

Supplemental Benefits

Employees are eligible for the following plans on the first of the month following their date of hire. Employees' spouses and dependent children are eligible for coverage on the same basis. Domestic partners are eligible for coverage under the dental and vision plans.

Dental Plans

- Choice of 3 plans: BC/BS Preferred Dental, BC/BS Traditional Dental, and Cigna Dental.
- All plans offer preventative care (exams, cleanings and x-rays) paid at 100%, no deductible.
- Each plan pays a percentage of "reasonable and customary charges" for other services (i.e. fillings, bridges, crowns, etc.)
- Depending on the plan chosen, employees have access to both in and out-of-network dentists, orthodontia coverage and low deductibles.

Vision Plan

- Routine eye exam covered in full every 24 months
- 2 year election
- Frames, lenses and contacts covered up to allowable benefit

Voluntary Accidental Death and Dismemberment Insurance

- Offers 24-hour accident protection anywhere in the world
- Selected benefit amount up to \$200,000

Flexible Spending Accounts

- Health Care maximum of \$4,000
- Dependent Care maximum of \$5,000

Other Benefits Include:

- Flexible work schedules
- Free parking
- Access to sports and recreation facilities
- Access to notary public on campus
- Access to café and dining halls on campus
- Access to post office on campus
- Access to library
- Free tickets to many campus events
- 10% discount at the campus bookstore
- Affiliation with local credit union
- Bank of America "At Work" participant
- Member of blood donor program
- Will Preparation program