Care: Increasing from \$3,300 to **\$3,400**
 - Carry Over: Increasing from \$660 to **\$680**
- Dependent Care: Remaining at **\$7,500** (per household)
 - Carry Over: None

2027 Other Benefit Changes

IMPORTANT NOTE: Beginning in 2027, you may elect new coverage and/or change coverage during your new hire period, if you experience a qualifying event, and/or during open enrollment (not year round changes).

Life Insurances and Long-Term Disability: Transitioning from NY Life to Unum

- If enrolled in Voluntary Life* for yourself,** a spouse, and/or child, no action is needed, unless you want to change or cancel coverage.
 - Voluntary Life Insurance (**NEW! Max Limit up to \$750,000**)
- If enrolled in Voluntary Accidental Death & Dismemberment with employee coverage, no action is needed, unless you want to change or cancel coverage.
- If enrolled in Voluntary Accidental Death & Dismemberment **with family coverage, you will need to make new elections during open enrollment** if you want to continue coverage.

Supplemental Insurances: Transitioning from Aflac to Unum (**NEW! Better rates**)

- If enrolled in an AFLAC plan, you may continue coverage by moving to direct billing. Letters will be mailed late Fall. These plans will not display during open enrollment.
- New Unum Plans:
 - Accident, Specified Disease (this includes cancer), & Hospital Insurance

Whole Life Insurance: Transitioning to Unum's Group Whole Life* policy (**NEW! Better rates**)

- If enrolled in Unum's individual Whole Life policy, you may continue coverage by moving to direct billing. Letters will be mailed late Fall. This plan will not display during open enrollment.

Discount/Perks Program (**NEW!)**

- Rolling out a new discount/perks program with BenefitHub. Initial registration will be required.

**Elections that exceed the guaranteed issue (GI) amount will require evidence of insurability for Voluntary Life & Group Whole Life for an employee and/or a spouse.*

***If you are enrolled in the Voluntary Life Legacy plan, the maximum will be lifted and you may elect up to the GI limit without evidence of insurability.*

What's Next

ANNUAL BENEFITS ENROLLMENT: October 12 - 23, 2026

- **2027 Benefits Guide:** View now at hr.wfu.edu/benefits/annual-benefits-enrollment/
- **To Make Benefit Changes:**
 - Go to your Workday inbox, click the “Open Enrollment Change” task, click “Let’s Get Started”, and click “Manage” on the benefit plans you want to make changes to.
- **Annual Benefits Enrollment Overview - Webinar:** Recorded Session
- **Benefits Assistance Sessions:**
 - October 15, from 1 - 3 p.m. in Graylyn House Management #1
 - October 20, from 11:30 a.m - 1:30 p.m. in HS Moore 120
 - October 21, from 9 - 11 a.m. in UCC 1018
 - October 21, from 12 – 2 p.m. in Reynolda Hall Autumn Room
 - October 22, from 11 a.m. - 1 p.m. in Benson Center 406

What can I do to maximize my health-care savings?

1. If you are in the Aetna Whole Health network, you will have lower out-of-pocket costs by using or switching to Atrium providers. Use your [Aetna.com](https://www.aetna.com) member account for help in finding providers.
2. Review and understand your options to receive care when you and/or a family member needs medical attention, so you may opt for lower out-of-pocket costs for non-emergency issues (i.e. Teladoc, Minute Clinic, primary care, urgent care).
3. Consider using a health care flexible spending account to tuck pre-tax money aside for medical, dental, and/or vision expenses (i.e. deductibles, copays).
4. To maximize your preventive care coverage at 100%, keep your preventive care appointment separate from any type of diagnostic health concerns you may have.

Additional Resources

- [Annual Benefits Open Enrollment Webinar](#)
- Reach out to benefits@wfu.edu with any questions

CREATING
OPPORTUNITY.

TRANSFORMING
LIVES.



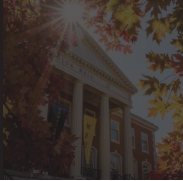


Agenda

- Key Dates and Transition Highlights
- Investments
- Fidelity Services and Resources
- Next Steps



Key Dates*



Date	Activity
Monday, January 4, 2027, at 4:00 p.m. ET	This is the last day before the quiet period begins. The following activities will not be available during the quiet period: • Enroll in the plan or change your deferral amount. • Check your account balance. • Request an exchange (transfer) between investment options. • Request a loan or distribution.
January 12, 2027	Your eligible account balances are scheduled to be transferred to Fidelity.
The week of January 31, 2027	The week you will have full access and can view and make changes to your new Fidelity account online.

*The timing of the plan changes and transition period, including any asset reallocations, described within this presentation depends on a variety of factors, which may include the timing and accuracy of the transfer of data, receipt of instructions, and receipt of assets. Changes in any of these factors may result in changes to the timing of the delivery of services, the transition period, and/or the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.

Transition Highlights - What's Staying the Same During the Transition?



Eligibility to Participate in the Plan

There will be no change to the eligibility requirement to participate in the 403(b) Retirement Plan as a result of the transition.



Employer Contribution

The employer contribution that Wake Forest University contributes to your account will not change as a result of the transition.



CAPTRUST

Wake Forest faculty and staff who are enrolled in the 403(b) Retirement Plan may meet with CAPTRUST, an independent fiduciary advisor, for personalized retirement planning advice.

The third parties mentioned herein and Fidelity Investments are independent entities and are not legally affiliated.

Transition Highlights - What's New



Percentage Contribution Elections

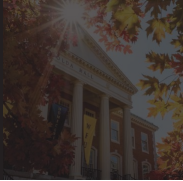
The amount of pretax and/or Roth contributions deducted from your pay in effect as of January 4, 2027, will continue and transfer to Fidelity. **Important: Employee contributions will be made as a percentage of your pay. If you currently contribute a specific flat dollar amount, you should contact TIAA and change your employee contribution amount to a percentage by 4:00 p.m. ET on January 4, 2027.** If you don't take action, your dollar contribution will be updated automatically to an equivalent percentage contribution rate.



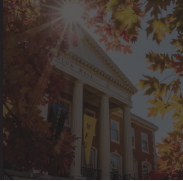
Maximize My Contributions

Fidelity's Maximize My Contributions ("Maximizer") service takes the guesswork out of managing your contribution elections within your retirement plan, helping you to accelerate your savings and stay on track.

- Elections carry over and automatically adjust each year. Fidelity updates your contribution amounts based on annual IRS limits, including catch-up contributions, if you are eligible.
- The Maximizer spreads your contributions evenly throughout the year so that you'll reach the applicable IRS contribution limit. You'll receive a confirmation notification from Fidelity when this occurs.
- You're in control of how much you contribute and where your contributions go. You can review and modify your election at any time.



Transition Highlights - Action May be Required



Beneficiary Designations

To ensure your beneficiary designation transfers to the Plan at Fidelity, please verify that your designation with TIAA includes the beneficiary's full name and either their date of birth or Social Security number.



Loans

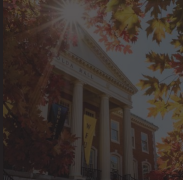
If you have a retirement plan loan that is transferring from TIAA to Fidelity, Fidelity will send you a letter regarding your loan. The bank account information on file with TIAA for your loan will also transfer to Fidelity.



Investments



Mutual Fund Investments That Are Not Changing



INVESTMENT OPTIONS	TICKER	INVESTMENT OPTIONS	TICKER
Carillon Eagle Mid Cap Growth Fund Class R6	HRAUX	Vanguard Small-Cap Value Index Fund Institutional Shares	VSIIX
Dodge & Cox Income Fund Class X	DOXIX	Vanguard Target Retirement 2020 Fund	VTWNX
Harbor Capital Appreciation Fund Institutional Class	HACAX	Vanguard Target Retirement 2025 Fund	VTTVX
John Hancock Funds Disciplined Value Fund Class R6	JDVWX	Vanguard Target Retirement 2030 Fund	VTHRFX
MFS International Equity Fund Class R6	MIEIX	Vanguard Target Retirement 2035 Fund	VTTHX
MFS Mid Cap Value Fund Class R6	MVCKX	Vanguard Target Retirement 2040 Fund	VFORX
Vanguard Emerging Markets Stock Index Fund Institutional Shares	VEMIX	Vanguard Target Retirement 2045 Fund	VTIVX
Vanguard Explorer Fund Admiral Shares	VEXRX	Vanguard Target Retirement 2050 Fund	VFIFX
Vanguard Extended Market Index Fund Institutional Shares	VIEIX	Vanguard Target Retirement 2055 Fund	VFFVX
Vanguard Federal Money Market Fund Investor Shares^	VMFXX	Vanguard Target Retirement 2060 Fund	VTTSX
Vanguard Inflation-Protected Securities Fund Institutional Shares	VIPIX	Vanguard Target Retirement 2065 Fund	VLXVX
Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX	Vanguard Target Retirement 2070 Fund	VSVNX
		Vanguard Target Retirement Income Fund	VTINX
		Vanguard Total Bond Market Index Fund Institutional Shares	VBTIX
		Vanguard Total International Stock Index Fund Institutional Shares	VTSNX

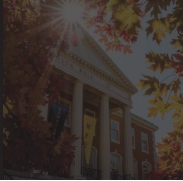
Disclaimer: You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor is not required to reimburse the fund for losses, and you should not expect that the fund's sponsor will provide financial support to the fund at any time, including during periods of market stress.

Investment Options Moving to a New Investment Option



EXISTING INVESTMENT OPTION WITH TIAA AS OF JANUARY 11, 2027, AT 4:00 P.M. ET	TICKER or SYMBOL		NEW INVESTMENT OPTION WITH FIDELITY, EFFECTIVE JANUARY 12, 2027	TICKER
CREF Growth R2	QCGRPX	▶	Harbor Capital Appreciation Fund Institutional Class	HACAX
CREF Responsible Balanced R2	QCSCPX	▶	Age-based Vanguard Target Retirement Fund	N/A
CREF Total Global Stock R2	QCSTPX	▶	Age-based Vanguard Target Retirement Fund	N/A
TIAA Real Estate	QREARX	▶	Age-based Vanguard Target Retirement Fund	N/A
TIAA Traditional RCP 1	CUST	▶	New York Life Guaranteed Interest Account	N/A

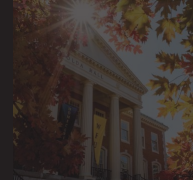
Balances That Will Remain at TIAA



Balances in the TIAA Traditional Fund (within Plan 406897) will not move to the Plan at Fidelity unless you affirmatively act to move it to the Plan at Fidelity.

- If you are currently contribution to the TIAA Traditional Fund, future contributions will be directed to the New York Life Guaranteed Interest Account effective January 12, 2027.
- No new contributions, transfers, or rollovers will be permitted into TIAA after January 11, 2027.
- If you have a balance in the Wake Forest University Legacy Plans (101775 and 101777) held at TIAA, those assets will remain at TIAA and will not transfer to Fidelity.

Investment Options in the Plan at Fidelity



Investment Options



Money Market (or Short Term)

- Vanguard Federal Money Market Fund Investor Shares[^]
- New York Life Guaranteed Interest Account

Bond

- Dodge & Cox Income Fund Class X
- Vanguard Inflation-Protected Securities Fund Institutional Shares
- Vanguard Short-Term Bond Index Fund Institutional Shares
- Vanguard Total Bond Market Index Fund Institutional Shares

Domestic Equity

- John Hancock Funds Disciplined Value Fund Class R6
- Vanguard Institutional Index Fund Institutional Plus Shares
- Harbor Capital Appreciation Fund Institutional Class
- MFS Mid Cap Value Fund Class R6
- Vanguard Extended Market Index Fund Institutional Shares
- Carillon Eagle Mid Cap Growth Fund Class R6
- Vanguard Morningstar Small-Cap Value Index Fund Institutional Shares
- Vanguard Explorer Fund Admiral Shares

International/Global Equity

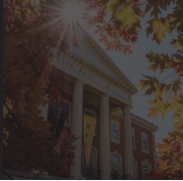
- MFS International Equity Fund Class R6
- Vanguard Total International Stock Index Fund Institutional Shares
- Vanguard Emerging Markets Stock Index Fund Institutional Shares

Target Date Funds

- Vanguard Target Retirement Income Fund
- Vanguard Target Retirement 2020 Fund
- Vanguard Target Retirement 2025 Fund
- Vanguard Target Retirement 2030 Fund
- Vanguard Target Retirement 2035 Fund
- Vanguard Target Retirement 2040 Fund
- Vanguard Target Retirement 2045 Fund
- Vanguard Target Retirement 2050 Fund
- Vanguard Target Retirement 2055 Fund
- Vanguard Target Retirement 2060 Fund
- Vanguard Target Retirement 2065 Fund
- Vanguard Target Retirement 2070 Fund

This workshop provides only a summary of the main features of the Plan, and the Plan document will govern in the event of any discrepancies.

Fidelity BrokerageLink®



Self-Directed Account



Flexibility of a Brokerage Account



Expanded Investment Options

Additional fees apply to a brokerage account; please refer to the fact sheet and commission schedule for a complete listing of brokerage fees.

The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink®.

Remember, it is always your responsibility to ensure that the options you select are consistent with your particular situation, including your goals, time horizon, and risk tolerance.

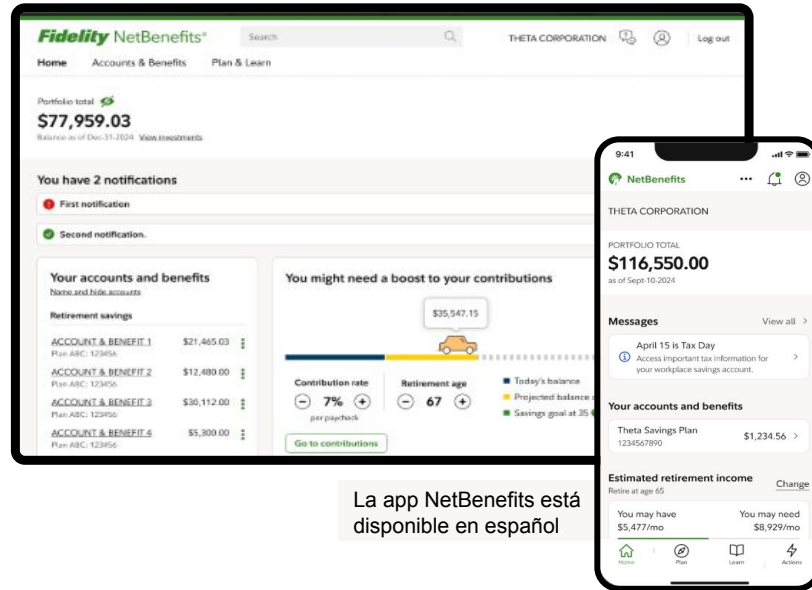
BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.



Fidelity Services and Resources



Fidelity NetBenefits®



With the app, you can securely access your benefits with biometric login, scan and send documents and checks, and receive notifications.



With NetBenefits, you can:

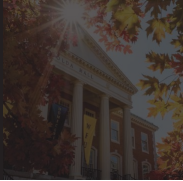
- View a consolidated list of your accounts and benefits
- Update your investments, contributions, or beneficiaries
- Model and plan for your financial goals
- Build your knowledge and financial know-how



Scan the **QR code** to download the app or visit **NetBenefits.com**

IMPORTANT: The projections or other information generated by Fidelity Retirement Income Calculator regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. Results may vary with each use and over time.

Fidelity is Here to Help



800-343-0860

Fidelity Benefits Center
8:30 a.m. – midnight Eastern time
NetBenefits.com/AtWork

Call Fidelity for:

- Information about your plan's features and benefits
- Assistance with plan enrollment

One-on-One Appointments

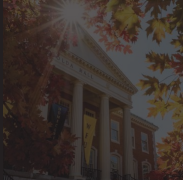
Complimentary consultations with Fidelity Workplace Financial Consultants



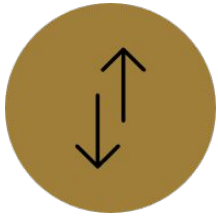
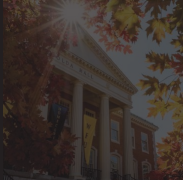
Roger Melton

What Workplace Financial Consultants do:

- Assist Faculty and Staff with their overall financial wellbeing, including savings habits, asset allocation, income planning, and complex planning discussions, as well as with decisions at retirement or a job change.
- Offer a comprehensive approach to retirement planning, fully integrated with online tools.
- Help you address your needs and plan holistically, backed by industry-leading research and analysis.



Steps to take once your plan is at Fidelity



Once your account
has been
transferred



Set up and
review your
account on
NetBenefits®



Review and
update your
beneficiaries



Download the
NetBenefits®
app

Next steps

Visit the transition website at MyFidelitySite.com/WakeForestUniversity



Review your
transition materials



Visit
NetBenefits®



Review
beneficiaries,
investments, and
contributions

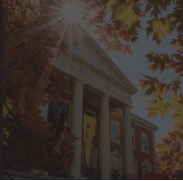


Call for help
800-343-0860

Before the Quiet Period

Action steps once the Quiet Period has ended the week of January 31, 2027

Important information



Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

Investing involves risk, including risk of loss.

Screen shots are for illustrative purposes only.

The PDF of today's presentation available for download should not be circulated any further and this content is only current for the next 30 days.

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Additional questions? Use our Share Your Voice form



If you want a personal response to your question, please include your name and email in the last field of the form so we can get back to you

Share Your Voice



Scan the QR code or visit:

<https://forms.gle/Nod3Km7poA6LviZD6>

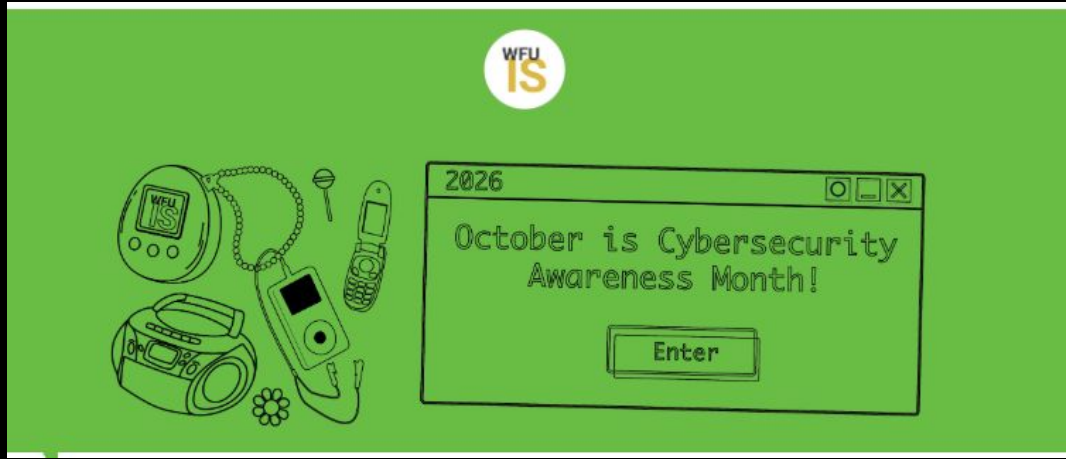


Cybersecurity Awareness Month

Information Systems

Jeffrey Teague

Deputy Chief Information Security Officer



Bringing a little Y2K nostalgia to help stay safe online

Themed Weekly Emails

Week 1 - Got phished? What to do

Week 2 - Fake emails

Tabling Event - October 22, 2026
11:30 am to 2:30 pm outside the Pit



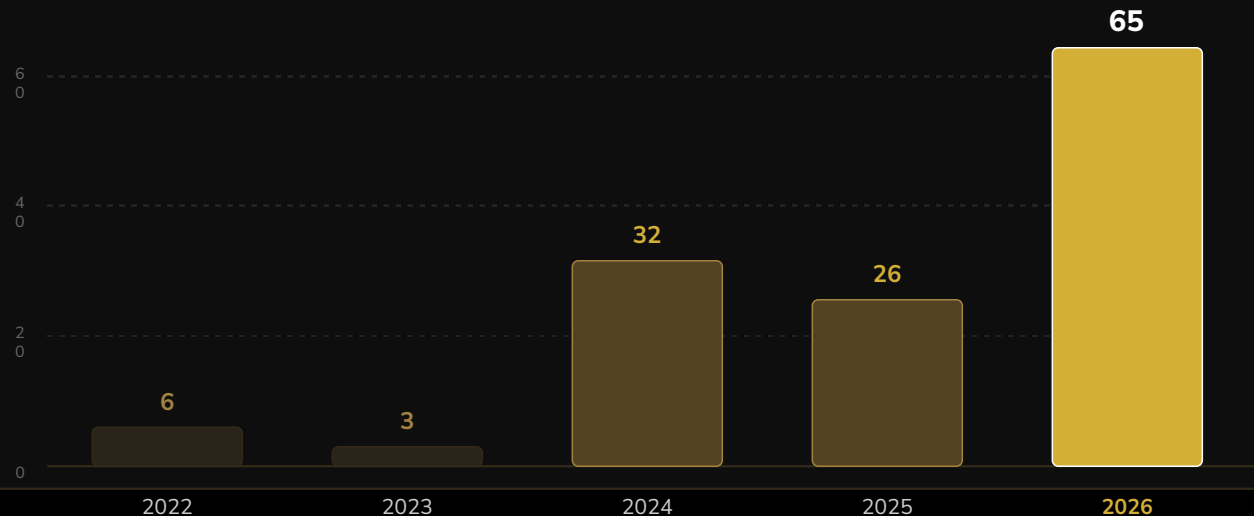
Introduction of Passkeys

Additional Layer of Protection



The Problem We Are Solving

Compromised Faculty & Staff Accounts Per Year





Understanding Passkeys

Phishing-Resistant Authentication

What are Passkeys?

Passkeys are a modern, highly secure alternative to passwords built on industry standards (i.e. FIDO). They allow users to sign in using their device unlock mechanism.

Authentication Methods:

-  **Biometrics:** Fingerprint or Face scan
-  **Screen Lock:** PIN or Swipe pattern
-  **Hardware Keys:** FIDO2 physical keys

Unlike passwords, passkeys cannot be phished, shared, or written down.

Key Advantages

01 Stronger Security

Built on public-key cryptography. Biometric data stays strictly on your personal device and is never shared with servers.

02 Simplified Sign-in

Acts as both 1st and 2nd factor simultaneously, enabling a passwordless flow and skipping manual step-up verification.

03 Flexible Portability

Syncs across devices via credential managers or can be stored directly on physical FIDO2 security keys.

Deployment & Onboarding

Passwordless authentication is currently enabled.

User Onboarding

Users are guided to register passkeys across compatible devices.

System Requirements

OS: Windows 10+, macOS Ventura+, iOS 16+, Android 9+
Browsers: Chrome 109+, Safari 16+, Edge 109+, Firefox 122+



Passkey Enrollment 2024 - present



Summary

Unlock your WFU account with your fingerprint or facial recognition OR

Unlock your WFU account with PIN or physical security key as the second factor.

Passkeys **cannot be accidentally shared** with a cybercriminal, making them the best way to secure your account.

Set up passkeys on multiple devices.

go.wfu.edu/passkeys



WF Next Steps

- Decommission Vulnerable 2SV Methods
- Ongoing Outreach & Engagement
- Automatic Email Notifications



How to Contact Us

infosec@wfu.edu

<https://is.wfu.edu/infosec/>

Information Security Team

Steve Bertino -CISO

Jeff Teague

Jay Delacruz

Jose Garzaro

Chris McLaughlin

Austin McMackin



Committee Updates

Staff Advisory Council

Congratulations!

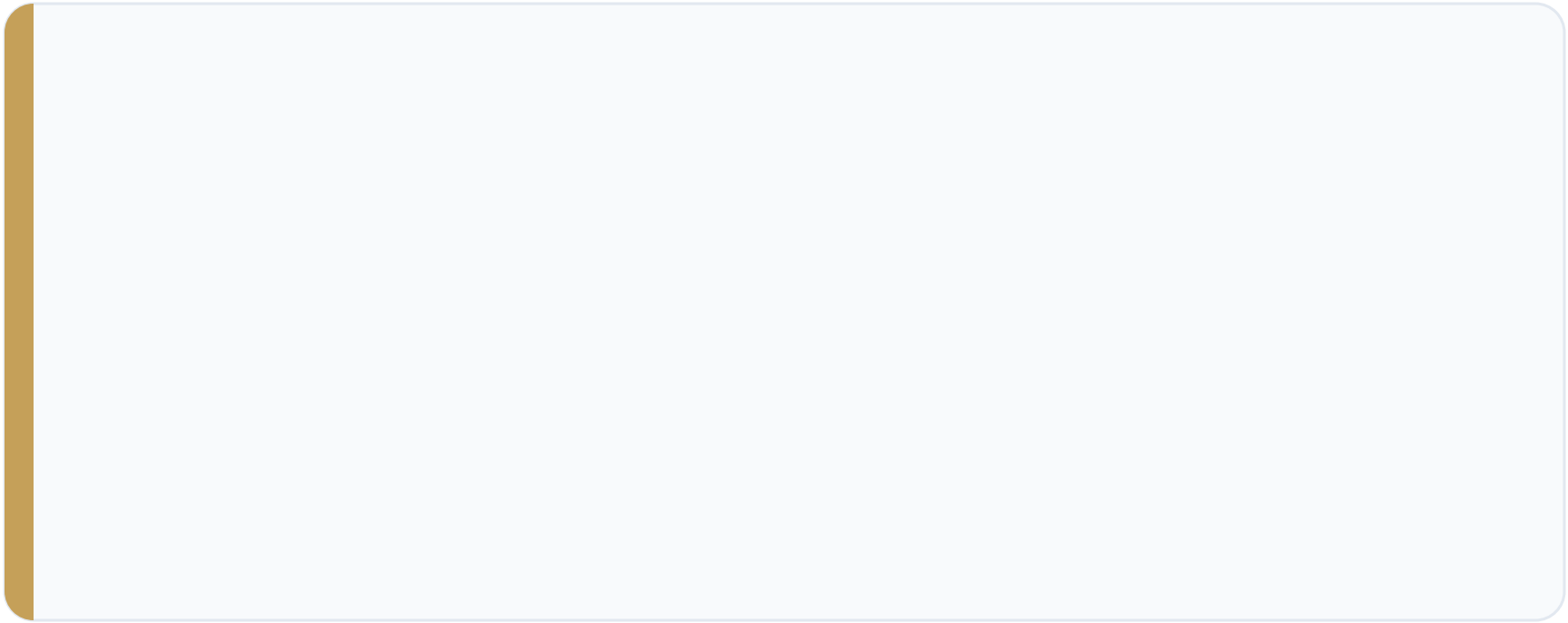


SAC GIVEAWAY WINNER

Mirna Lopez

Congratulations to the winner of the SAC giveaway at the Benefits Fair!

Communications



Events



The SAC Events Committee consists of the following members for the 2026-2027 school year

Co Chairs: Krista Davis, Sabrina Mack, and Shandra Caputo

Members: Christa Doolittle, Jessica Koehler, Kathleen Hurley, Rachel Hayes, Tim Kerr, Tabatha Renegar, Marisa Hancock-Hernandez, Allison Hunter, Erin Schneller

The SAC Events Committee has already begun planning the SAC Staff Appreciation Picnic being held next Spring.

Do you have any fun ideas you would like to see implemented for the SAC Picnic? You can email us at sac-events-connect@wfu.edu

We would love to hear from you!

Fringe Benefits



Today's meeting had lots of information about benefits!

Make sure you read carefully, ask questions of our HR colleagues, and make good decisions about your benefits in the next few days.

Our discount program will start in January - look out for more information in December.

Membership



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The Membership Committee welcomes our new SAC New Representatives!



Troy Burnett

Associate Director, Undergraduate ISS, School of Business

(SAC Area: Academics)

Catherine Hobbs

Lead Server, Graylyn

(SAC Area: Facilities & Auxiliary Services)

Jennifer Johnson

Assistant Director, Faculty Affairs, School of Business

(SAC Area: Academics)

Melanie Lawless

Director, University Events, UMC

(SAC Area: Advancement and Enrollment)

Maria Victoria Martinoff

Server, Graylyn

(SAC Area: Facilities & Auxiliary Services)

Whitney Milhouse

Senior Associate Director, Undergraduate Integrative Student Services, School of Business

(SAC Area: Academics)

Elizabeth Wall

Undergraduate Admissions Assistant and Receptionist

(SAC Area: Advancement and Enrollment)

Pro Humanitate



Chair: Tara Ebrahimi (Law School)

Members: Gillian Hagamen (Sabin Center), Stacey Lawson (Facilities, Real Estate & Planning), Javier Martin-Fernandez (Athletics), Luis Mendez (Transportation and Parking Services), Mark Seaver (Athletics), Shandi Starks (Campus Life), Amanda Tingle (Wake Downtown)

Coffee & Conversation



Next meeting: Thursday, Nov. 19 - 11 a.m. here in Broyhill Auditorium (or by Zoom)

Please join us for post-meeting coffee and conversation in the lobby

The SAC gratefully acknowledges University Marketing and Communications (UMC), who sponsored today's refreshments.

Share Your Voice



Campus Feedback

What are you hearing across campus? Share staff insights, concerns, and successes.



Meeting Topics

Do you have meeting topic suggestions? Help shape our future discussions and advocacy goals.

Share Your Voice



Scan the QR code or visit:

<https://forms.gle/Nod3Km7poA6LviZD6>

Note: Submissions are completely anonymous unless respondents choose to leave their name