

DAVIDSON

2019 Part-Time (less than 30 hours) 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
Vision Insurance	<p>Coverage through Ameritas</p> <ul style="list-style-type: none"> Exam with dilation (once every 12 months) Frames (once every 24 months): \$140 allowance Single Vision Lenses: (once every 12 months) or Contacts (once every 12 months) \$140 allowance <p>Eligibility: All regular part-time employees working at least 1,000 hours/year, effective the first of the month after 30 days of continuous service</p> <p>For more information go to: www.ameritas.com or call 866-289-0614</p>	<p>Employee Only: \$3.16 Employee + Spouse/ Domestic Partner: \$5.98 Employee + Children: \$6.31 Family: \$9.25</p>
Dental Insurance	<p>Coverage through MetLife with two options:</p> <ul style="list-style-type: none"> Low Option - Value Source Plan – covers preventative care and a percentage of other services. Excludes major services and orthodontia. High Option - Value Source Plan – covers preventative care and other major services, including orthodontia. <p>Eligibility: All regular part-time employees working at least 1,000 hours/year, effective the first of the month after 30 days of continuous service</p> <p>For more information go to: www.metlife.com/mybenefits or call: 888-466-8673</p>	<p>Low Coverage Plan Employee Only: \$10.64 Employee + Spouse/ Domestic Partner \$23.02 Employee + Children: \$29.04 Family: \$42.29</p> <p>High Coverage Plan Employee Only: \$18.00 Employee + Spouse/ Domestic Partner \$37.34 Employee + Children: \$43.89 Family: \$65.47</p>
Cancer Insurance	<p>Coverage through Colonial Life</p> <ul style="list-style-type: none"> Covers indirect costs associated with a diagnosis of cancer and some other major illnesses. <p>Eligibility: All regular part-time employees working at least 1,000 hours/year, effective the first of the month after 30 days of continuous service</p>	<p>Employee Only: \$6.23 Family: \$10.36</p>
Flexible Spending Accounts <i>(Medical & Dependent Care)</i>	<p>Coverage through Flores for two types:</p> <ul style="list-style-type: none"> Medical Spending Accounts Dependent Care Spending Accounts <p>Eligibility: All regular part-time employees working at least 1,000 hours/year, effective the first of the month after 30 days of continuous service</p> <p>For more information go to: www.Flores24.com or call: 704-335-8211</p>	<p>Employees set aside the amount they choose in pretax dollars and are refunded for qualified expenses with their own pretax money. \$500 of Medical can roll over each year. (no Dependent Care rollover)</p> <p>Deduction Maximums (per IRS rules): Medical: \$2,650 Dependent Care: \$5,000</p>

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Employee Assistance Program	<p>Coverage through Health Advocate 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>Six free sessions for each covered person.</p> <p>Eligibility: All regular employees, effective immediately upon hire For more information go to: www.HealthAdvocate.com/members or call: 866-799-2728</p>	<p>No cost to employees.</p>
Benefit Advocates	<p>Coverage through Benefit Advocates</p> <p>Provides members assistance with coordination of care among physicians and medical institutions, fee negotiation, appeal of claims and billing assistance, etc. for themselves and members of their family.</p> <p>Eligibility: All regular employees, effective immediately upon hire</p> <p>For more information go to: www.benefitadvocates.com or call: 866-667-8005</p>	<p>No cost to employees.</p>
Voluntary Life	<p>Coverage is provided by Prudential</p> <p>Additional employee, spouse and child term life insurance for employees as an optional benefit.</p> <p>Eligibility: All regular part-time employees working at least 1,000 hours/year, effective the first of the month after 60 days of continuous service</p>	<p>Employee Only: 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</p>
Voluntary Accidental Death (AD&D)	<p>Coverage is provided by Prudential</p> <p>Additional AD&D coverage can be purchased by employees for themselves and their families.</p> <p>Eligibility: All regular part-time employees working at least 1,000 hours/year, effective the first of the month after 60 days of continuous service</p>	<p>Coverage can be purchased in amounts between \$25,000 and \$500,000.</p>
Retirement Savings: College-Contribute Plan	<p>Retirement savings plans through TIAA and Fidelity</p> <ul style="list-style-type: none"> • A non-contributory 403(b) plan. • The college contributes 8.5% of earnings • Employees are fully vested after three years of service <p>Eligibility: Regular employees working at least 1,000 hours/year. College contributions begin after one year of service For more information go to: www.tiaa.org and www.fidelity.com or call: 800-842-2776</p>	<p>No cost to employees.</p> <p><i>Unless the employee chooses investment options, the college contributions will be deposited into target date funds.</i></p> <p>Enroll at www.netbenefits.com/davidson</p>

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<p>Retirement Savings:</p> <p>Employee-Contribute</p>	<p>Supplemental retirement savings plans through TIAA and Fidelity</p> <p>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%)</p> <p>Plan Entry Date: This benefit is open to all employees, effective the first of the month after date of hire</p> <p>To Enroll: www.netbenefits.com/davidson</p>	<p>The employee determines the amount he or she will contribute, within IRS limits.</p> <p><i>Effective 7/1/18 new benefit-eligible employees will be auto-enrolled for a 2% contribution into the taxdeferred annuity account unless they opt out.</i></p>
<p>Legal Coverage</p>	<p>Coverage through MetLaw.</p> <ul style="list-style-type: none"> You get legal advice and representation from a qualified attorney and all you is a low monthly premium deducted from you paycheck. Your spouse and dependent children also have access to the plan benefits for added peace of mind. <p>For more information go to: www.legalplans.com or call: 800-821-6400</p>	<p>Employee cost per pay: \$9.69</p>
<p>Identify Theft Protection</p>	<p>Coverage through InfoArmor.</p> <ul style="list-style-type: none"> Examples of covered legal services include, Credit Score and reports, Identity and Credit Monitoring, Wallet Protection, Password protection with more to offer. <p>For more information go to: www.MyPrivacyArmor.com or call 1-800-789-2720.</p>	<p>Employee cost per pay:</p> <p>Per Person: \$3.44 Per Family: \$6.21</p>

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STAFF-ONLY BENEFITS

The following benefits do not apply to faculty appointments.

Benefit	Summary	Cost
Vacation	<p>Staff are eligible for vacation benefits, which accrue per pay period. (Accrual charts are available on the Human Resources website).</p> <p>Eligibility: All regular part-time staff working at least 1,000 hours/year</p>	No cost to employees.
Sick Time	<p>Staff are eligible for time away for illness, which accrues per pay period. (Accrual charts are available on the Human Resources website).</p> <p>Eligibility: All regular part-time staff working at least 1,000 hours/year</p>	No cost to employees.
Holidays	<p>Staff enjoy 12-13 paid holidays per year. (Annual holiday schedule available on the Human Resources website).</p> <p>Eligibility: All regular part-time staff are eligible on a prorated basis.</p>	No cost to employees.
Personal Time	<p>Non-exempt staff receive two personal days (pro-rated) per year to be used in a calendar year.</p> <p>If Personal days are not taken by last pay period in June, the hours are forfeited.</p> <p>Eligibility: Non-exempt (hourly) staff receive personal days as of July 1</p>	No cost to employees.
Staff Tuition	<p>Staff may receive reimbursement toward course tuition at accredited colleges and universities. Reimbursement up to \$2000 per fiscal year.</p> <p>Eligibility: Active regular staff (non-faculty) with at least one year of continuous employment</p>	No cost to employees.

Edited: 10.25.18