

PURDUE NORTH CENTRAL BENEFITS-AT-A-GLANCE
OPERATIONS/TECHNICAL ASSISTANTS EMPLOYEES

| INSURANCE | ELIGIBILITY | DESCRIPTION |
|--|--|--|
| MEDICAL INSURANCE | Upon employment | <p><u>Deductible Options:</u> CIGNA (\$500-\$1,000 individual/\$1,000-\$2,000 family) or (0 - \$500 individual/family) or (\$500-\$1,000 family). HSA Plan: (\$1,300 individual/\$2,600 family)</p> <p><u>List of doctors:</u> CIGNA network providers (www.mycigna.com)</p> <p><u>Prescription Card:</u> pay 20% for generics, 30% for formulary, or 50% for non-formulary drugs at participating pharmacies. Discounts on 90 day mail order. HAS Plan: \$1,300 individual/\$2,600 family (mycigna.com), paid @ 100% for preventive generics</p> |
| VISION INSURANCE | Upon employment | <p><u>List of doctors:</u> VSP network providers (www.vsp.com)</p> <p><u>Exam/Glasses/Contacts:</u> Eligible for exam, lenses and contacts every 12 months, frames every 24 months</p> <p><u>VDI glasses:</u> May be eligible for a second pair of glasses (at a reduced cost) if you do a lot of computer work</p> <p><u>Claim form:</u> Mention your VSP coverage when making an appointment.</p> <p><u>Discounted Laser Eye Surgery:</u> see handout</p> |
| TERM LIFE INSURANCE | Upon employment | The University automatically provides employees with term life insurance equal to 1.5 times your salary (rounded to the nearest \$1,000). You may choose additional coverage that you will cost share. |
| DEPENDENT LIFE INSURANCE | Upon employment | Dependent life offers seven coverage options designed to meet a variety of family needs, up to \$200,000 spouse & \$20,000 children. |
| PERSONAL ACCIDENT INSURANCE | Upon employment | Offered in addition to the \$15,000 accidental death & dismemberment coverage provided as part of term life insurance. |
| FLEXIBLE SPENDING ACCOUNTS..... | MEDICAL ACCOUNT | You can make contributions to this account to cover any health care or vision/dental expenses not covered by insurance, including expenses that were not paid because of your health plan's deductible, co-insurance, or co-payment arrangements. Employee can contribute a maximum of \$6,000 to this account per calendar year for qualified medical expenses. Participation is optional at <u>Open Enrollment each Fall.</u> |
| | DEPENDENT DAY CARE ACCOUNT Upon employment | Employee can set aside pre-tax money to pay for a child's day care, certified all-day kindergarten or day care for other dependents, such as spouses, parents, or grandparents, who cannot care for themselves and reside with you at least 8 hours a day. The maximum contribution to this account per calendar year is \$5,000. <u>How to file a claim:</u> Depending on plan choice, use fax reimbursement form available on HR shared drive or via the web at www.mycigna.com |

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| RETIREMENT BENEFITS | ELIGIBILITY | DESCRIPTION |
|---|-----------------|---|
| PERF (Public Employees' Retirement Fund of Indiana) | Upon employment | Purdue's contribution to PERF equals a percentage of your pay, including overtime. Of the percentage Purdue contributes, 3% is allocated to your annuity savings account . You may direct the investment of this account. The remaining portion of this fund is allocated to the PERF pension fund . Vesting is at 10 years with eligibility for full retirement benefits at... age 65 with 10 or more years of service in a PERF plan age 60 with 15 or more years of service in a PERF plan age 55 if your age plus your total years of PERF service equals 85 or more |
| TDA (Tax Deferred Annuity) | Upon employment | Savings plans (403 B & 457B) that allow you to accumulate additional retirement savings of your own (tax deferred) to supplement retirement benefits from Social Security and University provided retirement plans. |

| MISCELLANEOUS BENEFITS | ELIGIBILITY | DESCRIPTION |
|---------------------------|-----------------|--|
| REDUCED FEES | Upon employment | Employee: 1/3 of full tuition cost. Must pay all special fees, deposits, workshop fees and differential fees. |
| | | Spouse: 1/2 of full tuition at PNC will apply if the staff member is employed on a continual basis for at least 2 years. Must pay all applicable special fees including workshop, lab, differential fees and non-resident tuition if staff member does not <u>reside or pay taxes in Indiana</u> . |
| | | Child: 1/2 of full tuition cost at PNC. A technology fee will also be assessed, as well as applicable differential fees for Engineering, Veterinary Medicine, or Pharm. D. professional programs and non-resident tuition if staff member does not reside or pay taxes in Indiana. Must be seeking a degree from Purdue, and under 26 years of age. |
| VOLUNTARY BENEFITS | Upon employment | Purdue's new voluntary benefits offered include: dental, universal life, home & auto insurance, and critical illness care. |

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| TIME OFF BENEFITS | ELIGIBILITY | DESCRIPTION |
|-------------------------------|--|---|
| VACATION | May not take vacation days before the completion of three months' employment | Staff members classified as administrative, professional, cooperative extension educator, and operations assistant accrue 15 work days of vacation the first year, and 22 work days the second year and thereafter. Vacation allowance is accrued from the date of employment but may not be taken before the completion of three months' employment. |
| HOLIDAYS | Upon employment | New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, 2 days for Thanksgiving, 2 days for Christmas, President's Designated Holiday. Clerical/Service employees also receive one paid personal holiday each fiscal year that may be used for any purpose. Must have completed three months of continuous service to be eligible for the paid personal holiday. |
| PERSONAL BUSINESS DAYS | Upon employment | Eligible for up to 3 days per fiscal year. Personal days may be used for financial or legal matters, critical family responsibilities, and circumstances requiring the employee's presence during regular work hours with department head approval. |

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| LEAVES | ELIGIBILITY | DESCRIPTION |
|------------------------------|--|--|
| SICK LEAVE | Upon employment | <p>*Sick leave is calculated by the period of continuous service prior to date of illness. *Up to 10 days of available sick leave per fiscal year may be used for family illnesses.</p> <p><u>Less than 1 year:</u> Regular pay for 2 weeks</p> <p><u>One year but less than 2 years:</u> Regular pay for 1 month and 75% pay for 1 additional month</p> <p><u>2 years but less than 3 years:</u> Regular pay for 2 months and 75% pay for 2 additional months.</p> <p><u>3 years or more:</u> Regular pay for 3 months and 75% pay for 3 additional months.</p> |
| LONG-TERM DISABILITY | Upon employment | Benefits start after 6 months of total disability and continue to age 65 if disabled before age 60. If disabled after age 60, duration of benefits is based on employee's age when disability began. Monthly benefits equal 65% of your monthly salary, with a minimum benefit of \$50. Coordinated with paid sick leave & with benefits from any other source. |
| WORKER'S COMPENSATION | Upon employment | For work-related injuries, worker's compensation will pay related medical expenses and compensate employees for lost time (subject to limits and in conjunction with FMLA). |
| FAMILY MEDICAL LEAVE | One year continuous employment & worked 1,250 hours in the last 12 months. | Eligible for up to 12 weeks per year for own illness, to care for a seriously ill family member, to give birth, adopt, or place child in your home for foster care. Works in conjunction with other leaves. |
| JURY DUTY | Upon employment | Full pay to serve as juror or court witness when subpoenaed. |
| BEREAVEMENT LEAVE | Upon employment | 3 days paid bereavement leave for the death of an immediate family member; 1 day for other relatives; and 1/2 day for co-workers. |