**Health Insurance Eligibility**

Begins on the first day of full-time appointment

**Health Insurance**

Choice of health plan - Personal Choice $20 or Keystone HMO $20

Prescription plan

CVS/Caremark

**Monthly Employee Contribution Amounts**

<table>
<thead>
<tr>
<th>Salary Below $76,000</th>
<th>Salary Above $76,000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Single</strong></td>
<td><strong>Family</strong></td>
</tr>
<tr>
<td>Personal Choice $20/Caremark</td>
<td>$138.60</td>
</tr>
<tr>
<td>Keystone HMO $20/Caremark</td>
<td>$125.54</td>
</tr>
</tbody>
</table>

**Aetna Dental Insurance**

Salary below $76,000 | Salary above $76,000

<table>
<thead>
<tr>
<th><strong>Single</strong></th>
<th><strong>Family</strong></th>
<th><strong>Single</strong></th>
<th><strong>Family</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>$7.32</td>
<td>$22.10</td>
<td>$8.41</td>
<td>$25.42</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

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

<table>
<thead>
<tr>
<th>Single Policy</th>
<th>Family Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.15 per $10,000 of insurance</td>
<td>$0.25 per $10,000 of insurance</td>
</tr>
<tr>
<td>Benefit Area</td>
<td>Details</td>
</tr>
<tr>
<td>------------------------------</td>
<td>---------</td>
</tr>
</tbody>
</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 $2,600 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 ($127,200 for 2017) 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 $270,000)  
  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.  
  Spouse/Certified Domestic Partner One-half tuition remission 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% thereafter. 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.*