### 1199C National Benefit Fund

The Fund provides medical, prescription, dental, life and short-term disability benefits. Enrollment is handled by the Fund.

- Benefit cost is $40 per week.
- Health benefits effective on the 60th day after date of hire

For information about the National Benefits Fund:
- Call: 215-735-5720
- Or visit the website at: http://1199cfunds.org/health-welfare-benefits/

### Retirement Plan

- Participation may begin on the first of the month following date of full-time employment

#### Retirement Plan Vendors
- TIAA and Fidelity Investments

#### Less than 3 years of participation
- Employee contributions not required, but must complete enrollment material
- Temple University contributes 3% of base salary

#### 3 to 4 years of participation
- Temple University contributes 3.5% of base salary

#### 5 to 6 years of participation
- Temple University contributes 4% of base salary

#### 7 to 8 years of participation
- Temple University contributes 4.5% of base salary

#### Greater than 8 years of participation
- Temple University contributes 5% of base salary

#### Vesting
- Vesting in the University contributions requires five (5) years of participation in the plan.

### Voluntary Contributions

- Choice of TIAA and Fidelity

### Tuition Remission Eligibility for Employee

#### Employee
- The first day of the semester following probation.
- Full tuition remission is available up to eight credit hours in Temple University undergraduate colleges for either undergraduate or graduate courses. No tuition credit is given for courses taken in Temple's School of Law, Medicine, Dentistry or College of Podiatric Medicine.

#### Dependents
- Legally dependent children, including natural, adopted or non-adopted stepchildren, are eligible for undergraduate tuition remission of 50% in the first year of service, 75% in the second year of service and 100% beginning the semester following the completion of three years of service.
- Children must be less than 24 years of age when initially enrolled in a Temple University undergraduate degree program and are eligible for a maximum of ten semesters to complete their degree.

### Flexible Spending Accounts

#### WageWorks
- Dependent Care Expenses
  - Pre-tax contribution up to $5,000 annually
- Health Care Expenses
  - Pre-tax contribution up to $2,700 annually

### Holidays
- 11 per year

### Vacation
- 2 weeks per year on an accrual basis

### Sick Time
- 10 days per year on an accrual basis

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*This synopsis is for informational purposes only. The actual Benefit Plan documents and University policies will be controlling.*