

Full-Time Davidson College Benefits at a Glance

This benefits summary is provided for the convenience of Davidson College employees. In the event of any conflict between the information presented in this summary and the provisions of any legal plan document, the plan provisions as stated in the legal plan document will prevail. Copies of insurance contracts and other legal plan documents, as well as answers to any questions you may have, can be found on the Human Resources website.

Benefit	Summary	Cost to Employee
Health and Welfare		
<u>Medical Insurance</u>	<p>Comprehensive coverage through CIGNA Two options:</p> <ul style="list-style-type: none"> • Open Access Plus Preferred Provider Plan (PPO) • High deductible plan (HDHP) with a Health Savings Account (The College contributes to a Health Savings Account on the employee's behalf) <p>Eligibility: All regular full-time employees, effective the first of the month after 30 days of continuous service</p>	<p>POS Plan Employee Only: Monthly \$82.59/Bi-Weekly \$38.12 Employee + Children: Monthly \$280.80/Bi-Weekly \$129.60 Employee + Spouse: Monthly \$346.87/Bi-Weekly \$160.09 Family: Monthly \$528.57/Bi-Weekly \$243.95</p> <p>High Deductible Plan Employee Only: Monthly \$31.57/Bi-Weekly \$14.57 Employee + Children: Monthly \$107.33/Bi-Weekly \$49.54 Employee + Spouse: Monthly \$132.59/Bi-Weekly \$61.19 Family: Monthly \$202.04/Bi-Weekly \$93.25</p>
<u>Vision Insurance</u>	<ul style="list-style-type: none"> • Basic coverage is automatically provided through Vision Service Plan (VSP) when employee enrolls in a CIGNA health plan • An optional 'buy up' plan is available that provides more extensive coverage • The employee must elect the same coverage level (employee only, employee + spouse, etc) for vision as was elected for health <p>Eligibility: All regular full-time employees who have elected a CIGNA health plan through Davidson College, effective the first of the month after 30 days of continuous service</p>	<p>Basic Plan No charge to employees; included in the CIGNA healthcare coverage</p> <p>Buy Up Employee Only: Monthly \$13.29/Bi-Weekly \$6.13 Employee + Children: Monthly \$22.13/Bi-Weekly \$10.21 Employee + Spouse: Monthly \$21.68/Bi-Weekly \$10.01 Family: Monthly \$35.68/Bi-Weekly \$16.47</p>
<u>Dental Insurance</u>	<p>Coverage through Ameritas with two options:</p> <ul style="list-style-type: none"> • Low Coverage Plan – covers preventative care and a percentage of other services • High Coverage Plan – covers preventative care and other major services, including orthodontia <p>Eligibility: All regular full-time employees, effective the first of the month after 30 days of continuous service</p>	<p>Low Coverage Plan Employee Only: Monthly \$15.76/Bi-Weekly \$7.27 Employee + Children: Monthly \$44.60/Bi-Weekly \$20.58 Employee + Spouse: Monthly \$35.20/Bi-Weekly \$16.25 Family: Monthly \$66.04/Bi-Weekly \$30.48</p> <p>High Coverage Plan Employee Only: Monthly \$27.72/Bi-Weekly \$12.79 Employee + Children: Monthly \$65.80/Bi-Weekly \$30.37 Employee + Spouse: Monthly \$58.36/Bi-Weekly \$26.94 Family: Monthly \$98.44/Bi-Weekly \$45.43</p>
<u>Cancer Insurance</u>	<p>Coverage offered to help employees and covered family members with the indirect costs associated with a diagnosis of cancer and some other major illnesses. Contract is between the employee and Allstate Insurance Company.</p> <p>Eligibility: All regular full-time employees, effective the first of the month after 30 days of continuous service</p>	<p>Individual Coverage Monthly \$13.74/Bi-Weekly \$6.34</p> <p>Family Coverage Monthly \$23.08/Bi-Weekly \$10.65</p>
<u>Employee Assistance Program</u>	<p>Coverage provided by United Family Services provides assistance for Davidson College's employees and their family members in dealing with stress, depression, marriage problems, drug or alcohol problems, grief, financial issues, etc.</p> <p>Eligibility: All regular Davidson College employees</p>	No charge to employees
<u>Nurse Practitioner & Health Risk Assessments</u>	<p>Confidential, convenient and cost-effective clinic, staffed by a Nurse Practitioner. Employees who visit the clinic may take advantage of a Health Risk Assessment.</p> <p>Eligibility: All regular employees.</p>	No charge to employees

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Health Advocate	Provides members with help to coordinate care among physicians and medical institutions, fee negotiation, appeals claims and billing assistance, etc. for themselves and members of their immediate family including parents and parent-in-laws. Eligibility: All regular employees.	No charge to employees
Income Protection		
Short Term Disability (STD)	Provides income assistance for employees who have to miss work due to extended illness or injury. Monthly-paid employees receive 75% of salary after missing 90 days of work; Bi-weekly-paid employees receive 75% of pay after 30 days' absence Eligibility: All regular employees after one year of service	No charge to employees
Long Term Disability (LTD)	Coverage is provided by The Hartford: <ul style="list-style-type: none"> • This optional coverage provides financial security for employees in the event of permanent disability. • Employees receive 60% of pre-disability salary after 6 months disability. Eligibility: Active, full-time employees who are regularly scheduled to work 37.50 hours or more per week and 12 months per year	\$0.398 per \$100 of annual salary
Life Insurance <ul style="list-style-type: none"> • College-Paid Basic Life • Voluntary Supplemental Life 	Coverage is term life, provided by The Hartford: College-Paid Basic Life Insurance Basic life and accidental death and dismemberment equal to one times an employee's salary Eligibility: Active, full-time employees who are regularly scheduled to work 37.50 hours or more per week and 12 months per year Voluntary Supplemental Term Life Insurance Additional employee, spousal and child coverage is available for employees as an optional benefit. This is term life insurance Eligibility: All regular full-time employees, effective the first of the month after 30 days of continuous service	College-Paid Basic Life No charge to employees Voluntary Supplemental Term Life Insurance Employee: Rates vary based on age and tobacco use Spouse: Rates vary based on age and tobacco use Children: Monthly \$2.00/Bi-Weekly \$0.92 Complete rate charts are available on the Human Resources website
Accidental Death and Dismemberment (AD&D)	Coverage is provided by The Hartford. The college-paid basic life insurance policy includes basic accidental death and dismemberment coverage (AD&D). Additional AD&D coverage can be purchased by employees for themselves and their families. Eligibility: All regular full-time employees, effective the first of the month after 30 days of continuous service	Coverage can be purchased in amounts between \$25,000 and \$500,000. (Any amount above \$150,000 cannot exceed 10 times your annual earnings). A full list of rates is available on the Human Resources website
Long-Term Care Insurance	Davidson College employees are eligible to purchase MetLife Long Term Care policies at a discount. Contract is between the employee and MetLife. Eligibility: All Davidson College employees, spouses, children, parents and grandparents	Costs vary, depending on numerous factors. MetLife provides rates directly to interested employees
Retirement Savings: College-Contributed Plan	Spring, 2008, Davidson College will offer retirement savings plans through TIAA/CREF and Fidelity. The current college plan, administered by TIAA/CREF and Fidelity, is a non-contributory 403(b) plan. The	Money is contributed by the college on the employees' behalf, and there is no charge to employees. The employee decides to which funds the money will be deposited

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	<p>college contributes 8.5% of earnings up to the Social Security Wage base and 12.5% of earnings in excess of the wage base up to the Internal Revenue Code limit. If an employee contributes at least 1% of his/her salary to a supplemental retirement account, the college will contribute an additional 1% (for a total of 9.5%) Employees are fully vested after three years.</p> <p>Eligibility: Regular employees (budgeted for at least 1,000 hours/year). College contributions begin after one year of service</p>	
Retirement Savings: Employee-Contributed SRA	<p>Spring, 2008, Davidson College will offer retirement savings plans through TIAA/CREF and Fidelity.</p> <p>TIAA/CREF and Fidelity also administer the current supplemental retirement plans plan, a 403(b) plan to which employees may begin contributing immediately upon employment.</p> <p>Eligibility: This benefit is open to all employees</p>	The employee determines the amount he or she will contribute, within IRS limits
Flexible Spending Accounts <ul style="list-style-type: none"> • Medical • Dependent Care 	<p>Medical Spending Accounts and Dependent Care Spending Accounts are available to Davidson employees and are administered by Flores.</p> <p>Eligibility: All regular full-time employees, effective the first of the month after 30 days of continuous service</p>	Employees set aside the amount they choose in pretax dollars and then are refunded for qualified expenses with their own pretax money. By law the maximum deduction amounts are \$5,000 for Medical and \$5,000 for Dependent Care. In accordance with Federal law, if you do not use the full amount in your account you will lose the unused balance at the end of the year.
Time Away from Work		
Vacation	<p>Employees are eligible for vacation benefits, which accrue per pay period.</p> <p>Eligibility: Full-time and part-time regular employees who are scheduled to work at least 20 hours per week</p>	No charge to employees Accrual charts are available on the Human Resources website
Sick Time	<p>Employees are eligible for time away for illness, which accrues per pay period.</p> <p>Eligibility: Full-time and part-time regular employees who are scheduled to work at least 20 hours per week</p>	No charge to employees Accrual charts are available on the Human Resources website
Holidays	<p>Employees at Davidson College enjoy 11 paid holidays per year</p> <p>Eligibility: Full-time and part-time regular employees</p>	No charge to employees The approved holidays are available on the Human Resources website
Personal Time	<p>Two personal days per year</p> <p>If Personal days are not taken by last pay period in June, the hours are added to Sick Time.</p> <p>Eligibility: Non-exempt (hourly) employees who are employed by January 1 receive personal days as of July 1</p>	No charge to employees
Other Leaves	<p>Funeral/bereavement, jury duty, voting, military , parental, FMLA</p> <p>Eligibility: All regular employees</p>	No charge to employees
Miscellaneous		
Dependent Tuition Reimbursement	<p>The dependent tuition benefit program is designed to defray some of the costs of dependent undergraduate college tuition. The dependent tuition benefit provides the maximum of 50% of the tuition cost for the institution attended or 50% of the Davidson College tuition, whichever is less.</p>	No charge to employees

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	<p>Eligibility: Active, full-time employees who are regularly scheduled to work 37.50 hours or more per week and 12 months per year. Employees must complete 7 years of continuous full-time employment in order to be eligible.</p>	
Employee Tuition Reimbursement	<p>Employees may receive reimbursement toward course tuition at accredited colleges and universities.</p> <p>Eligibility: Active regular employees with at least one year of continuous employment</p>	<p>No charge to employees, but payment must be made directly to the institution where classes are being taken. The employee can then file for reimbursement according to the policy limitations.</p>
<p>College Rental and land lease programs</p>	<p>The college provides opportunities for rental housing and land lease home purchases, dependent upon availability.</p> <p>Eligibility: All regular employees</p>	<p>No charge to employees</p>