

### Benefits Summary

Benefit	When Eligible?	Who is Eligible?	Employee Pays	College Pays	What You Receive?
Medical Insurance	First of Month	Faculty/Staff classified as $\frac{3}{4}$ time or full-time	Employee \$151.57 Emp/Spouse \$303.14 Emp/Child \$273.32 Family \$392.59	2/3 of total premium	Major Medical, Preventive Plan* Self-insured ASO Primary Physician Care; \$20 co-pay primary/\$40 co-pay specialist in network providers Prescription Drug Card 10/25/40
Dental Insurance	First of Month	Faculty/Staff classified as $\frac{3}{4}$ time or full-time	Employee \$ 11.17 Emp/Spouse \$ 51.74 Emp/Child \$ 34.25 Family \$ 89.60	Portion of cost for Employee	Preventive Dental Plan* Open choice of providers ASO Primary Physician Care
Flexible Spending Account	First of Month	Faculty/Staff classified as $\frac{3}{4}$ time or full-time	Agreed upon amount	Cost of Plan	Allows employees to save tax dollars on IRS qualified medical and dependent care expenses.
Life Insurance	First Day of Work	Faculty/Staff classified as $\frac{3}{4}$ time or full-time	No cost to employee	Entire Cost	Insured 200% of gross annual salary (decreases at ages 65 & 70)
Voluntary Life Insurance	First Day of Work	Faculty/Staff classified as $\frac{3}{4}$ time or full-time	Entire	N/A	Additional life insurance may be purchased for employee, spouse and children.
Long-Term Disability	First Day of Work	Faculty/Staff classified as $\frac{3}{4}$ time or full-time	No cost to employee	Entire Cost	Provides for compensation equal to 2/3 of salary, after 90 day disability period. (maximum monthly benefit of \$6,000)
Voluntary Vision Insurance	First Day of Work	Faculty/Staff classified as $\frac{3}{4}$ time or full-time	Employee \$ 7.20 Emp/Spouse \$13.68 Emp/Child \$14.40 Family \$21.16	N/A	EyeMed Vision Care thru network Eye exam for \$10 copay; \$10 copay for lenses (glasses); 0 copay for \$155 allowance for contacts
Retirement Annuity	First Day of Work	Faculty/Staff classified as $\frac{1}{2}$ time plus	Minimum of 3% of salary	10% of regular salary	A choice of two different 403 (b) plans Diversified Investment Advisors or TIAA-CREF.

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Employee Assistance Program	First Day of Work	Faculty/Staff classified as ¾ time or full-time	No cost to employee	Entire cost	100% coverage for up to 5 visits per issue at the Employee Assistance Network for varies issues
Credit Union	First Day of Work	All	N/A	N/A	Full service credit union offers savings accounts, checking accounts, IRA's, personal loans, VISA, ATM, - TELCO Community Credit Union
ATM (on campus)	First Day of Work	All	N/A	N/A	ATM on campus through BB&T, fees may apply through banking services.
Workers' Compensation	First Day of Work	All	No cost to Employee	Entire cost	66 2/3 % of average weekly salary of compensable injuries on the job
Tuition Remission	First Day of Work	Faculty/Staff classified as full-time	Some fees may apply	Cost of Tuition	Tuition for employees/spouses/dependents at Warren Wilson College
Tuition Exchange	First Day of Work	Faculty/Staff classified as full-time	Fees as required by other institution	Membership Fee	Tuition for dependents of employees at member institutions
Cafeteria Discount	First Day of Work	All	Lunch - \$3.00 Breakfast/Dinner, as posted	Remaining Full Cost	Discounted cost for meals for employees and family members
Rental Housing	First Day of Work	Full-time Faculty/Staff	5% of appraised value	N/A	Reduced cost for housing
Land Purchase	See policy	Full-time Faculty/Staff	\$1.00 + attorney fees	N/A	Opportunity to build a home on College Land/Purchase of existing house

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Service Awards	5 year increments	All	N/A	Varies	Service Awards based on years of Service
Health Center	First Day of Work	All	\$5.00	Remaining Full Cost	Visits to the Campus Health Center for employees and immediate family members
Holidays	First Day of Work	Regular	N/A	Salary	July 4, Thanksgiving Day and the day after Thanksgiving, Christmas Day and New Year's Day and ½ of the Fall and Spring Breaks. Winter Break equals 10 days plus the 2 holidays.
Vacation	Upon Accrual	Regular Full and Part-time Staff	N/A	Salary	1-5 yrs - 10 days 6 – 10 yrs - 15 days 11 + yrs - 20 days If hired before 12/87 – 22 days
Educational Assistance	One year of Service	Regular Full-time Staff	Remainder of cost	Equivalent to the cost of one class at a local public institution.	See Policy
Long Term Care	First Day of Work	Regular Full and Part-time Faculty/Staff	Fees as required by provider	Provides sponsorship	Cost and coverage depends upon plan selected
AAA	First Day of Work	All	AAA Rate with discount	Provides sponsorship	Discount plan – see offer from AAA for new membership
Firewood	Fall, as available	Regular, Full-time Faculty/Staff	N/A	N/A	Up to ½ cord firewood as available from Forestry each year, see policy.
529 Plan	First Day of Work	All	As determined by employee	Provides sponsorship	College Savings Plan through the State of North Carolina

\*See Summary Plan Description \*\*See Employee Handbook and Benefits Book

Vacation time applies to staff, not faculty, since faculty contracts are for ten months.