### Health Insurance Eligibility
Begins on the first day of full-time employment

#### Health Insurance
Choice of health plan - Personal Choice $20 or Keystone HMO $20 or Personal Choice $30-High Deductible CVS/Caremark

#### Prescription plan

#### Monthly Employee Contribution Amounts
<table>
<thead>
<tr>
<th>Plan Type</th>
<th>EE+1</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Choice $20/Caremark</td>
<td>$146.79</td>
<td>$314.59</td>
</tr>
<tr>
<td>Keystone HMO $20/Caremark</td>
<td>$133.33</td>
<td>$285.74</td>
</tr>
<tr>
<td>Personal Choice $30-High Deductible</td>
<td>$129.78</td>
<td>$278.13</td>
</tr>
</tbody>
</table>

#### Aetna Dental Insurance

#### Monthly Employee Contribution Amounts
<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Single</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$7.32</td>
<td>$22.10</td>
<td></td>
</tr>
</tbody>
</table>

#### Vision Care
Vision evaluation and provision of eyeglasses once every two years provided by the University. You may elect a $25 allowance contact lenses in lieu of eyeglasses.

#### Group Term Life
Prudential Insurance Company
Basic Amount: Employee coverage only: $18,000
Employee Contribution: None

#### Optional Supplemental Insurance
1.5, 2 or 3x times annual base salary to a maximum supplemental policy of $482,000

#### Monthly Employee Contribution Amounts
Employee pays premium based on age per $1,000 of insurance.
Under 30 years old $0.032, 30-34 $0.048, 35-44 $0.056, 45-49 $0.88, 50-54 $0.136, 55-59 $0.256, 60-64 $0.384, 65-69 $0.744, 70+ $1.208

#### Maximum Total Life Insurance Policy
Not to exceed $500,000

#### Survivor Income Insurance
Provides $500/mth to spouse and $200/mth to children

#### Monthly Employee Contribution Amounts
<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Single</th>
<th>Spouse</th>
<th>Children</th>
<th>Spouse &amp; Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>$27.00</td>
<td>$7.00</td>
<td>$34.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Accidental Death and Dismemberment
Employee and dependent(s) coverage available
Minimum policy $10,000
Maximum Policy $150,000

#### Monthly Employee Contribution Amounts
<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Monthly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single Policy</td>
<td>$0.15 per $10,000 of insurance</td>
</tr>
<tr>
<td>Family Policy</td>
<td>$0.25 per $10,000 of insurance</td>
</tr>
</tbody>
</table>

#### Short Term Disability Insurance
Prudential Insurance Company
Elimination period 4 weeks
Monthly Benefit: 60% of benefits base salary and benefit continuation
Maximum Benefit period: 22 weeks

#### Monthly Employee Contribution Amounts
Employee pays premium of $22.68
**TEMPLE UNIVERSITY BENEFIT SYNOPSIS**  
**LAW SCHOOL EMPLOYEES**

<table>
<thead>
<tr>
<th>Benefit Category</th>
<th>Details</th>
</tr>
</thead>
</table>
| **Long Term Disability Insurance**    | Prudential Insurance Company  
Elimination period 26 weeks  
Cost shared between employee and University  
Maximum monthly benefit $4,000 income and benefit continuation |
| **Monthly Employee Contribution Amounts** | Employee pays premium of $0.62/per $100 monthly salary  
Maximum deduction is $41.33 per month |
| **Supplemental Long Term Disability** | Prudential Insurance Company  
Core and Supplemental Maximum monthly benefit $10,000 |
| **Monthly Employee Contribution Amounts** | Employee pays premium of $0.605/per $100 monthly salary  
Maximum deduction is $90.75 per month |
| **Flexible Spending Accounts**        | WageWorks  
Dependent Care Expenses  
Pre-tax contribution up to $5,000 annually  
Health Care Expenses  
Pre-tax contribution up to $2,550 annually |
| **Retirement Plan**                   | Participation may begin on the first of the month following date of full-time employment  
Retirement Plan Vendors: TIAA and Fidelity Investments  
Plan: Employee contribution 4.5% of base salary up to Social Security Wage Base ($128,700 for 2018) and 5% of base salary above Social Security Wage Base  
Temple University contribution 8.5% of base salary up to Social Security Wage Base and 13% of base salary above Social Security Wage Base (maximum annual salary $275,000)  
Vesting: Vesting in the University contributions requires three (3) years of participation in the plan.  
Voluntary Contributions: Choice of TIAA and Fidelity |
| **Tuition Remission Eligibility**     | The first day of the semester coincident with, or following date of hire.  
Employee: 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.  
This synopsis is for informational purposes only. The actual Benefit Plan documents and University policies will be controlling. |

January 2018 2