### 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**

**Prescription plan**

**CVS/Caremark**

<table>
<thead>
<tr>
<th>Monthly Employee Contribution Amounts</th>
<th>Single</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Choice $20/Caremark</td>
<td>$136.02</td>
<td>$361.22</td>
</tr>
<tr>
<td>Keystone HMO $20/Caremark</td>
<td>$123.14</td>
<td>$326.68</td>
</tr>
</tbody>
</table>

### Aetna Dental Insurance

**Monthly Employee Contribution Amounts**

<table>
<thead>
<tr>
<th>Single</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$7.32</td>
<td>$22.10</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.

**Employee Contribution**

None

### 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 $300,000

**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 $318,000

### Survivor Income Insurance

Provides $500/mth to spouse and $200/mth to children

**Monthly Employee Contribution Amounts**

<table>
<thead>
<tr>
<th>Spouse</th>
<th>$27.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children</td>
<td>$7.00</td>
</tr>
<tr>
<td>Spouse &amp; Children</td>
<td>$34.00</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**

| Single Policy | $0.15 per $10,000 of insurance |
| Family Policy  | $0.25 per $10,000 of insurance |

### Accident and Sickness Benefit Eligibility

Begins after 90 days of full-time employment

**Prudential Insurance Company**

$225.00 a week for a maximum of 26 weeks

**Employee Contribution**

None
### TEMPLE UNIVERSITY BENEFIT SYNOPSIS
#### TAUP ACADEMIC PROFESSIONAL AND LIBRARIANS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Description</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  |
| **Employee Contribution**     | Employee pays premium of $0.62 per $100 monthly salary  
 Maximum deduction is $41.33 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 $2,650 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.*