Benefits Summary
Annually Appointed Adjunct Faculty: 50%-64% FTE
Effective January 1, 2019

The following is a summary of employee benefits based on part-time annual adjunct appointments with an FTE of 50%-64% FTE.

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

Your coverage will be effective on the first day of the month following 28 days of employment have been complete. 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 Benefits@UC.edu.

This document provides an overview of benefits available to University of Cincinnati employees. For detailed information, refer to university rules or the plan documents which govern the plans. In the case of any conflict between this document and the official document, the plan document governs.
<table>
<thead>
<tr>
<th><strong>State Teachers Retirement System (STRS)</strong></th>
<th><strong>Voluntary Retirement Plans</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>This plan offers you a choice of a defined benefit plan, defined contribution plan and a combined plan. Survivorship benefits may be available in the event of death. Should you separate from UC, you may request a refund or roll-over of your accumulated contributions. You will not contribute to Social Security as a public employee in the State of Ohio. You and the university will each contribute 1.45% of your income to Medicare.</td>
<td>You can supplement your retirement savings by contributing to the university’s 403(b) and/or the Ohio Deferred Compensation Plan (457). For more information, refer to <a href="http://www.uc.edu/hr/benefits">www.uc.edu/hr/benefits</a>.</td>
</tr>
<tr>
<td>Your contribution is 14% of your pre-tax eligible earnings. The university contributes 14% of eligible pay on your behalf. For more information, refer to <a href="http://www.strsoh.org">www.strsoh.org</a>.</td>
<td>You can contribute the maximum allowed by law.</td>
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</table>
### MEDICAL PLAN OPTIONS

Spousal/ Domestic Partner Surcharge of $200 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 will not receive a benefit credit if you waive coverage.</th>
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<tbody>
<tr>
<td><strong>PPO</strong></td>
<td>The PPO plan includes network and non-network providers. If you utilize non-network providers your costs will be higher. The Plan features a deductible and 85% 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>. Search using network name Blue Access PPO for both medical plans.</td>
<td>You will contribute one half of the cost of the plan.</td>
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<tr>
<td><strong>Health Savings Account/ HDHP</strong></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 85% 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>. Search using network name Blue Access PPO for both medical plans.</td>
<td>With the exception of Employee Only coverage, you will contribute one half of the cost of the plan.</td>
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<tr>
<td>Vision Plan Options</td>
<td>Description</td>
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<tr>
<td><strong>Waive coverage</strong></td>
<td>You may elect to waive coverage.</td>
<td></td>
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</tbody>
</table>
| **Standard Vision Plan** | The VSP vision plan is a materials only plan. It includes network and non-network providers. If you utilize non-network providers your costs will be higher.  
After a $25 individual copay lenses in glass or plastic (e.g. single vision, lined bifocal and corrective) are covered once every 12 months. The cost of frames (up to $130) is covered once every 24 months. Or you can choose contacts (covered up to $120) instead of glasses (frames and lenses) every 12 months. A separate copay up to $60 applies to contacts.  
Discounts on many types of lens enhancements and other services such as hearing aids and Lasik surgery are included in the Plan.  
A routine vision refraction exam is covered once per calendar year through an Anthem network provider if you are enrolled in a university medical plan. |

You will pay for the cost for this plan on a pre-tax basis.  
To obtain information on network providers, log on to www.vsp.com.
<table>
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<th>FLEXIBLE SPENDING ACCOUNTS</th>
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<tbody>
<tr>
<td><strong>Health Care Flexible Spending Account</strong></td>
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<tr>
<td><strong>Dependent Daycare Account</strong></td>
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<th><strong>TUITION REMISSION</strong></th>
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<td><strong>Employee Only</strong></td>
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<td><strong>Graduate tuition remission benefits are taxable for the employee if more than $5,250 in a calendar year.</strong></td>
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<th><strong>SICK TIME</strong></th>
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<td>Employees accrue sick time at the rate of 1.25 days/month for each month worked (15 days/year). Sick time may be accrued from year to year up to a maximum of 300 days. Upon separation from employment with UC, you will not be paid for any unused sick time, however, if you are going to another state institution, these days may be transferable. At retirement, eligible employees will receive a partial payout of unused sick balance.</td>
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</tbody>
</table>
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:
- STRS
- 403(b) Tax Deferred Opportunities
- 457 Tax Deferred Opportunities
- Health Care Flexible Spending Account
- Dependent Care Flexible Spending Account
- Medical Coverage
- Vision Coverage
- Cafeteria Benefits Plan
- Anthem Engage Healthcare Tool

### 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
- UC Bookstore 15% Discount
- 10 Paid Holidays
- Unum Critical Illness and Accident Plans
- Sibcy Cline Real Estate program
- Comey Shepherd Real Estate program
- Winter Season Days

### WELLNESS SERVICES:
- Be Well UC

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

For additional information visit our website at [http://www.uc.edu/hr/1-1-19](http://www.uc.edu/hr/1-1-19)