Benefits Summary

Post Doctoral Fellows and Research Fellows

Effective January 1, 2015

The following is a summary of employee benefits based on full-time employment and regular part-time employment for employees appointed at 75% FTE or greater.

You will make your benefit elections (excluding retirement) online utilizing our online Employee Self Service (ESS) tool. You will be able to access ESS effective on your date of hire.

Your coverage will begin on the first day of the month after 28 days of employment have been completed.

For detailed information and interpretation of any benefits, refer to the appropriate policy and procedure, collective bargaining agreement, or contact the Human Resources Department at 513-556-6381 or HROnestop@uc.edu.
<table>
<thead>
<tr>
<th>RETIREMENT PLAN OPTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ohio Public Employees Retirement System (OPERS)</strong></td>
</tr>
<tr>
<td><strong>Ohio Alternative Retirement Plan (ARP) (100% FTE required)</strong></td>
</tr>
<tr>
<td><strong>Voluntary Retirement Plans 403(b) and 457</strong></td>
</tr>
</tbody>
</table>
## MEDICAL PLAN OPTIONS

Spousal/ Domestic Partner Surcharge of $50 per month applies if spouse or domestic partner is eligible for medical coverage through his/her employer but chooses not to enroll.

<table>
<thead>
<tr>
<th>Waive coverage</th>
<th>You may elect to waive coverage.</th>
<th>You do not receive a benefit credit if you waive coverage.</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPO</td>
<td>The PPO includes network and non-network providers. If you utilize non-network providers your costs will be higher. The Plan features a deductible and 90% co-insurance after the deductible is met. Preventive care is covered at 100% without the need to meet a deductible. To obtain information on network providers and the drug formulary, log on to <a href="http://www.anthem.com">www.anthem.com</a>.</td>
<td>Provided at no premium cost to you.</td>
</tr>
<tr>
<td>HDHP and Health Savings Account</td>
<td>The HDHP includes network and non-network providers. If you utilize non-network providers, your costs will be higher. The Plan features a deductible and 90% co-insurance after the deductible is met. Preventive care is covered without the need to meet a deductible. The university contributes to the Health Savings Account based upon the employee’s annual base pay. Employees may contribute to the HSA also. Total HSA contributions cannot exceed the IRS annual maximum. To obtain information on network providers and the drug formulary, log on to <a href="http://www.anthem.com">www.anthem.com</a>.</td>
<td>Provided at no premium cost to you.</td>
</tr>
</tbody>
</table>
### DENTAL PLAN OPTIONS

<table>
<thead>
<tr>
<th>Waive coverage</th>
<th>You may elect to waive coverage.</th>
<th>You do not receive a benefit credit if you waive coverage.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Basic</strong></td>
<td>You may utilize any dental care provider you choose. The plan has an annual deductible. You share in the cost of eligible expenses after meeting the plan’s deductible.</td>
<td>Provided at no premium cost to you. To obtain information on network providers, log on to <a href="http://www.humana.com">www.humana.com</a>.</td>
</tr>
<tr>
<td></td>
<td>This plan does not offer orthodontia coverage. You have the option of choosing network and/or non-network providers. If you utilize non-network providers, your costs will be higher.</td>
<td></td>
</tr>
</tbody>
</table>

### TUITION REMISSION

<table>
<thead>
<tr>
<th>Employee Only</th>
<th>This benefit is effective the first day of the term that follows 28 days of employment. Tuition remission benefits do not include any ancillary fees (i.e., general fees, computer fees, books, or lab materials).</th>
<th>Graduate tuition remission benefits are taxable for the employee if more than $5,250 in a calendar year.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>With an FTE of 75% or greater, your benefits include 3 credit hours per employee per term.</td>
<td>You are taxed at the end of the term in which benefits were received.</td>
</tr>
</tbody>
</table>

### VACATION

Full-time Post Doctoral Fellows and Research Fellows will accrue vacation time at the rate of 6.67 hours/month for each month worked (10 days/year). Vacation time may be accrued from year to year up to a maximum of 30 days. Upon separation from employment with UC, you will not be paid for any unused vacation days.

### SICK TIME

Full-time Post Doctoral Fellows and Research Fellows accrue sick time at the rate of 8 hours/month for each month worked (12 days/year). There is no maximum accrual of sick time. Upon separation from employment with UC, you will not be paid for any unused sick days (however, if you go to another state institution these days may be transferable).
This page provides an overview of the many and varied benefits available to UC employees. UC strives to provide a competitive benefits package and a rewarding work environment. The total benefits and compensation received by UC employees ranks favorably with many other large employers. This is just one way of showing how much we appreciate your hard work.

### RETIREMENT/INSURANCE:
- 403(b) Tax Deferred Opportunities
- 457 Tax Deferred Opportunities
- Medical and Dental Insurance
- Cafeteria Benefits Plan

### EDUCATION:
- Tuition Remission – self UC Libraries

### FINANCIAL:
- Payroll Direct Deposit
- Pre-tax Payroll Deduction for Parking
- Bearcat Campus Card
- Discounts on Entertainment, Activities, and Services
- Automated Teller Machines
- UC Bookstore 15% Discount
- 10 Paid Holidays
- Unum Critical Illness and Accident Plans
- Liberty Mutual insurance discounts
- Sibcy Cline Real Estate program
- Free remote internet access

### WELLNESS SERVICES:
- IMPACT Solutions - Employee Assistance Plan
- UC Wellness Center

### SPECIAL SERVICES/PROGRAMS:
- Benefits Fair
- Service Awards Motorist Assistance Program Campus
- Shuttle Service Personalized Benefits Counseling
- Retirement/Financial Planning Seminars
- Campus Recreation Center Discount
- Intramural Sports/Recreation Teams
- Bearcat Fitness Trail
- Leave of Absences Leave
- Donation Program College
- Conservatory of Music Entertainment
- Nightwalk Escort Program
- Campus Post Office UC Women’s Center
- Development and Training Opportunities
- UC Child Care Center
- UC*Metro Program
- Bearcat sporting event discounts

For additional information visit our web site at [http://www.uc.edu/hr](http://www.uc.edu/hr).