



VASSAR COLLEGE BENEFITS SUMMARY - ADMINISTRATORS

HEALTH INSURANCE

- ◆ A choice of three health plans: Aetna Meritain PPO, EPO, or High Deductible Health Plan with HSA.
- ◆ Vassar pays 85% of the cost for single coverage and 70% of the cost for employee-plus-dependents. The contribution percentage is based on the EPO.

RETIREMENT PLAN

- ◆ Vassar contributes to your retirement plan after one year of service. The contribution is based on your age as of July 1, as follows: age 21 - 29 :7%; age 30- 39:11%; age 40+: 12 %.
- ◆ Upon hire, you are automatically enrolled in the Supplemental Retirement Account (SRA) at a tax-deferred 4% contribution from your paycheck.
- ◆ Your contributions, and Vassar's once they begin, are invested 50%/50% between Fidelity Investments and TIAA, in target-date funds appropriate to your age. You may change your percentage contribution, your vendor split, and/or your investments at any time on a dedicated portal.

PAID TIME OFF

- ◆ 22 vacation days per year and 13 paid holidays
- ◆ Vacation and holidays are pro-rated based on your start date and your full-time or part-time status.

TUITION BENEFITS

- ◆ After three years of service, you, your spouse/partner or dependent children may attend up to eight semesters at Vassar college tuition-free if accepted as a Vassar student.
- ◆ You or your spouse/partner may take up to six Vassar courses tuition-free on a course by course basis.
- ◆ After three years of service, Vassar provides tuition grants for dependent children up to age 24 attending other colleges: the grants cover the college's tuition, up to a maximum of 50% of Vassar's tuition.

LONG TERM DISABILITY INSURANCE

- ◆ Vassar provides disability coverage equivalent to 60% of your salary up to a monthly benefit maximum of \$10,000. Waiting periods may apply.

LIFE INSURANCE

- ◆ Vassar provides term life insurance coverage equal to your annual salary, but with a minimum value of \$50,000 and maximum of \$200,000. (Reductions apply for employees over 70 years of age.) Waiting periods may apply. You may purchase additional life insurance, subject to medical underwriting except at hire or during a life insurance open enrollment.

FLEXIBLE SPENDING ACCOUNTS

- ◆ You are eligible to tax-shelter up to the current IRS-determined maximum in a medical/dental Flex spending account and/or a dependent care Flex spending account. Transit and parking flex accounts are also available for reimbursement of work-related public transportation travel.

DENTAL INSURANCE

- ◆ Vassar sponsors a voluntary (employee-paid) dental insurance plan.

TELEMEDICINE

- ◆ You and your family can consult board-certified, prescribing physicians free of charge via phone, website or app, and also get information on pricing and discounts for medical and RX services.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- ◆ Vassar's EAP provides you and your family access to free, confidential short-term counseling and assistance with work-life issues such as elder care and child care.