

**GROUP LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT**

The benefit provides a policy in the amount of 1.5 times annual salary with a maximum coverage of \$100,000. The University pays 100% of this premium.

VOLUNTARY TERM LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

This voluntary benefit is available to regular (non-temporary) full-time employees. Employees have the option to elect the benefit in increments of \$10,000 up to a maximum of \$500,000. New hires may elect up to \$250,000 on themselves, \$50,000 on spouse and \$10,000 on dependent children without answering medical questions, provided they elect coverage within 30 days of hire.

VOLUNTARY SHORT TERM DISABILITY

This voluntary benefit is available to regular (non-temporary) full-time employees. This voluntary plan provides a weekly benefit of 60% of your weekly earnings. Benefits pay for accidents and sicknesses for up to 26 weeks. Benefits may begin on the 15th calendar day if enrolled upon eligibility.

LONG TERM DISABILITY

This benefit is available to regular (non-temporary) full-time employees after three years of continuous employment. Subject to certain requirements, the waiting period may be waived with required documentation received within 60 days of employment. This plan provides a monthly benefit of 60% of monthly earnings. This benefit is available to temporary employees in 75% or greater appointment at the beginning of the fourth year. The University pays 100% of this premium.

FLEXIBLE SPENDING ACCOUNTS – HEALTH (HFSA) AND DEPENDENT CARE (DCFSA)

Regular (non-temporary) employees may enroll in flexible spending accounts which allow employees to obtain reimbursement for un-



SOCIAL SECURITY

Social Security is administered by the federal government through the Social Security Administration and provides survivor, disability and retirement benefits. The cost is shared by the University and the employee.

WORKER'S COMPENSATION

Benefits are dependent upon circumstances. Work-related injuries and illnesses must be reported immediately to the employee's supervisor. The University pays 100% of premium.