

SUMMARY OF BENEFITS FOR BENEFITTED UNIVERSITY OF NORTH DAKOTA STAFF EMPLOYEES

| BENEFIT | WHO PAYS | WHEN ELIGIBLE | SUMMARY OF BENEFIT |
|-----------------------------------|---|---|--|
| Annual Leave | The University | Upon Employment | 0-3 Years: 8 hrs/Month; 4-7 Years: 10 hrs/Month; 8-12 Years: 12 hrs/Month; 13-18 Years: 14 hrs/Month; Over 18 Years: 16 hrs/Month. Maximum annual carryover of 240 hours.* Please see note below for leave restrictions. |
| Sick Leave | The University | Upon Employment | Sick Leave accrues at the rate of 8 hrs per month with unlimited accumulation. * |
| Holidays | The University | Upon Employment | 8 hours paid for each of the following holidays: (New Years, Martin Luther King Day, President's Day (Feb), Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day (Nov), Thanksgiving and Christmas). * |
| Funeral Leave | The University | Upon Employment | In case of death in immediate family of employee or spouse. Up to three days paid time off to make arrangements and attend funeral. |
| Jury Duty Leave | The University | Upon Employment | Paid time for jury service |
| Military Duty Leave | The University | Upon Employment | Paid time for first 20 days of annual military duty |
| Insurance a. Health | UND pays the full premium of \$886.62 for single or family | Coverage is effective the 1 st day of the month following month of employment | Enrollment must take place within 31 days of hire date to receive waiver of existing medical condition. Provides group hospital, surgical and medical protection. |
| b. State/UND Life | The University pays for basic policy, you pay for additional | Coverage is effective the 1 st day of the month following month of employment | The University provides \$8500.00 in term insurance. You may purchase additional term life insurance for yourself, spouse and dependents. Contact Payroll Office for details. |
| c. Employee Assistance Program | The University | Coverage is effective the 1 st day of the month following month of employment | A confidential assessment/counseling referral service for you and your immediate family. 8 free sessions per issue. Call 1-800-327-7195. |
| d. Dental Insurance | You through payroll deduction | Coverage is effective the 1 st day of the month following month of employment. | Optional coverage for you and your family if desired. Contact Payroll Office for details. |
| e. Vision Insurance | You through payroll deduction | Coverage is effective the 1 st day of the month following month of employment. | Optional coverage for you and your family if desired. Contact Payroll Office for details. |
| f. Long Term Disability | The University | Upon Employment | Provides income to employees who are unable to perform job duties because of long term illness or accident. |
| g. Cancer and Intensive Care | You through payroll deduction | Upon Employment | Optional coverage for you and your family if desired. Contact Payroll Office for details. |
| h. Long Term Care | You through payroll deduction | Upon Employment | Optional coverage to help pay for the cost of long-term care in nursing home, home health care or other facilities. Contact Payroll Office for details. |
| i. Workers Compensation | The University | Upon Employment | Compensation for job related injury or death; provides medical expense coverage for job related injury or illness |
| Flex Comp | University pays administrative costs | Coverage is effective the 1 st day of the month following the date of enrollment | An optional benefit that allows employees the opportunity to pay for medical and dependent care expenses with tax-free dollars instead of after-tax dollars. |
| Retirement Plan | NDPERS – You and the University TIAA-CREF – You and the University | Upon Employment | NDPERS PLAN – Retirement contributions are a percent of your salary. EE**: 2.0%, ER ***: 11.26%. TIAA-CREF – Retirement benefits based on accumulations and age at retirement. Retirement contributions are based on years of service and academic appointment. 0-2 years of service-EE**: 2.5%, ER***: 6.5%; 3-10 yrs of service-EE: 3.5%, ER: 11.5%; 10+ years of service-EE 4.0%, ER: 12% (Associate and Full Professors start at 3-10 rate). |
| Social Security | You and the University | Upon Employment | Retirement benefits at normal retirement per Social Security Administration. May take reduced benefits at age 62. Life income for total permanent disability. Lump sum payment on death. Monthly income for qualified survivors. Medical benefits for those 65 or over. |
| Supplemental Retirement Annuities | You | Upon Employment | Annuity amount is determined by dollars contributed and age at retirement. |
| Athletic Events & Facilities | You and the University | Upon Employment | Season tickets to home athletic events. Use of various facilities and programs. Contact Athletics. |
| Golf Course | You | Upon Employment | Season tickets or special daily green fees are available for the University Ray Richards 9-hole golf course. |
| Libraries | The University | Upon Employment | Use of UND libraries authorized upon presentation of UND staff ID Card |
| Educational Opportunities | You and the University | Upon Employment | Based on approval of Department head, the opportunity to take three courses per calendar year with tuition waived. |
| Spouse/Dependent Tuition Waiver | You and the University | Upon Employment | Spouse and dependents of benefitted UND employees are eligible for a 50% tuition waiver as defined in the Employee Spouse and Dependent Tuition Waiver Policy. For more information, visit http://www.und.edu/tuitionwaiver/ |
| Credit Union | You | Upon Employment | This cooperative organization is available to you as an employee for savings, loans and share drafts. Contact Credit Union for details. |

** Employee; *** Employer

01/17/2013

*Leave accrual/carryover and paid holidays are pro-rated for part-time benefitted employees based on hours worked per week

NOTE: Except for calendar year of hire, employees must use 40 hours of annual leave each calendar year.